

[outcome XM-DAC-41146-AUL_D.1.1](#)

Effective system for monitoring and tracking progress on continental gender equality normative frameworks is in place and utilized by (2024 – 2026)

UN Women in collaboration with the OHCHR proposed to support the AUC towards the development of a continental flagship report, the State of Women’s Rights in Africa. This report aims to track progress in the 20-year implementation of the Maputo Protocol on the Rights of Women in Africa since the adoption of this continental normative framework. The recommendations of the report will inform the development of , among others, a continental acceleration plan for action by stakeholders at different levels in Africa. As part of the partnership with the AUC-WGYD to advance and monitor the implementation of continental GEWE and women’s rights commitments, UN Women LO has supported the conceptualization and coordination of a high-level conference that aimed to assess progress towards the ratification and implementation of the Maputo Protocol on the Rights of Women in Africa, a continental women’s rights legal framework. The LO has, as a result, been able to inform the agenda which created a space for CSO, Member States and UN Women to share experiences from the field . In addition, it positioned UN Women as a key partner to advance the coherent implementation of global and continental GEWE and women’s rights norms which contributed, among others, to the ratification by Botswana as the 46 th state party to the Protocol in November 2023 .

[outcome XM-DAC-41146-AUL_D.1.2](#)

Civil society and women’s voices and leadership influence progress on the gender equality and women’s empowerment at the continental level by 2026

AWLN: Through the African Women Leaders Network (AWLN), women’s voices and leadership influence on gender equality and women’s empowerment have been strengthened at the continental level by the establishment of women led initiatives or the presence of African women and girls’ voices in continental GEWE events/activities such as: The launches of (3) National Chapters of AWLN. The launches took place in Rwanda, Gambia and Equatorial Guinea. A continental virtual forum by AWLN where women leaders from East, West, Central, South and North Africa and all sectors of society in solidarity promoted peace and good governance for the women affected by conflict in the Sahel Region. The virtual consultation enhanced the importance of women’s contribution to resolving the crises in the Sahel region, highlighting the role of African women in decision making process in conflict and post-conflict societies. The event resulted in increased awareness on women’s leadership and network in the Sahel region, promising practices and opportunities from across Africa shared, and recommendations and commitment for strengthening collaborations to scale up actions for women’s leadership and participation in the Sahel region. The participation of AWLN Members in the Women Leaders Consultation in Comoros. To bring recommendations ahead of the 3 rd Men’s Conference on Positive Masculinity. The participation of AWLN Members in the 3 rd Men’s Conference on Positive Masculinity. To ensure women leaders voices in the outcomes of PM. UN Women AULO contributed to the launches by providing technical and financial support and guidance to the focal persons, as well as participated in-person to support the launch of AWLN Gambia on the ground. On the virtual forum UN Women AULO contributed with planning and conceptualization, communication to raise awareness of the event, invitees to panelists and participants, interpretation, minute taking as well as hosting the virtual forum. For the Women leaders consultation leading up to the 3 rd Men’s Conference on Positive Masculinity, UN Women supported the participation of 6 Women leaders with costs related to their participation. The launch of AWLN Gambia press release, The Concept Note for the Virtual Forum and the documents for Women Leaders Consultation and Positive Masculinity are attached.

[outcome XM-DAC-41146-AUL_D.1.3](#)

Strengthened UN system coordination on gender equality and women’s empowerment at the continental level (2023 – 2026)

The AU LO played a convening role in AUGPG and led the conceptualisation and the logistical coordination of the meetings including the mobilisation of participants and speakers, keeping the records of the meetings and circulating them for records. UK Office to AU co-chaired the AUGPG supported the conceptualization of the initiative and contributed to the mobilisation of development partners and moderation of the sessions of the AUGPG quarterly meetings. The collaboration enhanced the strategic importance of the platform which was evidenced by the consistent engagement of development partners in the different sessions and their support to AU led GEWE initiatives

[outcome XM-DAC-41146-AUL_D.1.4](#)

Gender equality stakeholders have the essential evidence they need to make informed decisions (2023 – 2026)

AGCCI: Results: Stakeholders in education and particularly in the digital sector make informed decisions that lead towards enhanced gender equality results as a result of improved awareness on existing gender digital divide through media campaigns and the stakeholders’ consultations undertaken at various levels . Contribution: The UNW LO through its AGCCI program in collaboration with UNW country offices and implementing partners such as AUC, ITU and UN agencies, has played a leading role in planning and coordinating awareness raising mechanisms that help stakeholders make informed decisions in the digital sector. These include media campaigns, newsletters & bulletins consisting of real-life stories of young girl coders, stakeholders’ experience sharing and consultation work shops , advocacy work including in global platforms such as CSW. Partners: Partners such as AUC, ITU and UN agencies (UNICEF, UNESCO and UNECA) have contributed to the review of

the “Continental communication strategy” developed under AGCCI and its materialization, donors provided financial and material support, the ministry focal points (education, gender and ICT) in each of the 11 target COs have also played a major role in the process of creating community awareness (through national TV, Radio and print media) on gender and digitization, the existing digital gender gap as well as on the need to encourage young girls to study STEMs in schools.

[outcome XM-DAC-41146-AUL_O_1](#)

Assuring an accountable organization through principled performance

The office successfully achieved overall delivery rate of 70% for Regular Resources. Payroll costs for some staff for the month of December 2023 was yet to be posted by reporting date hence resources not fully utilized. In addition, there were challenges encountered with Qantum roll-out that impacted on implementation of programme activities. Some activities could not be fully implemented due to scheduling issues among the key stakeholders involved. The office successfully achieved overall delivery rate of 73% for Regular Resources. Payroll costs for some staff for the month of December 2023 was yet to be posted by reporting date hence resources not fully utilized. In addition, there were challenges encountered with Qantum roll-out that impacted on implementation of programme activities. Some activities could not be fully implemented due to scheduling issues among the key stakeholders involved. No internal or external audit was conducted on the African Union Liaison Office hence no outstanding audit recommendations. Business continuity processes and protocols were kept up to date on the application system BCCMA & achieved 100% compliance. The online security survey was 100% completed and updated as necessary with actions taken where gaps were identified. The emergency communication system was also kept updated.

[outcome XM-DAC-41146-AUL_O_2](#)

Advancing partnerships, resourcing; Effectively influencing for impact & scale

UN Women LO worked closely with the AU and UNECA offices to ensure joint efforts are aligned with UN Women and AU gender strategies in Africa, coordinated to avoid duplication, coherent and results driven, and leverage UN Women’s country and regional level work by connecting it to the continental level. During the reporting year UN Women LO continued its engagement with AUC Departments of Agriculture, Rural Development, Blue Economy, and Sustainable Environment (ARBE); Education, Science, Technology and Innovation (ESTI); Political Affairs, Peace and Security (PAPS); Health, Humanitarian Affairs and Social Development (HHS) and the Office of the Special Envoy on Women Peace and Security. The during the year 2023 served as an entry point for UN Women Country and regional offices to the AUC while UN Women Country offices facilitate coordination between WGYD and gender ministries at the member states level taking advantage of their presence at the country level. Public-private partnerships and private sector engagement played a critical role in the implementation of this SN. The LO acquired funding from Belgian and Swedish government during the reporting period. P

[outcome XM-DAC-41146-AUL_O_3](#)

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

UN Women LO provided training on quantum and project management to develop the capacity of its staff and retain good talent for successful delivery of its programmes under the SN.

[outcome XM-DAC-41146-AUL_O_4](#)

Effective normative, programmatic and coordination products, services and processes

Mobilizing non-core funds was critical for the work of the LO and managed to do fundraise from the Belgian and Swedish government during the reporting period.

[outcome XM-DAC-41146-ETH_D_1.1](#)

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

Overall, 2023 marked notable advancements in a heightened response to violence against women, and a commitment to improving legislative frameworks to support gender equality. These achievements illustrate a concerted effort by various stakeholders, guided by UN Women’s leadership, to create a more inclusive and equitable society. This year, UN Women’s efforts in promoting gender-sensitive legislation have marked a significant milestone. The Criminal Justice Procedure and Evidence Code is now revised and submitted to legal drafting committee incorporating key inputs, including from the civil society, to ensure it is both gender-sensitive and centered on survivors’ needs. Furthermore, despite initial resistance, relentless advocacy by UN Women, alongside the Ministry of Women and Social Affairs (MoWSA) and other stakeholders, led to a breakthrough: the Ministry of Planning and Development’s leadership to finalize the review of the first national GBV prevention and response policy as a final step before policy adoption by the Cabinet. This policy will undergo final approval and adoption before submission to the Prime Minister’s office in 2024. Furthermore, UN Women continued to bolster VAWG coordination mechanisms. A key moment was the launch of the national five-year strategy on preventing and responding to VAWC, which is now endorsed and adopted by high-level dignitaries, including the Federal Democratic Republic of Ethiopia (FDRE) president of Ethiopia and the Minister of MoWSA. Aligned with SDG 5 targets 5.1 and 5.2, it addresses discrimination and violence against women and girls in all spheres. Additionally, the strategy aligns with CEDAW’s General Recommendation No. 35, advocating for a coordinated approach to monitor and evaluate the implementation and effectiveness of measures at various levels. Furthermore, another pivotal achievement has been reached in 2023 in advancing gender responsive policies in Ethiopia. In 2023, the national policy on gender equality and women’s empowerment, set to replace the 1993 National Policy on Ethiopian Women, was completed and submitted to the Ministry of Planning and Development (MoPD) for review before adoption by the Council of Ministers. UN Women, in partnership with the Ministry of Women and Social Affairs, has been advocating for a swift review by the Ministry of Planning and Development for it to be adopted in early 2024. Concurrently, a gender equality roadmap, functioning as an actionable plan for the policy, is now in its advanced stage of development. UN Women’s role has been extending to supporting this through key studies and co-chairing the technical committee overseeing the policy and roadmap development, which includes government, civil society, and development partner representatives. As a result of UN Women continued advocacy on inclusivity and strategic technical

support to increase the CSOs' level of influence in key normative and policy processes, the CSOs are now meaningfully participating and influencing the development of two pivotal policies in Ethiopia. CSOs play a key role in the formulation of the Gender Equality Roadmap, contributing to its early draft. Similarly, such CSOs as the Ethiopian Women Lawyer's Association (EWLA) and the Network of Ethiopian Women's Associations (NEWA), as members of the technical committee, are instrumental in the development of the National GBV Prevention and Response Policy, through their substantial inputs and strong advocacy for a standalone GBV policy. The Ministry of Women and Social Affairs recognized their contributions, highlighting the significance of CSO involvement in these policy-making processes. Significant progress has been made in addressing violence against women and girls (VAWG) in public spaces, particularly in Ethiopia's transportation sector. Through UN Women's support in sensitization and capacity building, public transport associations and taxi supervisors are now actively raising awareness about VAW prevention. Additionally, a landmark draft bylaw has been developed by 20 public transport owners' associations, addressing various forms of violence, including harassment. The draft bylaw, the first of its kind in Ethiopia, is applicable for public transport owners, drivers and assistants and it covers types of violence including harassments in public settings, what measures to be taken if incidents happen, roles and responsibilities of the ending sexual harassment committee (which was established by the association), including raising awareness among drivers and assistants, identify incidents, reporting the cases, and different levels of written warnings and measures on perpetrators. The Hawassa city transport office, a member of the Safe Cities Advisory Group, played a crucial role in these developments. This initiative, starting in Hawassa city in Sidama region, is planned to be expanded to other areas, showcasing a scalable model for addressing VAWG in public transportation settings. In 2023, multi-sectoral humanitarian frameworks, strategies and tools are now more gender responsive ensuring equitable, safe, and dignified response and recovery mechanisms to enable women and girls, who are affected by conflict, humanitarian crisis and displacement, to rebuild their lives in sustainable ways. As a result of the UN Women gender-mainstreaming efforts, the 2023 Humanitarian Response Plan now successfully incorporates all the three required metrics, focusing on a comprehensive response to the needs of women and girls. This included strategies to address gender-based violence and provide sexual and reproductive health care services. Unlike in 2022, the 2023 HRP also emphasized women's economic empowerment and livelihoods, incorporating cash programming as a key component. As a result of increased gender integration in the HRP and continued scale up of UN Women humanitarian portfolio, more female survivors of violence were able to access survivor-centred services critical to their health, protection, and recovery in 2023. While nation-wide data continues to be limited, 2023 witnessed a significant escalation in the number of women accessing services after experiencing violence. In a significant outcome of multi-sectoral interventions across the humanitarian-development-peace nexus, 13,256 women and girls, including those affected by gender-based and conflict-related sexual violence, now access comprehensive services across regions including Addis Ababa, Afar, Amhara, Oromia, Sidama, and Somali regions. Compared to 2022, this is nearly a fivefold increase which underscores a substantial enhancement in service accessibility and utilization by women and girls affected by violence, which comes as a result of UN Women programming.

[outcome XM-DAC-41146-ETH_D_1.2](#)

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

In 2023, the advancement towards a cohesive, just, inclusive, and democratic society in Ethiopia has been marked by the development of a gender-sensitive Transitional Justice Policy. This progress, significantly shaped by UN Women, was bolstered by women's substantial participation in the consultations, with 31.1% of attendees being women, including those affected by conflict and survivors of sexual violence. Their contributions have been pivotal in shaping a draft policy now addresses the critical issue of conflict-related sexual violence, disability inclusion and provisions for specialized prosecution offices and courts, reflecting the crucial input from women. In 2023, significant progress was made in the development of Ethiopia's National Action Plan on Women, Peace, and Security (NAP on WPS). The formation and full operationalization of the National Steering Committee, advocated by the Ministry of Women and Social Affairs and UN Women, mark a pivotal step. This committee has been instrumental in providing political support and enabling the technical committee to effectively conduct consultations for the NAP on WPS. These consultations, structured around a framework designed to capture a wide range of perspectives, are crucial for drafting a comprehensive and context-specific NAP on WPS. The next crucial step is conducting nationwide consultations to incorporate extensive inputs into the plan. UN Women's role has been instrumental in guiding and supporting these processes, ensuring a comprehensive and inclusive approach to the NAP on WPS. UN Women made progress in ensuring that civil society and women's rights organizations (WROs) are now more able to meaningfully contribute and influence the policy environment and promote the WPS agenda at the national and local levels. The Gamo Zone Women Federation, one of key UN Women partners, now play a crucial role in resolving a violent conflict in the southern part of Ethiopia. Despite initial scepticism from traditional leaders about women's capabilities in conflict resolution, the women of the Federation, capacitated by UN Women in peacebuilding, successfully mediated the conflict. This intervention not only demonstrated their conflict resolution skills but also significantly changed perceptions, leading to their recognition and inclusion in future conflict resolution processes in the town. This marks a pivotal shift in the role of women in peacekeeping efforts in the region. This significant result has been collected via outcome harvesting methodology, where outcomes are verified through discussions with both internal and external stakeholders. While the national data on women's leadership in the Executive branch at federal and regional levels is linked to the elections cycle in Ethiopia, in 2023, the Ministry of Women and Social Affairs (MoWSA), supported by UN Women, spearheaded an assessment to evaluate women's representation in leadership roles across various regions and federal city administrations in Ethiopia. The study faced challenges, including the lack of a standard definition for leadership levels and missing data on age and disability status. Political instability and government reshuffling in Amhara led to difficulties in accurately tracking changes in women's representation. Despite these challenges, the findings revealed a nominal (1%) increase in women's leadership representation in Amhara, not due to more female appointments but due to a reduction in total cabinet positions. At the federal level, women's representation in leadership roles in 2023 remained consistent with the previous year. Despite the challenges in accurately tracking and boosting women's leadership, especially in regions affected by political and social instability, in 2023

UN Women continued to advance the proportion of seats held by women in national parliaments, local governments and executive positions. As a result of tailored leadership capacity building by UN Women and partners, including the Ministry of Women and Social Affairs and the Network of Ethiopian Women Association (NEWA), a total 156 women leaders and politicians from Sidama, Afar, and Somali regions now actively compete for higher leadership roles and advanced gender equality within their political parties, which is expected to move the need on the number of women at leadership level. UN Women continues to emphasize that quality gender statistics and sex-disaggregated data are integral aspects of achieving gender equality. The GoE now is better able to track the implementation of the SDGs with increased availability of data and statistics, including gender statistics. A separate unit responsible for the production, analysis and dissemination of gender and disability statistics which demonstrates the political will of the government of gender statistics is now established by the Ethiopian Statistical Services (ESS). The unit, complementing existing directorates for gender and social inclusion in various ministries, signifies a significant step towards improved availability and analysis of gender-focused data in Ethiopia. The establishment of the unit comes after years of advocacy and capacity building by UN Women with the Ethiopian Statistical Services through the Making Every Woman and Girl Count programme.

[outcome XM-DAC-41146-ETH_D_1.3](#)

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

In 2023, UN Women's efforts continues to focus on fostering an inclusive, resilient, and sustainable economy in Ethiopia. This is being achieved by supporting advocacy for the adoption of gender-responsive policy and regulatory frameworks that prioritize women's opportunities and contributions to the economy. UN Women's support has led to the creation of Africa's first gender equality audit manual, a landmark achievement for gender equality. In 2023, UN Women's support has been instrumental the Federal Audit General's gender audit team to build their capacity to utilize the gender audit manual for a pilot in the Health and Agriculture ministries. The key findings from the pilot with the Ministry of Health uncovered significant gender gaps, including medical errors contributing to maternal deaths, shortfalls in reducing maternal and child mortality rates, and inadequate cervical cancer screening. These ground-breaking findings have prompted the Ministry of Health to develop strategies to decrease maternal and perinatal mortality and morbidity, including enhancing healthcare professionals' capabilities and increasing community awareness. Furthermore, the Ministry of Health now implements sex-disaggregated planning to improve women's health, specifically targeting reduced teenage pregnancy rates and increased childbirths with professional healthcare assistance. Furthermore, building on the last year results, the Ethiopian government, influenced by UN Women programming, significantly advanced gender equality integration into its national investment and financing framework. Utilizing the Gender Budget Statement (GBS), which is a forward-looking mechanism to track and make budget allocations to gender equality and women's empowerment, enabled three ministries (Ministry of Agriculture, Ministry of Urban Development and Ministry of Industry) , to adopt and pilot the mechanism and guide other sectoral ministries with their experiences. In 2023, for the first time ever, the Ministry of Finance allocated 7 million ETB (around 125,300 USD) for gender equality initiatives, particularly supporting the Ministry of Industry's goal to increase women's participation in the industrial sector to 85%. The Ministry of Urban Development and Infrastructure introduced a sex-disaggregated biannual plan, for the first time ever, focusing on urban development and gender equality. Key aspects include a 2% increase in adequately planned cities and capacity building of 400 women as planning experts. The plan also includes urbanizing 33 cities with 126 women leading these projects, and a SafetyNet program aimed to improve the living standards of 816,000 citizens, with half of the beneficiaries being women. This approach not only enhances women's leadership roles in significant urban projects but also addresses socio-economic disparities, making a substantial impact on the overall development and inclusivity in Ethiopia. These initiatives across various ministries showcase a comprehensive and holistic approach to embedding gender equality in Ethiopia's investment and financing framework, laying the groundwork for sustained, gender-responsive policies and initiatives . In 2023, UN Women's collaboration with SOS Sahel, the Organization for Women in Self Employment (WISE), and the Ministry of Women and Social Affairs (MoWSA) led to significant outcomes in enhancing women's access to financial and non-financial services and resources in Oromia and the post-conflict areas of Amhara and Tigray. As a result, approximately 6,088 women and girls gained now access business skills and business development services (BDS) such as counselling, networking, and market linkages. This support enabled them to participate more effectively in market-driven businesses and diversify their livelihoods, contributing to their economic empowerment. Additionally, 16 Savings and Credit Cooperatives achieved notable financial milestones in partnership with SoS Sahel, WISE, and MoWSA. The total savings accumulated by members reached 2,084,900 ETB (approximately 36,882 USD) in 2023 compared to 2022 figures amounting to 1,481,170 ETB (approximately 27,946 USD). In addition, the 2023 revolving fund of 7,900,850 ETB (approximately 139,769 USD) was disbursed among members compare to 2022 figures amounting of 4,392,350 (approximately 82,874 USD). The financial growth was further evidenced by the increase in the initial loan amount from 3,000 ETB in 2022 (approximately 53.07 USD) to 7,000 ETB (approximately 127 USD) in 2023. These achievements underscore UN Women's commitment to bolstering women's resilience and economic status in various settings, including those affected by climate and humanitarian challenges. UN Women's efforts in improving women's economic and social status have been marked by enhanced coordination among stakeholders, including government, CSOs, NGOs, and private sector entities. The second national Women's Economic Empowerment (WEE) forum, held in 2023, bolstered collaboration in providing gender-responsive financial services. Notably, the Commercial Bank of Ethiopia committed to supporting unbanked women and girls, who do not have access to get loans and related financial services from banks, due to inability to fulfil the requirement of banks including collateral and procedural requirements, in piloting its new initiative on digital finance through the platform.

[outcome XM-DAC-41146-ETH_D_1.4](#)

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

UN Women's strategic collaboration with the Ethiopian Ministry of Agriculture has led to significant advancements in gender mainstreaming within the sector. This partnership has been instrumental in developing a gender equality audit manual, laying

the groundwork for enhanced gender-responsive practices in agriculture, particularly in the context of climate change. Through the concerted efforts of the ministry's Women and Social Affairs and Rural Land Administration and Use departments, and with robust support from UN Women, there has been a notable shift towards integrating gender equality and social inclusion in policy analysis, guidance, monitoring, and evaluation, with a special emphasis on climate change. This initiative marks a pivotal step towards ensuring equitable participation and benefits for women in Ethiopia's agricultural domain. UN Women's support on institutionalization of gender mainstreaming at the Ministry of Agriculture in Ethiopia improves gender responsive delivery | UN Women & Africa. Moreover, the establishment and strengthening of Social Analysis and Action (SAA) groups in various locales across the Oromia Region have been pivotal in challenging social norms that impede women's involvement in climate-smart agriculture and resilience building. This effort, supported by technical and financial assistance from UN Women and in collaboration with SOS Sahel Ethiopia, has fostered monthly discussions and decision-making on critical social issues, including Female Genital Mutilation, household gender division of labor, asset management, and participation in farming and business activities. These initiatives have not only improved women's household-level asset management and decision-making capabilities but have also significantly bolstered their engagement in building climate resilience. This transformation in gender relations is a cornerstone for rural women's economic empowerment and equality. Changing Gender Relation for Rural WEE

[outcome XM-DAC-41146-ETH_O_1](#)

Assuring an accountable organization through principled performance

In 2023, UN Women senior management actively engaged in national and international forums to reinforce UN Women's mandate, ensuring rigorous accountability to various stakeholders in the area of Gender Equality and Women's Empowerment (GEWE). This involvement facilitated strategic oversight of programme implementation and delivery, offering essential guidance to the country office teams. The Operations Unit was pivotal in maintaining a safe and conducive working environment, implementing robust security measures in collaboration with UN Women Regional and local UN System security teams. Information security protocols were rigorously followed, aligning with corporate standards. Additionally, the office was instrumental in auditing partners and diligently following up on the implementation of audit recommendations, including those from UN Women Internal Audit Service. The Operations Unit also managed procurement services essential for program implementation. Despite facing challenges like limited capacity of implementing partners and delays in fund disbursement due to the introduction of the Quantum system, the Country Office (CO) successfully achieved a 67% overall delivery rate, highlighting its commitment to operational efficiency and result-oriented approaches in challenging circumstances." UN Women ensured effective financial oversight and support for its implementing partners through a structured approach comprising four key components: Risk-Based Assessment: This involved a preliminary evaluation of potential risks associated with each partner, such as fraud, corruption, mismanagement, or non-compliance. Assessments were conducted prior to finalizing partnership agreements, guiding decisions about engagement, cash transfer methods, and the necessity for capacity building. Monitoring and Reporting: A dedicated team jointly overseeing programme and operations tracked and evaluated the financial progress and performance of partners in fulfilling the agreed programme activities. This process included scrutinizing financial reports, receipts, invoices, and verifying narrative reports from partners. Capacity Building and Project Audit Support: UN Women proactively supported partners in enhancing their financial and programme management skills. This was achieved through two face-to-face workshops focused on financial management, programme management, and outcome harvesting, complemented by webinars on risk management and reporting. Further, partners received tailored coaching and technical assistance. In terms of audit support, the country office facilitated partner project audits by reconciling reported expenditures, providing contacts for auditors, briefing partners on audit processes, and following up on audit recommendations. In the 2022 financial year, 18 partners were audited, and all financial findings were resolved by the end of December 2023. Audits of government partners concluded in December 2023, with follow-up on recommendation. The UN Women Ethiopia Country Office's Performance Monitoring Framework (PMF) has been recognized by corporately by UN Women HQ as an exemplary model of effective performance monitoring of Strategic Notes. This distinction underscores PMF's success in providing a robust and comprehensive tool for tracking and evaluating programmatic outcomes. Building on this achievement, Ethiopia Country Office played a pivotal role in sharing their valuable insights and methodologies with the global UN Women community. This collaborative effort aimed to enhance the overall performance monitoring and reporting systems across various UN Women initiatives worldwide. This initiative not only highlights the Ethiopian office's commitment to continuous improvement and accountability but also positions it as one of leading offices in innovative monitoring strategies within the UN Women globally. In 2023, Ethiopia Country Office demonstrated exceptional diligence and efficiency in donor engagement and accountability, achieving a significant milestone in donor report submissions. Throughout the year, the office successfully prepared and submitted 32 high-quality donor reports to partners. Notably, 84% (27 out of 32 were submitted on time: 3 delayed reports for Liaison Office and 2 for Ethiopia Country Office) of these reports were submitted on time, marking a commendable performance in adherence to deadlines. The timely and quality reporting practice of UN Women ECO is a testament to its dedication to transparency and accountability. It plays a crucial role in maintaining healthy and productive relationships with donors, ensuring continued support for our initiatives in gender equality and women's empowerment. This achievement sets a high standard for donor communications and exemplifies the office's ability to meet and exceed the expectations of its valued partners. As a part of its annually scheduled commitment on strengthening the capacities of partners in Results-Based Management (RBM), Monitoring and Evaluation (M&E), and financial management, aligning with the Strategic Note 2021-2025 goals, the 2023 4 days comprehensive training involving diverse partners, including government bodies, NGOs, academic institutions, and corporations, the focus has been held on enhancing understanding and application of RBM, financial management, and the Outcome Harvesting methodology. These initiatives have led to the identification of key areas for future focus, such as project management training and continuous online learning sessions, ensuring that both UN Women staff and partners are well-equipped to deliver high-quality, impactful programming in gender equality and women's empowerment, Building on feedback from implementing partners and responsible parties, gathered through an online survey during the physical training on Results-Based Management (RBM) and

Financial Management, the Ethiopia Country Office initiated the "Learning Fridays series"; There were about 30 partner organizations on average who participated. This innovative initiative on enhancing skills in impactful communication of results, while also provided a refresher on data collection tools and digital monitoring and evaluation (M&E) techniques. This initiative underscores ECO's commitment to continuous learning and capacity building among its partners. In a groundbreaking move, UN Women Ethiopia piloted the Outcome Harvesting methodology in collaboration with the Kenya Country Office. This initiative marks the first institutionalization of Outcome Harvesting, aimed at enhancing result-oriented monitoring and reporting. Following two successful Outcome Harvesting sessions have been conducted, yielding reported outcomes for two key programs: Women, Peace, and Security (WPS) & Women's Economic Empowerment (WEE). This comprehensive approach to learning, planning, and outcome measurement reflects UN Women ECO's dedication to operational excellence, stakeholder engagement, and impactful results in advancing gender equality and women's empowerment.

[outcome XM-DAC-41146-ETH_O_2](#)

Advancing partnerships & resourcing; Effectively influencing for impact & scale

In 2023, the UN Women Ethiopia Country Office made significant advancement in enhancing its communication and advocacy efforts, crucial for advancing gender equality. The team developed and published 20 impactful stories and news briefs, sharing them on the UN Women Africa website and across social media platforms. Additionally, ECO produced six informative factsheets, including one generic for UN Women Ethiopia and five thematic sheets, accompanied by branded folders featuring four distinct designs with photos of program interventions. Video production was a key focus, with seven videos produced in 2023. Three of these were produced in-house, covering various programs including the EVAWG and the support for CRSV survivor IDPs from the northern Ethiopia conflict. The remaining four were created by external companies, focusing on topics like the Care Economy and GiHA project impacts in conflict-affected areas. The introduction of a Quarterly Newsletter in 2023 marked another milestone, with four issues published and disseminated to partners, donors, and UN agencies. This initiative, coupled with the organization of three events for International Women's Day (IWD) attended by 264 individuals, significantly bolstered ECO's outreach. ECO's social media presence saw impressive growth, with weekly social media plans enhancing the reach and engagement on platforms like Twitter and Facebook, reaching 272,752 users and growing the follower count to 18,466 up from 15,989 in 2022. The communication team's active participation in documenting and sharing 31 events organized by ECO program teams further amplified the office's visibility and impact. These efforts demonstrate UN Women ECO's commitment to effectively leveraging partnerships, communications, and advocacy to influence and scale the gender equality agenda, while ensuring sustainable resourcing for the delivery of its mandate. This aligns with the broader goal of transforming its business model for greater impact, guided by agile and ethical leadership within a culture of continuous improvement. UN Women successfully convened two critical meetings with key Strategic Note (SN) donors – Norway, Sweden, and the Netherlands – during the reporting year, as part of the Strategic Note Consultative Forum. These meetings were pivotal in discussing updates on the 2023 Biennial Work Plan (BWP), the mid-term review of the UN Women SN 2021-2025, and exploring pathways for strategic repositioning alongside addressing implementation challenges and future directions. Furthermore, the second joint partner mission has been conducted by UN Women to review key UN Women achievements in 2023 and meet key government and non-government interlocutors of UN Women programmes, including women and girls survivors of violence, community members, women and young female organized in cooperatives and enterprises, beneficiaries of transformative leadership training, representatives from CSOs and women's rights organizations, implementing partners and regional government interlocutors and discuss priorities, needs and expectations for 2023 and programs under the framework of the Strategic Note 2021-2025. The Senior Management Team of UN Women emphasized the necessity for intensified resource mobilization efforts in 2023. To support this, field visits were conducted in Tigray, Afar, Somali, and Addis Ababa to assess needs and opportunities. Although a planned visit to Oromia was postponed due to an emergency health situation, valuable insights were gained from interactions with the head of the Oromia Region Women and Social Affairs representative. These field visits culminated in the preparation of thematic discussion papers, which effectively highlighted UN Women's strategic position in Ethiopia's current context. This internal exercise was crucial in identifying key bottlenecks and formulating strategies for the remaining period of the Strategic Note. These discussion papers subsequently provided substantial input for the SN Mid-Term Review. In parallel, as part of the Biennial Work Plan (BWP) 2024-2025, the Country Office (ECO) undertook a revision of its Resource Mobilization (RM) strategy. This revision was particularly aimed at addressing the needs of girls and women in the northern part of Ethiopia, a region that has seen a high number of Internally Displaced Persons (IDPs) as reported by the Ethiopian government and UN agencies. The revised RM strategy now incorporates elements such as conducting field visits, preparing discussion papers, and reviewing SN donors' consultative meetings. These components are integral to the strategy's approach to regularly mobilize resources, ensuring that UN Women ECO remains responsive and effective in meeting the evolving needs of its beneficiaries.

[outcome XM-DAC-41146-ETH_O_3](#)

Advancing business transformation

In line with its strategic commitment to business transformation, the UN Women Country Office has actively participated in the UN Common Premises initiative, collaborating with various UN agencies and international organizations such as UNDP Regional Services Centre, WHO, UNFPA, UN Habitat, UNCDF, and UNITAR. This shared space arrangement not only facilitates inter-agency collaboration and cohesion but also enables the CO to achieve cost efficiencies in terms of rent and utilities. Importantly, it contributes to ensuring the safety and security of our staff and personnel. Furthermore, the establishment of a regional presence in Tigray is a significant step towards the broader outcome of empowering women in post-conflict environments and supporting their rights and livelihoods and attracted inter-agency strong support which led to a development of a joint initiative with IOM which is underway. During the year, a significant development was the relocation of the UN Common Premises to a new site. This move aligns with our efforts to optimize operations and maintain an agile and

ethical business model. The relocation is part of our ongoing efforts to adapt and improve our working environment, reflecting our commitment to a culture of continuous improvement and operational excellence. This strategic shift in our physical workspace is integral to our mission of delivering impactful results at scale, underpinned by agile leadership and an efficient, responsive operational framework.

[outcome XM-DAC-41146-ETH_O_4](#)

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

In its commitment to nurturing an empowered workforce and promoting an inclusive organizational culture, Ethiopia Country Office has established itself as an employer of choice, characterized by a unique and inclusive work environment. Throughout the year, UN Women has made significant advancement in ensuring that its workforce reflects a wide spectrum of experiences and backgrounds, thereby enriching the organization with a variety of perspectives and skills. Moreover, the organization has placed a strong emphasis on creating a work environment where every member feels valued, heard, and empowered. Through various initiatives and programs, UN-Women has reinforced its commitment to professional development, work-life balance, and a supportive workplace culture that prioritizes mental and physical well-being. This has been instrumental in attracting and retaining a cadre of talented professionals who are passionate about advancing gender equality and the empowerment of women in Ethiopia and worldwide. During the past year, the average recruitment process spanned 16 weeks. This extended duration primarily stemmed from complexities involving multi-stakeholder engagement and the alignment of varying priorities among both internal and external stakeholders. Furthermore, the office encountered difficulties in attracting a sufficient pool of candidates possessing the necessary skills and experience, particularly for technical positions. This shortfall in qualified applicants often necessitated the re-initiation of the recruitment process. UN Women ECO actively participated and represented in eight and capacity building and cross-regional initiatives: Global Humanitarian Strategic Planning at UN Women HQ: UN Women Country Representative attended, gaining insights on humanitarian strategic planning. This knowledge was applied to revise the Humanitarian Country Team's (HCT) gender roadmap for monitoring and reporting. CIPS Procurement Training in Senegal: UN Women Deputy Representative's participation in this training enhanced procurement efficiency in the country office through the adoption of quality assurance steps. Sixth Safe Cities and Safe Public Spaces Global Leaders Meeting in Ecuador and 4) EVAWG Team Retreat with WCARO in Tanzania: These events allowed the UN Women to integrate safe cities principles into their programming and share the UNW ECO's approaches like SASA with the WCARO team. South-South Experience Sharing Mission on Gender-Responsive Budgeting (GRB) in Morocco: UN Women National Planning Team's participation facilitated exchanges of best practices in GRB, enhancing the office's capabilities in this area. Global Ombudsman Training in Thailand: UN Women Coordination team's involvement in this training enabled the country office to orient its staff on the role and function of the ombudsman. Global Leadership Training for Deputies at UN Women HQ: This training provided innovative leadership strategies that have been integrated into the country office's core programs and resource mobilization efforts. Global Webinar on Ethiopia's Experience Sharing for the customized and multi-year Performance Monitoring Framework (PMF) for the Strategic Note 2021-2025: The webinar showcased Ethiopia's effective use of the Performance Monitoring Framework (PMF) benefiting global Monitoring & Evaluation teams. Through these diverse engagements, UN Women ECO has not only shared its unique experiences and approaches but also assimilated global best practices and cutting-edge strategies into its operations and programming. This has strengthened the office's capacity in various critical areas, from humanitarian response to gender-responsive budgeting and leadership. The Ethiopia Country Office of UN-Women is focused on improving the well-being and retention of its staff. This initiative aligns with the global Strategic Plan for 2022-2025 and efforts by the ESARO Regional Director to foster a nurturing and inclusive work culture. Following a 2022 retreat, the office recognized the need for immediate and specific actions to enhance staff well-being, acknowledging issues such as high stress, work-life imbalance, and contract types. To address these challenges, a dedicated ECO wellbeing team was established, which decided to conduct a survey for developing a relevant and evidence-based Terms of Reference (TOR). In 2023, with support from UN Women Headquarters, a staff wellbeing survey was conducted, receiving responses from 67% of the staff (37 out of 55 members).

[outcome XM-DAC-41146-ETH_O_5](#)

Effective normative, programmatic and coordination products, services and processes

UN Women Ethiopia Country Office has played a proactive and collaborative role in the UN System Operations Management Team (OMT) Business Operations Strategy in 2023. This involvement has been pivotal in sharing valuable experiences from UN Women, while simultaneously ensuring that the organization's interests remain a priority. Active participation in the OMT has allowed the CO to gain insights and leverage initiatives across various functional areas such as procurement, information and communications technology (ICT), and finance, particularly through the use of joint Long-Term Agreements (LTAs). Moreover, the ECO has been diligently implementing all corporate systems, including the recently introduced Quantum system. This adoption is a strategic move to enhance compliance and streamline business processes, thereby achieving greater operational efficiency. The ECO's Operations Unit has continued to provide critical finance services to support program implementation effectively. These services encompass a wide range of functions, including but not limited to, processing payments for goods and services, managing partner advances, conducting account reconciliations and closures, and offering advisory services on financial policies, processes, and procedures. This comprehensive suite of financial services ensures that programmatic activities are underpinned by robust and efficient financial management. In 2023, the UN Women Ethiopia Country Office (ECO) has made substantial progress in its evaluation and strategic planning activities, reflecting a commitment to continuous improvement and impactful programming. UN Women ECO successfully completed the final evaluation of the "Preventing Violence Against Women and Girls (VAWG) & Delivering Essential Services" programme. The validation of this evaluation was meticulously conducted, and the report has been communicated to the ECO. Currently, the team is diligently preparing the Management Response, which is expected to be finalized soon. This evaluation marks a significant step in assessing the effectiveness of the interventions and shaping future

strategies. In collaboration with UN Headquarters, UN Women ECO participated in the Feminist Collaborative Evaluation (FCE). The country team was actively involved in data collection and reviewing the final report, which was completed in 2023. The evaluation provided valuable insights, particularly appreciating the SASA and Faith-based Approaches implemented by UN Women ECO as effective methodologies in changing social norms. Lessons from this evaluation, along with insights from other country offices involved in the assessment, will be utilized by the EAWG and other teams to enhance their approaches. Furthermore, in 2023 UN Women ECO conducted a Mid-Term Review (MTR) of its Strategic Note (SN). The SN MTR employed a range of methodologies, including desk reviews, joint partner situation analyses, self-assessments, and validations with the UN Women Ethiopia Country team.