

Action for Gender Equality and Poverty Eradication

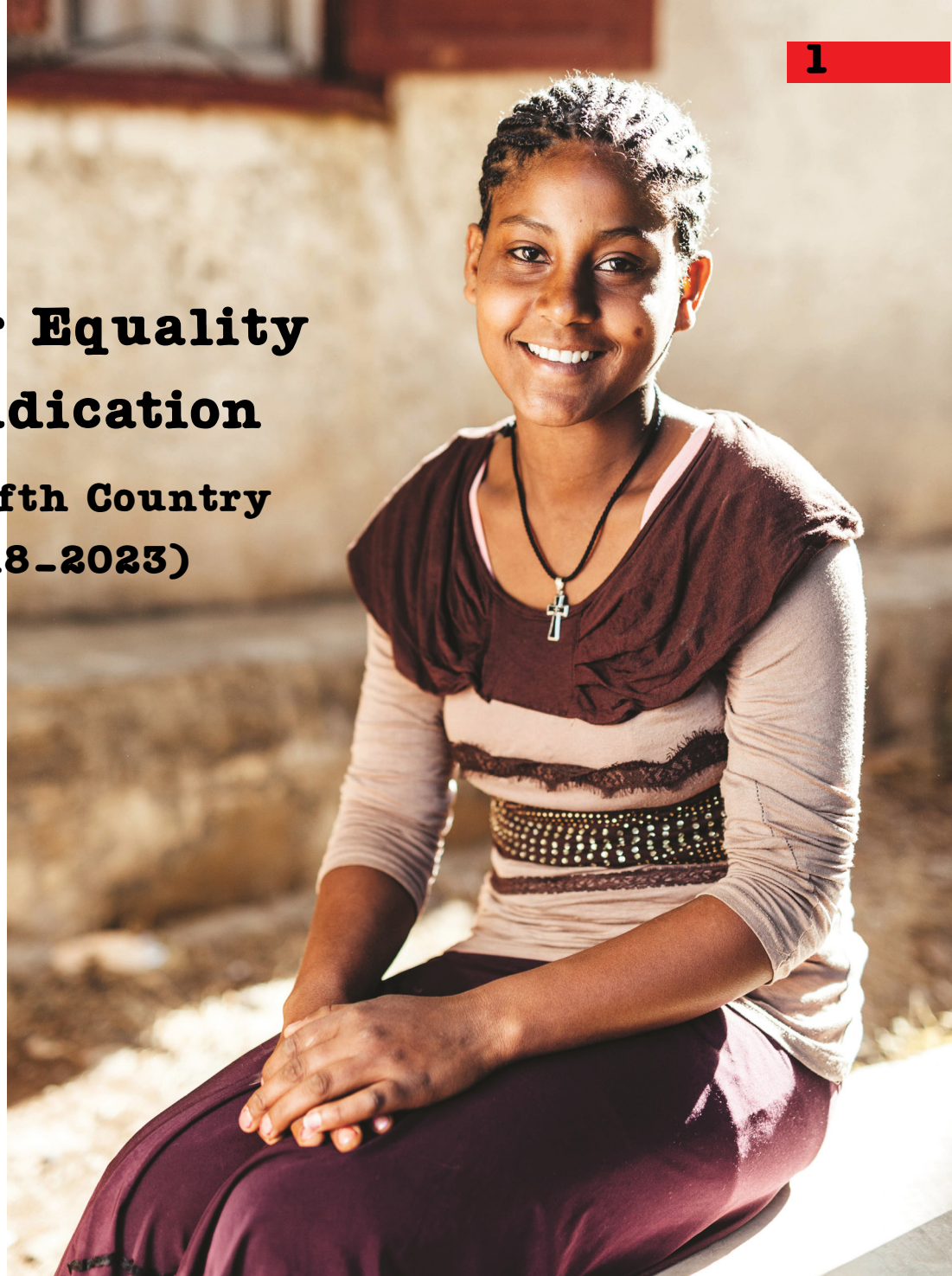
**ActionAid Ethiopia Fifth Country Strategic Plan
(2018-2023)**

Action for Gender Equality and Poverty Eradication

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Strategic Plan (2018-2023)**

Asegedech 17, with the support of the Women Watch Group ActionAid helped to established, stood up to her father when he tried to marry her off at the age of 13 to a man she didn't know - she made him aware that it was against the law, and he relented. She continued to go to school and one day she would like to be a lawyer.

Photo: ActionAid



Foreword

I am proud and it is also my honor to present ActionAid Ethiopia's (AAE) Fifth country Strategic plan (CSP V) for the period of 6 years from 2018 to 2023. Ethiopia registered paramount socio economic progresses in the past decades. Albeit this remarkable achievement the structural causes of poverty is still a major concern adding to People's vulnerability especially women and girls.

ActionAid Ethiopia's Fifth Country Strategic Plan, 'Action for Gender Equality and Poverty Eradication' is an aspiration and sign of our continued commitment to address structural causes of poverty and various forms of social issues women and girls face on daily basis.



Tinebeb Berhane
Country Director
January 2018

The strategy developed by critically analyzing trends of poverty, social and humanitarian issues as well as analyzing relevant potential opportunities in the country for the period of 2018-2023. In this strategy, we highly considered the global and local context, our learnings in the past, our excellence that we can build on, and new ways of working and culture within the organization for relevant, impactful, learning, agile, effective and efficient organization.

In our strategy 'Action for Gender Equality and Poverty Eradication,' we will deepen our niche of rootedness guided by employing feminist intersectional analysis and other values principles by focusing on Women and Girls to challenge structural causes of poverty.

We aim to further build on our excellence by connecting our community level experience to regional, national and international levels by partnering with Women and Girls living in poverty and their organizations; our wider partners, stakeholders and allies, to fight for gender equality, poverty eradication and also to share, learn, resourcing and contribute towards the collective effort in making the world better place for the people living in poverty; particularly women and girls.

I would like to acknowledge the CSP development team; Eleni Tekalign, Hailu Sime, Ayele Sebaro, Abay Tadesse, Girmaw Simeneh, Sitina Redi, Menberu Lulu, Dechassa Sekata, Mekdes T/Mikael, Debebe Letta, Solomon Ayalew and Berihun Mekonnen for their diligence to develop the strategy.

My sincere gratitude will also go to all staffs, our communities, local government and partners in enriching the strategy and validating the relevance to our local context. I also acknowledge the priceless guidance and input of Jemal Ahmed the then AAE Country Director and the current Head of Country Support Africa One and Chris Kinyanjui Interim Federation Development Director. We also appreciate the support from Yvonne Muyoti Country Support Advisor- Africa and all ActionAid International Peer Countries and Affiliates in supporting the process as well as provide feedbacks.

Having said that I appeal to you to embrace this strategy and show your solidarity in our commitment for shared vision and aspirations.

Who We Are

ActionAid Ethiopia is a Gender Equality and Poverty Eradication Organization. In Ethiopia, ActionAid works to challenge gender inequalities and the root causes of poverty through empowering critical mass of communities especially Women and Girls living in poverty.

We will work with them to fulfil their basic needs, ensure redistribution of resources and build their resilience. We prioritize to work with Women and Girls and their organizations, networks, civil society organizations, national and local government and other allies to overcome gender inequality and structural causes of poverty.

We engage in national and international level on our program priorities level to promote the issues of women and girls to tackle gender inequality and build capacities.

Our Vision

A just, equitable and sustainable Ethiopia in which every person enjoys the right to a life of dignity and, freedom from poverty.

Our Mission

To achieve gender equality and poverty eradication, by working with Women and Girls, people living in poverty and exclusion, their organizations and supporters.



Our Values

Mutual Respect: requiring us to recognize the innate worth of all people and the value of diversity

Equity and Equality: requiring us to ensure the realization of our vision for everyone, irrespective of gender, sexual orientation, and gender identity, race, ethnicity, class, age, HIV status, disability, location, and religion

Integrity: requiring us to be honest, transparent and accountable at all levels for the effectiveness of our actions and our use of resources and open in our judgements and communications with others

Solidarity with people living in poverty and exclusion: will be the only bias in our commitment to the fight against poverty, inequality, and gender inequality

Courage of Conviction: requiring us to be creative and progressive, assertive and innovative - without fear of failure - in pursuit of making the greatest possible impact on the causes of gender inequality and poverty.

Independence: from any religious or party-political affiliation

Humility: recognizing that we are part of a wider alliance against poverty and inequality.

Excellence: we work with a sense of professionalism to maximize high-quality standards and value for money.

Iftu, a high school student, Kombolcha, Ethiopia. ActionAid support drought affected areas to ensure children like Iftu to continue their education, Photo ActionAid





Context

Gender inequalities continue to persist globally. According to the 2015 Global Gender Gap Report, the average annual income per person is 11,000 USD for female and 21,000 USD for male. Proportion of women benefiting from agricultural extension services during the first Growth and Transformation Plan (GTP I) period in Ethiopia was only 20% contributing to the feminization of poverty as women's access and control over productive resources are highly contested through entrenched patriarchal systems and market structures.

Gender inequalities continue to persist, and the existence of sexist stereotypes, behaviors and practices undermine women's rights particularly their sexual autonomy and bodily integrity and access and control of productive resources leading to food insecurity and deepening poverty.

According to the World Bank, even though growth is evident in Ethiopia, inequality has become rampant. The gap between the poor and the rich is getting wider space for CSOs, the Country's Growth and Transformation Plan (GTP) II also gives recognition to SDGs, Africa's Agenda 2063 and vows to end Violence Against Women and Girls (VAWG).

This, in addition to the other national strategies and policies, creates good space for AAE's work in issues related to gender equality and poverty eradication. Under the auspicious of the government's reform program widening political space for the civil society plays a pivotal role for the advancement of human rights in the country.

“Gender inequalities continue to persist, and the existence of sexist stereotypes, behaviors and practices undermine women and girls”



Accessing clean water near to thier villages saves time and labor for women, Azernet, SNNPR, Photo ActionAid

Our Theory of Change

Gender equality and poverty eradication are achieved through purposeful individual and collective action to bring socio-economic changes from household level to local, national and international levels.

Empowerment of people living in poverty and women leadership with the support of their allies is crucial to drive change that will ensure equality and poverty eradication.

“Gender equality and poverty eradication are achieved through purposeful individual and collective action to bring socio-economic changes.”



*Shebeza Redwan, the cashier for the Likot Highland Fruit Cooperative ActionAid Ethiopia helped to establish. Shebeza now has improved her life by producing fruits and generating more income.
Photo ActionAid*

Our Program Approach

Over the next six years ActionAid Ethiopia's will work to achieve gender equality and poverty eradication by empowering women and girls through the 3Rs;

Respecting Entitlement

For Women and Girls living in poverty to fight for gender equality and poverty eradication it is important to recognize and act up on their potential individually and collectively and be conscentized to claim their entitlements.

Redistribution

People living in poverty, especially women must have access to and control over productive resources. Household members, communities, the government and non-state actors must recognize, reduce and redistribute unpaid care work to lessen the disproportionate burden on women and girls.

Resilience

As humanitarian emergencies increasing in the country, people living in poverty and exposed to vulnerability must have the resilience to withstand and recover from the crisis. People who are most impacted by crisis must be supported to tackle these underlying drivers, including gender inequalities. Given the impact of climate change on rural communities and livelihoods, we will work to safeguard food sovereignty and promote and increase awareness on agroecology and food sovereignty for resilient livelihoods.

Feminist Intersectional Analysis

We will employ the feminist intersectional analysis in all our programs and approaches as an ideology, analytical framework and social change strategy. It helps to create understanding of patriarchy, expose normalized gender inequalities and the impact of poverty on women and girls.

Seniya Seid, Charperson of Afribanan Saving and Credit Cooperative is the beneficiary of Enhancing the Institutional Capacities of CBOs project and says her live has improved by the project , Photo ActionAid





Zenebech Mamo, 42, is part of a co-op that recieved three sheep and training from Actionaid .The co-operative have since grown on that and now turn a healthy profit. Girar Jarso, Oromia, Photo ActionAid

Program Priorities

ActionAid Ethiopia's focus on Women and Girls will shape everything we do. This means our identity, our program priorities, approaches, our relationships and effectiveness will be informed by the needs and issues of Women of different age groups including young women and Girls living in poverty.

Priority 1: Address the structural causes of social and economic challenges of women and girls;

Focus Area 1: Address social challenges through provision of education and water services;

Focus Area 2: Ensure economic equality and unpaid care work;

Birke, 20 is married and a mother. She is a member of the bee cooperative and has a small business. She was elected to the controlling committee in her cooperative and says she is happy that she is respected by the men in the cooperative as they elected her to the controlling committee. When her daughter is old enough she wants to send her to school. Photo ActionAid



Priority 2: Strengthen resilient livelihoods and promote awareness on the impact of climate change;

Focus Area 1: Food sovereignty and agroecology;

Focus Area 2: Promote awareness on the impact of climate change;

Focus Area 3: Environmental Conservation and Natural Resource management;

With the support of ActionAid Ethiopia women work hard to ensure food security by increasing productivity, Kombolcha, Oromia, Photo ActionAid



Priority 3: Drive transformative women-led emergency preparedness, response and prevention;

Focus Area 1: Women's leadership, protection and resilience in crisis;

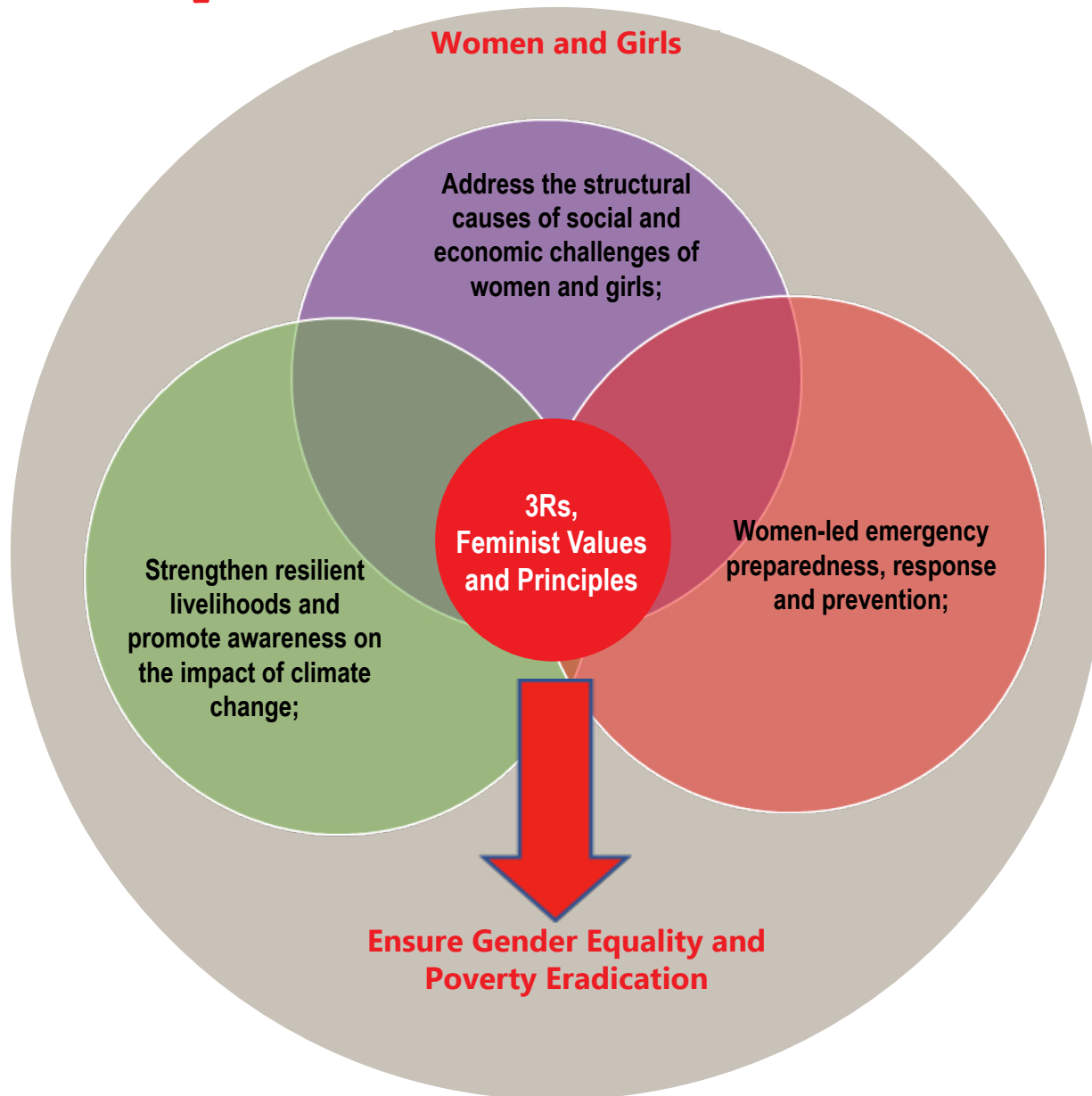
Focus Area 2: Localization of humanitarian action and stronger accountability to affected communities;

Focus Area 3: Build resilience of women and Girls to disasters;



Boge Abera with her six years old daughter Ture Feyisa, returning from fetching water, Photo ActionAid

Programs with Impact



Unpaid Care Work

ActionAid Ethiopia will lead on promoting the recognition of Unpaid Care Work over the coming six years. Unpaid Care Work is considered part of women's and girls' reality as a result of patriarchal underpinnings that has affected the social fabric and the mainstream economic models from household to global level.

Structures and systems at all levels (from household to local - National and Global level) are transformed to respect and enable women to enjoy equal opportunities that ensure economic equality through recognition, redistribution and reduction of disproportionate impact of unpaid care work on women and girls.

“Unpaid Care Work is considered part of women's and girls' reality as a result of patriarchal underpinnings that has affected the social fabric and the mainstream economic models from household to global level.”

Providing women energy saving modern stoves saves time and labour for women, reducing disproportional burden of Unpaid Care Work, Photo ActionAid



Jemal Yuya 45, working on his potato farm with irrigation farming. He says his productivity has doubled because of the support of ActionAid , Kombolcha, Oromia, Photo ActionAid



Our Engagement with the Federation

ActionAid Ethiopia shares the vision of the federation on the new ways of working for networked, unified and agile federation. Among the different venues to demonstrate our commitment to the Federation our active participation and exchange its learnings through in the International Platforms and related agendas are the major strategic relationships.

We will be Agile, Adaptive, Flexible, and Impactful part of the networked federation. AAE will continue to adapt itself with the local context while at the same time align itself with the federations direction. We will continue to look into workable ways to deepen our internal and external accountability.

“We will be Agile, Adaptive, Flexible, and Impactful part of the networked

Chaltu a high school student who received , ActionAid's support in drought affected areas to ensure children like Chaltu to continue their education, Photo ActionAid



Enabling Effectiveness

Our People and Culture

In order to enable the effective mission delivery and ensure effectiveness, we will focus on creating and fostering organizational competency through our people, culture, resources and processes. To this end we will invest on our people capabilities and processes, creating a learning culture as well as generating resources for our mission.

To achieve our objectives:

- We will be Agile, Adaptive, and Flexible and Impactful part of the networked federation
- We will enhance our People Resourcing and Talent Management
- We will enhance our performance culture
- We will reinforce organizational performance and staff motivation
- We will foster a culture of learning and

Dessie Girma is 14 years old and 8th grader. She is happy that ActionAid built additional classrooms, separate toilets for boys and girls and a library, to her school, Photo ActionAid



Knowledge Management and M&E

We will have a system that enables us measuring Impact and Knowledge Management for evidence-based alternatives.

Building on ActionAid's Accountability, Learning and Planning System (ALPS) our Monitoring and Evaluation (M&E) privileges the voices, perspectives and analysis of people living in poverty.

To this end, our M&E in CSP V will focus on assessing and demonstrating the impact of our work, testing our theory of change and tracking changes and lessons learned from the implementation of our programme framework and collective priorities.

Digitalization and Innovations

ActionAid Ethiopia will embrace a culture of innovation and actively undertake relevant and appropriate digital transformations to

deliver our mission.

Communication and Visibility

We will strategize communication and visibility for advancing our Identity and marketing ActionAid Ethiopia taking in to consideration both our rooted work and evidence based engagement through various branding mechanisms, media outlets, platforms including the social media.

Resource Mobilization and Financial Sustainability

AAE will diversify its funding base, maximize its funding opportunities through designing a funding strategy aligned with our identity & programme work to deliver and bring financial sustainability. We will focus on diversification, supporters' retention and ensure supporters/donors compliances and marketing through our visibility and communication mechanisms, donor engagement and improved grant administration system.

The total budget required to fully achieve this strategy is 33.5 GBP. It is anticipated the this budget will be covered from sponsorship and partnership incomes.

“We will invest to create and foster organizational competency through our people, learning culture, and Innovation”

*Berhane Tadesse, member of the saving and credit group. She is a widow with 3 children, who joined the program in 2013. She has received training in rearing sheep and saving money. She has managed to save up to 20% of her earnings,
Photo ActionAid*



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