

Support for Sustainable Development (SSD)

Terminal report On Beyond numbers: Towards Gender transformation project (January 2020 to April 2021)



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Terminal report on Beyond numbers: Towards Gender transformation project

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I. Introduction

1.1. Profile of SSSD

Support for Sustainable Development (SSD) is a national, non-profit making; resident charity established by volunteer Ethiopians in May 2003 to support the development initiatives of the poor, neglected and marginalized communities of Ethiopia. Over the past sixteen years, SSD had implemented integrated livelihood & basic social service support programs in Afar, Oromiya, Amhara, Tigray and SNNP Regions. Currently, SSD operates in Afar and Oromiya National Regional States.

SSD envisions seeing the rural poor pastoral and farming communities of Ethiopia self-sustained and independent of other's support. Its mission statement is "To address and compliment the initiatives of poor and marginalized communities to become self-sustained through promoting integrated community development programs".

SSD believes that addressing gender inequality is central to achieving sustainable development. SSD mainly intends to support women to achieve equitable economic and social positions in their communities through facilitating women income generating activities and providing equal obligations, equal opportunities and equal power for both women and men in its projects. By way of organizing women in saving and credit groups, SSD had economically empowered pastoralist women in eight woredas of Afar Region.

Capacity building is one of the basic project implementation and sustainability strategies of SSD. The concrete tasks under capacity building programs of SSD include establishment and reinforcement of local institutions such as cooperatives and self-help groups and building technical and managerial capacities of project beneficiary communities, local government and staff. SSD has mainstreamed community capacity building activities like trainings, experience sharing and input provisions across all its programs and projects.

1.2. Background of project area

Chifra is located in Zone 1 while Aura and Ewa are in Zone 4 of the region. The three Project Woredas are adjacent and covers about 30 rural Kebeles and 3 rural Towns. The Project area is distant on average 675 km from Addis Ababa and 205 km to the west of Semera, the capital of the region.

The climate of the project area is arid to semi-arid with an average temperature of 28°C- 40°C. The mean annual rainfall is estimated to be about 400 -600 MM per annum, and the average altitude is 500-650 meters above sea level. The Project woredas have two rainy seasons 'Karma' (long rainy season) which appears from mid-July to mid-October and 'Sugum' (short rainy season) which occurs from March to end of Aril.

The situation of girls and women in Afar National Regional State is not different from the other parts of the country. Discriminatory social norms, often interlinked, constrain young girls' choices and capabilities and exclude them from most spheres of life. The Social Institutions and Gender Index (SIGI)³ ranks Ethiopia 64 out of 86 countries, suggesting that there is still much to do to improve girls' capabilities. Common practices that

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inhibit adolescent girls' equal development and access to gender justice include: early marriage and early pregnancy; unequal distribution of domestic responsibilities; limited mobility; limited decision-making power over social relationships; socially accepted notions of masculinity regarding violence – at home, in the community and at school; limited control over sexuality and fertility decisions (including, in many communities, vulnerability to FGM/C); limited authority in the family; and inequitable care practices at home (Boyden, Pankhurst and Tafere 2013; Jones et al. 2014).

The project call “Beyond number- Towards Gender Transformation” is implemented in Chifra, EWA and Aura districts in zone one and four in Afar National Regional state. The project addressed three rural towns and three rural kebeles around these three towns.

2. Objectives/results of the project:

- To increase participation of women in politics and other decision making positions,
- To enhance responses of community members to violations of rights of women and girls,
- To improve implementation of existing laws protecting rights of women and girls, and
- To enhance coordination and collaborative engagement of Women Rights Organizations (WROs) particularly in response to Gender Based Violence (GBV)

3. Outcome 1: Increased participation of women in politics and decision making positions in the target areas

3.1. Output 1: Increased number of politically active women/girls

Activity 1.1 Provide capacity building training regarding awareness in national politics to 120 members and leaders of women organizations/associations in the intervention areas

The women capacity training programs on awareness in national politics have been jointly facilitated with woreda election board in all three project woreda for two days. Stakeholders from government offices, women from different CSOs like women federation, league, youth and more importantly around 14 individuals from different contender political parties working in Afar regional state have been invited and participated in the training programs. On top of this, each woreda election board members have delivered briefings on the importance of participating in election as national election is a key to exercise democratic rights to form democratic government.

Women participation in voting, voter education and as election observers during national election has been explained as major indicators of women active political participation in a nation political process and joining political parties and engaged in other forms of women organizations aimed to women rights has been emphasized as solution to bring more women in decision making. Good awareness is created among the participants about the national politics. The total number of participants was 122 out of which 56 were women.



Figure 1: Women participated on awareness in national politics

Activity 1.2: Provide two days training for project staff (1 coordinator, 4 officers and other existing and relevant staff) on project objectives/strategies, safeguarding, GBV and Women's political participation

Two staff from the project area, two from media and one from SSD head office, both male, have been trained for two days on project objectives/strategies, safeguarding, GBV and Women's political participation at Adam. The staff who participated on this training has got clear understanding on the aim and how to implement the project at the selected woredas and target kebeles. On the training it was planned to involve two media people but due to their reasons they were absent or not participated.

Activity 1.3: Produce and transmit 26 tailored radio programs on promoting women's political participation and other related issues every fifteen days for 30 minutes over a period of one year

A radio programs on women political participation is interviewed the key persons from different sector offices from Afar areas and have been transmitted in every week for nine consecutive weeks in 'Afarigna' language in collaboration with Ethiopian Radio Agency. Different community representatives, officials from Addis Ababa and Afar areas have been interviewed and their voice broadcasted.

Thus, the Duda Le Sayyo (Biku set) radio program in Afari language is produced and aired on Ethiopia National Radio service every Friday afternoon from 3: 30 - 4: 00 pm. The radio program reaches all parts of Chifra, Ewa, and Aura and in other parts of Afar region. During the past 18 months, 22 radio programs were produced and transmitted to Afar people. Peoples reached with interviews through radio programs includes regional as well as woreda council representatives, religious leaders, clan leaders, traditional birth attendants, victims of GBV, supreme councils, layers, FGM practitioners, politicians and government office heads at all levels.

The problem faced the program here in Afar as the people are living in a pastoral way of life; the rural people have no communication tool or radio to Listen the transmitted radio programs but those who live in the town heard the message from Duda le sayyo radio program. The program is listened by an estimated of 289,000 people.

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Activity 1.4: Conduct snap survey to understand the local context of women political participation and challenges they are facing.

Orientation on how to conduct the snap survey and collect challenges and limitations of women in political participation has been given to data collectors for each district target kebeles. Based on this a checklist as per the indicators set in the result chain is distributed to each kebele data collectors to fill and send back to the project facilitator base at Chifra project area. Accordingly, details snap survey data are collected from Chifra, Ewa and Aura project areas by interviewing 29 men, women and girls to identify challenges on promoting women's political participation and GBV. The information or the snap survey report is annexed with this report.

3.2. Output 2: Improved environment or system for women to take up decision making process

Activity 2.1: Assist WROs to organize platforms for political dialogue with political parties to bring more women in to political leadership positions.

Beyond numbers assisted women affairs offices to organize political parties' dialogue platform in collaboration with woreda administration and woreda election board members. All parties presented their parties plan for women within three minutes time before question and critics sessions started based on the presentations have made. All parties appreciated the project for organizing such platform to acquaint political parties with each other. A total of 68 people out of which 25 were women have been participated in the event. The dialogue sessions have been chaired by each woreda election board members. one interesting thing in this dialogue session two of the three electoral board members sat Aura woreda were women.



Figure 2: Political dialogue platform participants

Activity 2 2: Provide technical support for women right organizations (at least one in each intervention towns) to enhance their skills to build campaigns and movements towards fulfillment of their political rights

The project officer tried to engage with some of women affairs office and gave advises and how to select legible stake holders and distribute tasks, acquire permission and other steps to organize campaigns. The project also tried to extract some documents from internet and prepared GBV protocol and shared to advisory body members through telegram and SSD and other partners at Addis Ababa. A consecutive meeting and awareness sessions

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organized on how and when to conduct campaigns to whom was done during the reporting periods. The tree project woreda WROs are technically supported by the project field worker.

Activity 2.3: Provide three days training for 10 media professionals and radio program staff on gender issues and gender sensitive reporting as well as the implication of COVID-19 on GBV and women political participation

As per the project plan we have facilitated three days training program at Ewa woreda town for Chifra, Ewa and Aura CSSP2 project woredas. The three woreda communication officers participated in the training program. The training was focused on capacity building for media professionals and radio workers on GBV and gender sensitivity reporting as well as the implication COVID-19 on GBV and women political participation. The object of the training was to increase communication workers on fair and inclusive reporting and contribute to GBV reduction and enhance women political participation. During the training the following topics have been covered. These are Definition of gender and sex prevalence of GBV in the project areas, fundamental theories of journalism, the difference between ethical journalism and developmental journalism and Missions of journalism and its principles. The number of training participants were 8 men and 2 women totally 10 experts from the three districts.



Fig 4: Media officials training participants

In general, good relationship among different community groups, government and women affairs office have been created and they get into commitments to continue to meet and further develop their relation to solve any community raised issues.

Activity 4: Orient representatives of WROs to protect themselves and members of their respective association against COVID-19

In the reporting period, the project in collaboration with each three woreda women and youth and woreda health office facilitated a half day awareness raising sessions. During the awareness program lessons on the signs and symptoms of covid-19 virus, the cause of COVID -19, ways of transmittion from person to person, current national and global status of the disease and the required standard prevention methods like cleaning hand by washing with soap and sanitizer chemicals after any possible contamination, use face mask while forced to go

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outside subjected to groups of people have been explained. Participants reflects their awareness on this virus caused disease from different media massages and took preventive measures for some period before but precaution is lessens from time to time which is incorrect and harmful. Thus they promise to continue to take precaution and inform their community to do the same.

The awareness program facilitated by each woreda health officers trained an assigned for this purpose. The total number of awareness sessions participants were 41 (27 men and 14 women) people who came from the three district project areas.



Fig 2: Orientation participants of WROs

4. Outcome 2: Enhanced and sustained response of government, WROs/CSOs, OPDs and community to GBV in the target areas

4.1. Output 1: Improved implementation of existing laws (most significant court cases

Activity 2.1.1: Provide capacity building training to 30 law enforcement personnel on gender, gender based violence and pertinent laws and practice for three days.

SSD facilitated three days training program for law enforcement personnel found in three project woredas as per the project plan. The training focused on gender, gender based violence, the implication of COVID on GBV & pertinent laws and practices. Thus the objective of the training was to build the capacity of law enforcement personnel to implement the existing laws and contribute to fair justice and improve the law enforcement practices. The training topics covered were the prevalence of GBV practices in their respective woredas, National criminal law on GBV and HTP, the existing family law especially on inheritance of wealth in the time divorce and death of spouse- priority rights on property of deceased relatives, problems (factors) affecting the implementation of existing laws in the areas- interference of authorities , negotiate and conciliation through cultural means (Ada- customary law) and prevalence Covid-19 its impacts on GBV thoroughly discussed on the training sessions. The training participant were police officers, woreda justice officers , administrators , admin and peace affairs, women and youth, sharia office, women association representatives such as women and youth league members invited in the training programs in all woredas.

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Training participants reflect their opinion during the closing period the training program has been good and they acquired important lessons on the criminal and the countries family law they didn't know so much before and tried to work hard to implement the law cooperate with other stake holders as to their capacity.

The training is given in each woreda i.e. Chifra, Ewa and Aura for 18 in Chifra, for 19 in Ewa and for 19 in Aura woredas and hence a total of 43 men and 13 women totally 56 persons participated on the training.



Fig 5: Law enforcement training participants

Activity 2.1.2: Conduct snap survey to identify gaps in law enforcement in the context of specific target areas/towns.

Orientation on how to conduct the snap survey to identify gaps in the implementation of the existing law enforcement by the target woreda has been given to data collectors to each district target kebeles. To do this, a checklist is distributed to be filled and send back to the project facilitator who base at Chifra project. Thus, details snap survey data are collected from Chifra, Ewa and Aura project areas by interviewing 29 men, women and girls to identify challenges on promoting women's political participation. The snap survey result is communicated with the woreda advisory and WROs so as to reduce its effects from imposing women and girls.

Activity 2.1.3: Conduct joint review and reflection meeting with law enforcement on the implementation of existing laws to review progress, share lesson and develop future plans

In the reporting period, 2 joint review and reflection meetings with law enforcement bodies such as service providers, justice, police, health and administration representatives have been discussed and its work progress on the implementation of existing laws is reviewed and shared lessons learned among participants what has been done yet and what is lag behind, how to perform the work jointly so as to continue the program activity after the project phase out. Even though victims came to justice to appeal for and get counselling or justice from the justice office or police from the project areas is none in the project period, better encouragement or commitment is seen from the justice office to apply the existing laws if the victims is come to their office for solution. On this review meetings 45 people of which 15 were women participants.

4.2. Output 2: improved coordination and collaborative relations among WROs/CSOs, OPDs and government stakeholders

Activity 2.2.1: Organize a day long project launching workshop with major stakeholders in each intervention towns in the presence of 120 participants.

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A day long Launching workshop carried out at three project woreda i.e. Ewa, Aura and Chifra with major stakeholder like government and WRO. The launching session conducted at the office of woreda administration. Most of the government office heads including the woreda vice administrator and representatives participated. The session has been helpful to introduce the project to stakeholders and to build good relationship for smooth project implementation and support.

Briefings made on the aim and objectives of "Beyond Numbers: Towards Gender Transformation" project with special emphasis on the two thematic areas / women political participation and decision making and GBV, and details of planed activities also presented. In addition, the importance of establishing advisory committee and its role for the successes of the project has been discussed. On this session, 13 people (1 female and 12 male) in EWA, 14 people (1 female and 13 male) in Aura and 10 people (3 female & 7 male) Chifra district officials from administration, women affaires, youth, police and health were participated.

Activity 2.2.2: Conduct consultative meetings with major stakeholders including WROs to facilitate establishment/strengthening of advisory body across project areas that coordinates and oversees GBV response efforts.

Consultative meeting has been done with main stakeholders i.e. woreda administration, women affaire, health, law enforcement, police and youth office experts and higher officials. The session held at woreda women affairs office compound at Chifra, EWA and Aura districts. The meeting enables the project to establish the advisory body members to know each other and bear their expected contribution to serve the victims/survivors who affected by the action of GBV. During the meeting briefings on the objectives and detail project activities of" gender transformation project " have been explained to the meeting participants. On this about 20 people (8 were women) have been participated.

The importance and responsibilities of the advisory board and the scheduled meetings to overview the project progress has been explained how to respond and support the survivor or victims. To facilitate the 12 community dialogue groups, 6 CC group facilitators selected from each district The community dialogue facilitators are selected from one rural and urban kebele from Chifra, EWA and Afar districts.

Activity 2.2.3: Organize capacity building training on networking, partnership, alliance and movement building skills to 30 members of women rights organizations/CSOs, OPDs for two days.

Training on networking, partnership, alliance and movement building skills to members of women, /CSOs and OPDs have been organized in all 3 project woredas for one day. People from government line offices, CSOs such as women federation, women's league, and youth & kebele administrators participated. Members of 'Coalition for justice' is an already established structure at woreda level and working with women, children and youth offices have been the main participants of the training. Thus, during the session participants have discussed on the strength and weakness of the coalition in relation to bringing justice to the victims of GBV.

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Participants also raised the problems from parent's sides which is fear of pregnancy from relations before marriage and the subsequent loss of family honor. These problems brought problems on their effort to tackle GBV problems especially in Chifra town. In the training a total of 70 people out of which 37 were women participate.



Figure 6: Networking, partnership and alliance building participants

Activity 2.2.4: Organize participatory review and reflection process (PRRP) workshops twice a year to facilitate learning, knowledge sharing and thereby facilitate collaboration for the revision and implementation of laws that protect women and girls from gender-based violence in each target town.

A participatory review and reflection meeting has been conducted in Chifra, Ewa and Aura woredas. The SSD CSSP2 project office presented the project activity reports and the challenges the project faced in the period and asked participants to forward their opinion on the project design and implementation. Thus, during the discussion people suggest a person in rural areas doesn't have transmitter radios so they can't hear your radio programs unless you buy and distribute radios to small groups like community conversation groups at least. Two reflection meetings have done and on these PRRP meetings a total of 61 community representatives participated and out of which 22 were women.



Figure 7: Participatory review meeting participants

Activity 2.2.5: Organize quarterly joint supportive supervision with major stakeholders including relevant government bodies, CSOs and WROs in the target areas

The project facilitated two quarterly joint supportive supervision meetings with major stakeholders including relevant government bodies and CSOs in three the target woredas. Project advisory board members have been there and discussed the project progress in relation to the plan. Support and contribution expected from the advisory council and women affairs office to continue the project initiated activities even after the completion of the project periods. Finally, some members promised to facilitate the session as to their capacity and committee

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has been established to support the volunteers for CC. The total number of participants participated on the sessions were 52 people and out of which 22 were women.



Figure 8: Quarterly joint review participants

Activity 2.2.6: Establish/strengthen referral linkage with 6 service providers (2 in each intervention towns, health and legal service providers) to increase access to health services and justice for victims/survivors of violence including COVID-19 impacts

The project invited woreda health office, health station workers and justice of workers to discuss and create GBV referral linkage for victims/survivors with justice and health services. During the discussion one representative from each office agreed to represent their office in permanent way and agreed to work as focal person in the referral linkage concerning the GBV cases. In the reporting period a referral linkages have established and strengthened for 8 months by the project.

They also suggest including kebele administration chairpersons and village women focal person to the woreda focal person for GBV affairs if possible facilitating the case properly. They also have agreed to meet once in a month and exchange information even if the case is not happened practically.

4.3. Output 3: Improved community response to gender based violence in combating GBV

Activity 2.3.1: Recruit, train 6 women volunteers for three days on facilitation skills and assign them to facilitate community conversation in the target areas.

In the reporting period, 6 volunteer Women (2 from each woreda) are selected by their respective woredas of women, children and youth affairs office and trained in the way how to facilitate dialogue sessions for the selected community groups at their respective areas. At the end of the training the facilitators have been assigned to implement the dialogue sessions once in a month for eight consecutive months.



Fig 9: Community dialogue facilitators training participants

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The project printed the community conversation facilitators CCF guiding manual (hand book) to the facilitators to be used during the community conversation sessions.

Activity 2.3.2: Organize community dialogue/conversation sessions in all project areas in which 600 women and girls participate.

The trained community conversation facilitators are assigned to organize two community dialogue (each with 50 people) groups in their respective communities. Accordingly the six facilitators go to their village and registered 600 willing community members to establish 12 discussion groups. A total of 4 discussion groups are established or formed per project woreda two within woreda towns and two with in nearest rural kebeles. In this way the project assumed to meet at least 600 people in all dialogue group set at the project level. Therefore, the CC facilitators who are assigned to carryout community dialogue (each with 50 people) groups are actively done the sessions on how to combating GBV by mobilizing communities in their respective areas.

Accordingly, the CC facilitators carried out 8 community discussion sessions for 12 dialogues groups i.e. four dialogue groups per woreda in Aura and Ewa and in Chifra. In this way the project addressed 450 people in all dialogue group set at the project level. The total number of participants on average has been 413 female 37 male.



Figure 10: Community dialogue meeting participants

Activity 2.3.3: Organize 3 campaigns (one in each target areas) at community levels in connection with March 8 to advocate for reinforcement of existing laws on GBV.

The project assisted each the tree woreda women, children and youth office to organize campaign at community level in connection to march 8, 2021. The project organized a committee from the project advisory council members to organize the campaign and did accordingly. National and Regional flags, Banners and slogans reflecting GBV problems and political rights of women have been presented at the time of the campaign.

The campaigners lead by students from elementary and high school walks /march/ on the main roads conveying slogan message using loud speakers. Total number of participants has been 196 out of which 135 were women and the remaining 61 are men.



Figure 11: March 8 campaign conducted at the three project woreda

Activity 2.3.4: Produce and transmit 26 tailored radio programs on gender transformation and related issues every fifteen days for 30 minutes over a period of one year.

The radio programs on gender transformation to fight against GBV is transmitted for the last 12 months in Afarigna or local language by interviewed the key persons from women affairs and government sector offices. This has been done so as to create gender awareness and reduce GBV from the target community.

A total of 24 Duda Le Sayyo (Biku set) radio program were produced and transmitted in Afari language to improve community response in combating GBV and addressing COVID-19 and its implications. By interviewing victims of GBV and by sharing stories of victims and survivors of violence, the program also highlighted the uncontrolled nature of violence in the country and the need to defend rights of women and girls in Ethiopia. The radio programs interviewed regional as well as woreda council representatives, religious leaders, clan leaders, traditional birth attendants, victims of GBV, supreme councils, layers, FGM practitioners, politicians and government office heads at all levels.

Activity 2.3.5: Provide technical support to local government bodies and WROs to establish GBV response protocol/guideline and alternative pathways in relation to response to COVID-19 and to facilitate open service to GBV victims across the project areas.

The project field officer provided technical support for 10 months for the three project districts such as Chifra, Ewa and Aura government and WROs to establish GBV response protocol and to respond to COVID-19 and open service to GBV victims is facilitated across the project areas. During this time advisory body is established in each districts and clear pathways to GBV victims during this COVID-19 pandemic periods is created.

The GBV protocol has been developed and translated in to local language and distributed to the government bodies and WROs to use and lead accordingly. In the reporting period, three WROs, one at each project woreda, have been technically supported while establishing their GBV protocols or guidelines.

Activity 2.3.6: Raising awareness to local community on GBV and Covid-19 (using banners and other media

This awareness raising activity has been conducted in the three project woreda in March, 2021. We have used printed banners as well as audio messages. Both the Banners print and audio message record done in Afar and

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Amharic languages. The banners posted on both sides of the vehicle and audio message transmitted through loud speaker accordingly to the public in the three project woreda so as to combat GBV and COVID-19 impacts from the local communities. Awareness raising is not only done in audio message and with banners but also the message is transmitted through meeting. It is a total of 1,500 people assumed heard the message transmitted in audio and through poster displays at the three project woreda.



Figure 12 Awareness creations on GBV and COVID-19

5. Capacity development support of CSSP2

CSSP2 has organized different capacity building/ training to partner staff in the reporting period. SSD staff (both field and HO) attended the following training topics given by CSSP2: Grant Management, Strategic plan development, Resource mobilization, Adaptive programing, Safeguarding, Outcome mapping, conflict management, Human Right Approach, Context Analysis, Policy Advocacy, GBV and women political participation, and Gender and social inclusion.

This has been a new experience for SSD where by staff has never been exposed to such capacity building intervention in the past. The trainings are very helpful to enhance knowledge of training participants on the training topics and engage themselves on to accomplished project activities planned by the project.

6. Engagement and cooperation with key stakeholders

SSD has got and learned more experiences from who engaged with to work on the gender transformation projects in developing CC and safeguarding guidelines and principles. Information materials and ideas are shared during our monthly meeting with coalition members so as to help each other's and become effective and efficient on our duties both at the head as well as at the grass root level. We have developed good relationship and workmanship with the local governments while we implement the project activities. They helped us on community mobilization and to train them and also to facilitate community meetings.

7. Sustainability of results and the change process

The results and the change process achieved due to the project intervention is maintained by linking the CC facilitators with the women affaires office and district governments to get continuous financial and technical support so as to carry out the designed project activities until it meets its intended results during as well as after the project phase outs. CC facilitators closely coached by the project coordinator while doing their responsibilities or jobs during the project periods. In addition to this, strong advisory body is formed and trained in order to sustain the project results and also support the women/ girls if they come to them for help. Currently,

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the stakeholders such as justice, police, administration, health and women affairs offices and clan and religious leader capacities built on the project objective and its way of implementation during the project periods.

8. Safeguarding

SSD orient its staff members on safeguarding policy and how to forward if cases happened at the project as well as at the head office. Safeguarding issues to whom reporting is posted at the head office, project area coordination office and at each district admin offices. SSD uses the project facilitator and program director as focal persons for safeguarding at the project as well as at the head office. Unfortunately, no issues came to report to the office that cases happened to adults and children to SSD during the project periods.

9. Challenge

1. Distance between project woredas and absence of public transport as the project 60 km apart from one another created very high problem to reach the project woredas as planned.
2. Absence of people especially at rural kebeles to full fill the required number of people to dialogue groups meeting is still a problem due to scattered nature of the living condition of the pastoralists and the drought occurred in the period.
3. Shortage of time to complete the plan and budget of the community dialogue session (participants expected come from a distance places).
4. Shortage of budget to meet the per diem requirement /expectation of the beneficiaries i.e. for community dialogue session participants as they came from a distance places.

10. Gender transformation Activity and Financial report (January 2020 - April 2021)

Ref. no	Budget heading/Sub-heading	Activity report				Financial report				
		Unit	Project life	Accomplished	%	Unit cost	Project life	Expenditure	Variance	%
I	Project Activities									
	Outcome 1: Increased participation of women in politics and decision making positions in the target areas.									
	Output 1.1: Increased number of politically active women/girls									
1.1	Activity1: Provide capacity building training regarding awareness in national politics to members and leaders of women organizations/associations in the intervention areas	people	40	40	100%	2267	90,660.00	76,119.00	14,541.00	84%
1.2	Activity 2: Provide two days training for project staff (1 officers and 5 others related to safeguarding) on project objectives/strategies, child safeguarding and Women's political participation	people	6	5	83%	1950	11,700.00	13,926.00	- 2,226.00	119%
1.3	Activity 3: Produce and transmit 26 tailored radio programs on promoting women's political participation and other related issues every fifteen days for 30 minutes over a period of one year	program	26	22	85%	8250	230,713.00	235,012.50	- 4,299.50	102%
1.4	Activity 4: Conduct snap survey to understand the local context of women political participation and challenges they are facing including the effects of COVID-19	No of doc	1	1	100%		1,500.00	1,080.00	420.00	72%
	Sub total						334,573.00	326,137.50	8,435.50	97%
	Output.: 1.2 Improved environment or system for women to take up decision making positions									
2.1	Activity 1: Assist WROs to organize platforms (one in each target town/13) for political dialogue with political parties to bring more women in to political leadership positions. (650 people participate in the 13 dialogue sessions across project areas).	people	50	68	136%	540	27,000.00	26,250.00	750.00	97%
2.2	Activity 2: Provide technical support for women right organizations (at least one in each intervention towns) to enhance their skills to build campaigns and movements towards fulfilment of their political rights	woreda	3	3	100%	0	-	-	-	
2.3	Activity 3: Provide three days training for 10 media professionals and radio program staff on gender issues and gender sensitive reporting.	people	10	10	100%	1654	16,450.00	15,630.00	820.00	95%
2.4	Activity 4: Orient representatives of WROs to protect themselves and members of their respective associations against Covid-19	people	25	41	164%	426.8	17,500.00	16,500.00	1,000.00	94%
	Sub total						60,950.00	58,380.00	2,570.00	96%

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Total outcome 1							395,523.00	384,517.50	11,005.50	97%	
Outcome:2: Enhanced and sustained response of government, WROs/CSOs, OPDs and community to GBV in the target areas											
Output 2.1. Improved implementation of existing laws											
2.1.1.	Activity 1: Provide capacity building training to 30 law enforcement personnel on gender, gender based violence, the implications of Covid-19 on GBV and pertinent laws and practice for three days	people	30	56	187%	4635	46,350.00	49026.59	- 2,676.59	106%	
2.1.2.	Activity 2: Conduct snap survey to identify gaps in law enforcement and implementation of State of Emergency (SoE) in inclusion of women and girls in Covid-19 response task force in the context of specific target areas/towns	No of person	1	1	100%	300	1,500.00	-	1,500.00	0%	
2.1.3.	Activity 3: Conduct joint review and reflection meetings with law enforcement on the implementation of existing laws to review progress, share lesson and develop future plans	session	2	2	100%	0	-	-	-		
Sub total								47,850.00	49,026.59	- 1,176.59	102%
Output 2.2. improved coordination and collaborative relations among WROs/CSOs, DOs and government stakeholders											
2.2.1.	Activity 1: Organize a day long project launching workshop with major stakeholders in one of intervention towns in the presence of 120 participants among them 60% female	people	40	37	93%	660	11,815.00	17,284.60	- 5,469.60	146%	
2.2.2.	Activity 2: Conduct consultative meetings in each target area with major stakeholders including WROs to facilitate establishment/strengthening of advisory body across project areas that coordinates and oversees GBV response efforts especially in times of COVID-19 where women and girls are more vulnerable to violence, and their exposure to the pandemic	people	20	20	100%	548	10,950.00	14,840.00	- 3,890.00	136%	
2.2.3.	Activity 3: Organize capacity building training on networking, partnership, alliance and movement building skills to 30 members of women rights organizations/CSOs, OPDs for two days	people	30	70	233%	1013	30,400.00	30,334.00	66.00	100%	
2.2.4.	Activity 4: Organize 2 participatory review and reflection process (PRRP) workshops twice a year to facilitate learning, knowledge sharing and thereby facilitate collaboration for the revision and implementation of laws that protect women and girls from gender-based violence in each target town	people	2	2	100%	1320	52,800.00	38,807.00	13,993.00	73%	

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2.2.5.	Activity 5: Organize 4 quarterly joint supportive supervision with major stakeholders including relevant government bodies, CSOs and WROs in the target areas (30 participants in each round, 10 participants in each target areas)	No	6	6	100%	8121	39,000.00	36,670.00	2,330.00	94%
2.2.6.	Activity 6: Establish/strengthen referral linkage with 6 service providers (2 health and legal service providers in each of 3 target areas) to increase access to health services and justice for victims/survivors of violence including COVID-19 impacts	months	13	8	62%	0	-	-	-	
Sub total							144,965.00	137,935.60	7,029.40	95%
Output 2.3. Improved community response to gender based violence in combating GBV										
2.3.1.	Activity 1: Recruit, train 6 women volunteers for three days on facilitation skills and assign them to facilitate community conversation in the target areas	people	6	6	100%	3625	21,750.00	21,640.01	109.99	99%
2.3.2.	Activity 2: Organize 320 community dialogue/conversation sessions in all project areas in which 1000 women and girls participate	no groups	12	12	100%	10300	127,819.00	84,084.50	43,734.50	66%
2.3.3.	Activity 3: Organize 3 campaigns (one in each target areas) at community levels in connection with March 8 to advocate for reinforcement of existing laws on GBV	Target Weredas	3	3	100%	20000	53,790.00	53,442.78	347.22	99%
2.3.4.	Activity 4: Produce and transmit 26 tailored radio programs on gender transformation and related issues including COVID-19 and its implications on women and girls, and prevention and response information about the pandemic every fifteen days for 30 minutes over a period of one year.	months	26	24	92%	8146	228,012.00	235,012.50	- 7,000.50	103%
2.3.5.	Activity 5: Provide technical support to local government bodies and WROs to establish GBV response protocol/guideline and alternative pathways in relation to response to COVID-19 and to facilitate open service to GBV victims across the project areas	months	14	10	71%	0	-	-	-	
2.3.6.	Activity 6: Raising awareness to local community on GBV and Covid-19 (using banners, posters and/or other media)	Ls	1	1	100%		8,100.00	7,831.77	268.23	97%
Sub total							439,471.00	402,011.56	37,459.44	91%
Total outcome 2							632,286.00	588,973.75	43,312.25	93%
Total Activity							1,027,809.00	973,491.25	54,317.75	95%
2	Staff cost									

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2.1	Staff Salary									
2.1.1	Project Coordinator (@100%LOE)	months			5215	93,861.03	85074.94	8,786.09	91%	
2.1.2	Project officer (@ 100% LOE)	months				-	0	-		
2.1.3	Project officer (@ 100% LOE) Afar Project Site	months			18709	336,757.32	335561.61	1,195.71	100%	
2.1.4	Program Accountant @25% LOE (wll base at Peropride)	months			2727	49,079.19	41133.75	7,945.44	84%	
2.1.5	Excutive Directors (@ 10% of LOE)	months			5706	102,708.00	102972.34	- 264.34	100%	
2.1.6	Program Director (@ 10% of LOE)	months			2846	51,228.00	57133.1	- 5,905.10	112%	
2.1.7	Finance and Admin Manager (@ 10% of LOE)	months			4240	76,311.00	69337.94	6,973.06	91%	
2.1.8	Cashier (@ 10% of LOE)	months			345.5	6,222.06	21732.86	- 15,510.80	349%	
2.1.9	Radio Program Producer 20% LOE	months				-	0	-		
2.1.10	office Gards 10% LOE	months			1202	21,644.12	28324.8	- 6,680.68	131%	
	Sub Total					737,810.72	741,271.34	- 3,460.62	100%	
3	Other Admin Costs									
3.1	Office rent Program/Project Coordination office	months			2000	18000	15800.78	2199.22	88%	
3.2	Consumables - stationery and Office supplies	months			1000	12500	15137.45	-2637.45	121%	
3.3	Communication (tel/Internet, electricity)	months			1000	12500	12908.52	-408.52	103%	
3.4	Utilities (electricity, maintenance)	months			300	3400	3209.91	190.09	94%	
3.5	Office Vehicle maintenance	quarter			2000	10000	11366.29	-1366.29	114%	
3.6	Fuel for HO	birr/month			700	12600	15064.18	-2464.18	120%	
3.7	Bank Charges	months					320.09	-320.09		
3.8	Audit fee	Ls			3500	3500	3500	0	100%	
3.9	Postage and parcel	months			100	1800	400	1400	22%	
	Sub Total					74,300.00	77,707.22	- 3,407.22	105%	
4	Monitoring, Evaluation & lesson Learning									
	Periodic Monitoring Visit to project sites 4 times in a year									
4.2	Vehicle Rental for traveling to the project sites,(Afar, Amhara and SNNPR)	day			1800	32400	23611.2	8788.8	73%	
4.3	Fuel for the rented vehicle total expected travel in kms per liter of fuel 5kms.	lit/quarter			19	14820	10990	3830	74%	

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Periodic Monitoring Visit to their respective project implementation sites.										
4.2.1	Air ticket traveling to Dire dawa for regular supportive supervision to the project sites (Erer & Shinile) Pro Pride						0	0	0	
4.2.2	Vehicle Rental for traveling to the project sites ,(from Diredawa to Erer and shinile)	day				1650	57750	59035.06	-1285.06	102%
4.2.3	Fuel for the rented vehicle total (6500 Kms) Estimated kms per liter=total Fuel Required=6500/5=1300 lits	lit/quarter				19	24700	12235.54	12464.46	50%
4.2.4	Conduct regular supportive supervision(monitoring) by project staff Local Transport/Taxi	months				500	9000	6730	2270	75%
Daily Subsistence Allowance										
4.3.1	Staff Perdime and Accomodation on periodic supportive supervision at project sites of cohilation memder organization (Addis Ababa Afar)	day				850	35700	36274.61	-574.61	102%
4.3.2	Sraff perdime and accomodation on periodic supportive supervision by the respective project implementing organizations.	day				850	35700	28571.42	7128.58	80%
4.4	Organize closeout workshop in the presence of major stakeholders at town level	people				425	51000	54055.88	-3055.88	106%
Sub Total							261,070.00	231,503.71	29,566.29	89%
5	Equipment									
5.1	Purchase of Materials (Office supplies; furniture etc) : Purchase of heavy materials include vehicles is unallowable)	pcs				20000	20000	20250	-250	101%
Sub Total							20,000.00	20,250.00	- 250.00	101%
Grand total project budget							1,093,180.72	1,070,732.27	22,448.45	98%
							2,120,989.72	2,044,223.52	76,766.20	96%