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Action for Gender Justice and
Poverty Eradication

ACTIONAID ETHIOPIA
2018 ANNUAL REPORT

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1. Our Identity

ActionAid is an international organization, working in 45 countries for social justice.

ActionAid Ethiopia, a member of ActionAid International Federation, is a Gender Justice and poverty eradication organization working to achieve gender equality and poverty eradication. In Ethiopia ActionAid works to build capacities to create people agencies of critical mass of communities especially Women and Girls living in poverty and exclusion to fulfil their rights, ensure redistribution of resources and build their resilience. Our work helps people living in poverty to unleash their power and potential to transform their lives sustainably.

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 injustice and structural causes of poverty. We engage at national level policy works to influencing the agendas of women and girls to tackle gender injustice. And we connect our work from communities to national and international level by leading and actively engaging in policy agenda for greater contribution towards a just, equitable and sustainable life of communities.

Guided by feminist lens and human rights-based principles and approaches, we seek to shift power, through empowerment, solidarity, policy influencing and the generation of alternatives to ensure that women and girls can enjoy a life of dignity and freedom from poverty. We build strategic alliances between Men and Boys; Religious and Traditional institutions to fight Gender Injustice and poverty in solidarity. ActionAid Ethiopia will continue to be rooted in communities and engage nationally upholding our primary accountability to women and girls living in poverty and their agencies to challenge unequal power relations they face from household to the public spaces ■

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Message From The Country Director



The year 2018 was unique for Ethiopia. It is a year that the Ethiopian political changes attested people's action can change the discourse and influence new political dispensation. The new leadership has brought great hope on the country's future. The reform agenda is moving with fast speed that is unheard of in the country history. The initiated institutionalization of the reform is encouraging and key to sustain the change.

Meanwhile it is apparent that the transition the country and the political reform agenda faced challenges in terms of instability, violence and conflicts with big size of internally displaced persons or IDPs, political tension between various actors that have stake in the political discourse. All these resistances are believed to thwart the transitional justice and caused misguidedness and confusion to the public. Despite the multiple barriers of the reform we believe the country and its leadership is in the right track. This is also brining an opportunity for the civil society sector to create space to play important role in this transition period and beyond.

In the year ended, ActionAid Ethiopia closed its 4th Country Strategy Paper and embarked on its 5th Country Strategy. We handed over (phased-out) community Programmes that we were supporting for periods of up to 15 years. These are Azernet of Southern Nations Nationalities and Peoples' regional state, Ofla of Tigray regional State, Ankober of Amhara and Komboltcha of Oromia regional state. ActionAid is very much proud to witness the transformation of our communities particularly women and girls. Of course, all these efforts bore fruit with good relationship and effective collaboration of our stakeholders and partners.

ActionAid Ethiopia as a development actor will continue to strive to play its role in joining the efforts to improve the socio-economic conditions of the communities it works with as well as join hands for nation wide emerging issues through our priorities.

Whilst the scale of poverty and social and economic injustice is daunting in the nation, we will continue to analyze poverty from gender perspective and design appropriate intervention siding with people living in poverty and their agencies with particular focus on women and girls ■

In Solidarity!

Tinebeb Berhane
Country Director

2. Organizational Background

ActionAid Ethiopia (AAE) is a member of the ActionAid International Federation registered in Ethiopia as an international non-governmental, non profit organization. AAE envisions a just, equitable and sustainable Ethiopia in which every person enjoys the right to a life of dignity and freedom from poverty. It has been engaged in integrated development programmes in Ethiopia since 1989 and made significant contribution in the country's development for the last 30 years. It started its operation in Dalocha woreda of the Southern Nations, Nationalities and Peoples' Regional State and eventually it evolved to be an organization currently operating in five regional states including SNNPRS, Oromia, Amhara, Benshangul-Gumuz and Tigray. AAE through its short and long-term development programmes has made significant contributions towards realizing a poverty free Ethiopia where people can enjoy a life of dignity and prosperity.

Accordingly, ActionAid Ethiopia facilitates the implementation of long-term development programmes at woreda level alongside other short-term projects operating beyond the target woredas. In order to insure sustainability, AAE establishes strong partnership and works with a range of players including but not limited to community based organizations (CBOs), civil society organizations (CSOs), academic and research organizations, the media and networks along with critical engagement with government institutions to fight the structural causes of poverty.

In its fifth country strategy programme paper (CSP V) which covers six years period, 2018-2023, ActionAid Ethiopia has prioritized three major strategic priorities in order to achieve its overall goal which is gender equality and poverty eradication.

The 1st priority is addressing the structural causes of violence against women and

girls and empowering women for equal economic opportunity through fighting violence against women and girls in collaboration with all stakeholders and taking unpaid care work as a policy agenda across the nation.

The 2nd is strengthening resilient livelihood and promoting activities to withstand climate change focusing on food sovereignty and agroecology, climate change and environmental conservation and natural resources conservation.

The 3rd one is to drive transformative women-led emergency preparedness, response and prevention focusing on women's leadership, protection and resilience in crisis, localization of humanitarian action and stronger accountability to affected communities and building resilience of women and girls to disasters.

AAE also identified Unpaid Care Work as a policy advocacy agenda to spearhead in the strategic period for recognition, redistribution and reduction of disproportionate impact of unpaid care work on women and girls.

The fund it invests to implement development programmes is accessed from foreign sources. In explicit terms, it is solicited from committed individual

sponsors residing in United Kingdom, Italy, Spain, Greek and Brazil which constitute the lion's share of the total budget in 2018. Resources are also mobilized through raising high value and institutional funds by means of developing and marketing proposals to various sources such as bilateral and multilateral agencies, foundations/organizations, governments and individual donors.



2.1. Vision and mission

AAE has developed its country strategic plan 5 (CSP V 2018 –2023) to guide its priorities and strategies. Accordingly, the vision and mission of AAE are:

Vision:

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

Mission:

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



2.2. Organizational values

AAE gives paramount attention to people living in poverty (which consists of poor households, women, children and youth who reside in rural and urban areas) and primarily to respond to their needs and aspirations. It also closely works with institutions that have demonstrated commitment to the needs and aspirations of these segments of the community. The following are core of values of AAE in the process of striving to fulfil its vision and mission.



Our VALUES

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

Equity and Justice, 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, injustice, 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 poverty, injustice, and gender inequality

Independence from any religious or party-political affiliation

Humility, recognizing that we are part of a wider alliance against poverty and injustice

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

2.3. Core strategies and approaches

AAE's engagements are basically guided primarily by principles of Human Right Based Approach to empower people living in poverty, working in solidarity with those who share common purpose for collective action and impact.

Participation: ActionAid believes that ensuring proactive participation of people living in poverty guarantees successes to development endeavors. People living in poverty, women, children and youth are mobilized, conscientized and organized to critically analyze their situation, reflect on their options and play active role in identifying development issues and opportunities, planning, implementing and evaluating development programs. Approaches such as participatory planning and budgeting as well as participatory review

and reflection processes (PRRPs) are employed as avenues for instituting a culture of participatory decision-making. We also involve our partners and government stakeholders in programme development cycles (from inception to evaluation phases) to ensure ownership and sustainability.

Capacity Building: Enabling people living in poverty to unleash their potential and organize around development interventions and facilitates collective power to bring changes. Opportunities are created to develop people's innate potentials. Emphasis given to initiating and strengthening community-based organizations and supporting creation of second level organizations (unions, forums, networks, etc.). AAE supported capacity development of its partners and civil society organizations that share a common purpose in the fight against poverty.

Partnership and Networking: AAE realizes that poverty is a complex and multi-faceted phenomenon and that people's livelihoods are affected by decisions and choices made by others. It is imperative to create greater collaboration with other development actors to promote collective agenda. AAE joins hands and stands in solidarity with a range of players including CBOs, civil society organizations, academic and research institutions, the media and networks to fight the structural causes of poverty. Emphasis is given to working in partnership with agencies of people living in poverty at different levels to enhance their institutional capacities to work in solidarity with other pro-poor institutions and among themselves. Likewise, we continue to strengthen collaboration with government institutions so that people's needs are met effectively.

Knowledge generation, documentation, sharing and learning: Knowledge generation through conducting researches helps to identify development challenges, share best practices and lay grounds for evidence-based influencing to foster change in thoughts, policies, systems and practices. We support internal action researches and closely work with research and academic institutions. Program appraisals, internal and external evaluations, case studies and participatory review and reflection processes (PRRPs) that involve communities and partners are areas of local knowledge generation. AAE strengthens its documentation practice through establishing a system that ensures the flow of information from grassroots to national and international levels for learning. Emphasis given to sharing our achievements and best practices with communities, partners and other relevant organizations and stakeholders. AAE will also continue to learn from the good practices of other actors.

Information Technology and Communication for Development: Quick and effective flow of information accelerates holistic development. The rapid development in information and communication technology opens opportunities to all, including people living in poverty and vulnerable people. Emphasis given to using information technology to support our mission, especially around grassroots communities.

Mainstream the Views and Needs of Women, Children and Youth: Every aspect of our development undertakings are designed in ways that incorporate the needs, benefits and aspirations of women, children and youth.

Addressing Immediate and Basic Need: AAE will continue to enable people living in poverty access essential and basic needs crucial for livelihood improvement and support them during emergency situations. We view the delivery of services not as an end by itself but as means to mobilize and organize communities to make decisions and partner with other actors. Likewise, we view our emergency responses as avenues to save lives and support and promote sustainable development in a manner that does not perpetuate dependency on external support. AAE recognizes that the State has primary responsibility to meet development demands. We refrain from duplicating the state's roles and actions. Through enabling access to basic services, we strictly adhere to the principle of value addition and introduction of alternatives and innovations

Advance Innovations and Alternatives: Our approaches to addressing the structural causes of poverty seek to challenge the status quo and conventional ways of doing things. We will promote innovative and alternative ways. Our local programs play an essential role in modeling innovations for scale up and greater impact.

2.4. Operational Areas

ActionAid Ethiopia has long term development programmes at woreda level as well as other short-term projects beyond these target woredas. Below is a brief profile of implementation areas.

No	Name of Development Area (DA)	Woreda	Zone	Region	Distance from Addis Ababa (Kms)
1	Decha DA	Decha	Kafa	SNNPRS	480
2	Seru DA	1. Seru 2. BeleGesgar	Arsi	Oromia	300
3	Kombolcha DA	Kombolcha	East Hararghe	Oromia	540
4	Girar Jarso DA working with local partner	Girar Jarso	Fiche	North Showa Oromia	110
5	Seba Boru DA working with local partner	Seba Boru	Guji	Oromia	589
6	Janamora DA	Janamora	North Gondar	Amhara	920
7	Ankober DA working with local partner	Ankober	North Showa	Amhara	172
8	Ofla DA	Ofla	Southern Tigray	Tigray	620
9	Kamashi DA	1. Kamashi 2. Agalo Miti	Kamashi	Benshangul – Gumuz	561
10	Ilfata DA	Ilfata	West Shoa	Oromia	150
11	Farta/Guna Begedmider DA	Debre Tabor	South Gondar	Amhara	670
12	Semen Bench DA	Semen Bench	Bench Maji	SNNPR	585
13	Raya Azebo DA	Raya Azebo	Southern Tigray	Tigray	650

2.5. AAE's Theory of Change (how change happens)

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 is crucial. People's organization through their agencies is important to drive change that will bring socio economic transformation when led by women and girls and their allies committed to achieve equity and sustainability. Collective efforts are more impactful when linked through solidarity and influencing between communities, their organizations and other allies to strengthen the potential of people to drive socio-economic change.

We have planned to achieve our goals through integrated programming focusing on Respecting Entitlements, Redistribution and Resilience; building critical mass of women and Girls and their organizations through our Long-Term Community Development model, Relationships and Partnerships, and fit to purpose communication.

3 Major Programme Engagements In 2018

3.1. Women Development

Empowering women as a force of social economic force remains the top priority of AAE as long as it is implementing development projects in the country.

3.1.1 Violence Against Women and Economic Alternative

ActionAid Ethiopia's focus on women and girls drives everything we do locally, nationally and internationally.

Rooting the priorities and focus areas to the local and national context, AAE has developed materials on unpaid care work (UCW). We have also integrated UCW works with other priorities, so that we will further be able to demand for the recognition, redistribution and reduction of UCW as we need to fund it in order that we will be able to root the UCW engagement from LRP /local –national and international level. We have also shared our practical experience on applying Feminist Transformational Leadership to countries though Yammer Chat group as well as for staff and our external partners.

Global Campaign: Our presence in the campaign general assembly group has also given us a chance to learn from others as well share our experience during the reporting year. We have set up a campaign's & policy team at country level and developed a framework to guide this process. Currently we are also planning to use the favorable country context change in terms of CSOs and women's decision making by using the momentum to launch the country level campaign on unpaid care work (UCW) in 2019. The policy launch is underpinned by our communities' women leaders where they tell their stories and testimonies on how they changed their lives in the presence of key government sector heads and partners. The women leaders presented their asks to the government in areas that they need policy changes. The launch is supported by important publications and provision of conceptual clarities as well as a call up on to the stakeholders to work on recognition, reduction and redistribution.

On top of that, we were engaged in the global campaign team working on decent work and have provided inputs during the face to face session in April 2018. Moreover, for the Global Campaign Launch, AAE analyzed the key message and use digital platforms to raise public awareness.

In 2018, we participated on ActionAid International Women's Rights (WRs) international platform meetings and actively engaged on facilitating sessions and contributed our share in finalizing the program framework. Given our ambition, experience and expertise, we were nominated by countries to co-lead the annual WRs IP meeting in South Africa. Thus, we led the IP programme framework development on Focus Area -1 unpaid care work and decent work by coordinating countries in the drafting team in collaboration with other countries teams. In addition to that, in collaboration with AA International Women's Rights team, particularly Women's Rights policy team, we have participated in the drafting of AA positions in relation to African Union (AU) level engagements. At the request of AAI Advocacy team, we also participated in AU level engagements – AU Gender Strategy Revision process sharing information from AAE part of Africa lead.

3.1.2 Social Empowerment of Women

Under this objective most of the activities planned were basically focused on four core actions such as scaling up of Women Watch Groups (WWGs) model at regional, zonal and kebele level and replicating the same within existing development areas, creating girls-friendly school environment by strengthening girls' school clubs & engage boys to challenge gender-based violence (GBV), supporting learning forums and networks and educate/sensitize communities, women's economic collectives and building government bodies' capacity to take collective actions against GBV and raising awareness on unpaid care work to promote the value of women's day, 16days of activism, Feb 6, zero tolerance to FGM day.

During the reporting period seven of our development areas, namely Decha, Guna, Elfeta, Ofla, Janamora, Kamashi, and GirarJarso had implemented activities under this objective reaching a total of 41,494 people (17,358 men and 24,136 women).



Women Watch Group Members participating in a paralegal training through Women's Right Programme funded by Irish Aid (Photo: ActionAid)

In order to create girls-friendly school environment, providing training, organizing girls in school clubs, providing various assertiveness trainings and provision of different materials like school mini-media equipment to school clubs, awarding best performing girls, providing tutorial classes, providing re-usable sanitary pads for girls were among many activities planned in 2018 to encourage girls' education.

Scaling up Women Watch Groups (WWG) model

As for scaling up WWGs model at regional, zonal and Kebele and replicating within existing DAs: 1,568 people (1156 women, 412 men) who are organized as women watch groups were provided with new and refresher trainings and were supported with revolving funds to improve their participation in economic activities.

Creating girls-friendly school environment

By strengthening girls' or school clubs & engaging boys to challenge GBV, we were able to reach about 5,069 (13,060 boys and 7,991 girls) people with activities like provision of trainings and material support to school clubs, provision of re-useable sanitary pads, and awarding the best performing girls in school with continuous tutorial classes.

- **Supporting Learning forums and networks**

Supporting learning forums and networks are one of our focus areas, as we promote sharing lessons learned among our target beneficiaries. In this regard, 2,096 women have participated and benefited from our learning forums and networks.

- **Educating/Sensitizing communities on women economic collectives and building government bodies**

About 24, 770 among which 13,450 (54% women) have been reached via this core action. We have organized events on international women's day and mobilized about 13,903 people to raise their awareness on children and women rights and gender-based violence (GBV) and unpaid care work (UCW). Moreover, our effort to raise communities' awareness on GBVs and FGMs was supported with activities like organizing events on 16 days of activisms, zero tolerance to FGM and banning HTPs.

Case Story

Women Watch Groups Leading the Fight Against Gender-based violence (GBV) at Elfeta LRP

In Elfeta programme area where gender-based violence is rampant, it is difficult for a woman to refuse polygamy practice of her husband or to request her share in case of divorce. Many women are left with their children leading miserable life when their husband leave them and marry another wife. A woman who left her home with many children but no any resource, faces difficulties to feed her children. Sending children to school is unthinkable for such woman. As a result, many children become uneducated or exposed to labour exploitation in order to get their daily food. Women in the area are exposed to female genital mutilation (FGM), early marriage, abduction, and polygamy by their men partners. They face all kind of abuses and it is difficult for girls to complete their education except few girls who have transformed parents who are strong enough to protect their girls from abduction. With all this violence against women and girls, the victims have no awareness of their right and no community institution is there to fight for them. The legal institutions of government have structure to the grass root level but influenced by the culture and were not reacting to conspicuous issues.

In response to the structural cause of violence against women and girls, ActionAid Ethiopia, since its programme intervention in the area has strongly worked on women empowerment. It was in 2018, that ActionAid intensively worked on women social empowerment to enable them to protect themselves. The activity started with establishing WWG in each 17 kebeles, 5 women from each kebele totaling 85 women. These 17 WWGs who represent the 36,000 women in their woreda, formed woreda level forum in which 1 woman from each kebele and 1 person from 16 sectors became members of Woreda level forum. The forum has been given temporary office from government while ActionAid has provided furniture and equipment in addition to the trainings.

The non-functional girls' school clubs in 24 schools were strengthened through training and material support to free the school environment from violence. 24 new boys' only clubs were established to support the fight of GBV in school. All influential people who can support the WWGs in fighting GBV like elders, religious leaders, militias and police people got training on paralegal. Through the influence of Women watch group members the woreda police assigned responsible police for each kebele. Estimated amount of birr 1.5million (45,000 GBP) has been invested to fight against GBV in school and out of school through WWG and school clubs. In addition to that 54 militia men, 44 police men, 3 justice office staff and 3 staff from court were trained to prevent and fight against GBV. A Total of 160 cases were reported to WWGs at Woreda level among which %85)136) were solved by the village women watch groups in collaboration with the wider community.

“

I directly brought Elfu and all her children to the district town. Since they needed emergency support before starting the legal process, I and my group members mobilized cash from all members and supported her with birr 1180. With this cash she rented house in the town, bought night cloth and started petty trade on fruits in different markets. ”

Said Aberu the women watch group leader.

The Story of Eflu

Eflu Mekonen, is one of the victims of violence against women. She was a residence of Ambelta Godeti village. She was married and a mother of 5 (2 girls and 3 boys). The family economy was depending on farming and animal rearing. Finally, her husband married another woman as a second wife. This condition brought gap among the family and lastly, he left her with the 5 children without any support. The very old small hut fell on them and the family was left even without house. They suddenly became homeless. The plastic net they used to cover from rain could not save them. Eflu has faced a harsh condition together with her children. She was engaged in different labor work and sell of sugar cane to survive her children.



Eflu selling fruits for her living (Picture: ActionAid Ethiopia)

One day she heard that there are women watch group members in her village and she applied her case to them showing all the situation. The village level group members have referred her case to district level women watch group leaders. The leader of the group Aberu, could not tolerate the situation.

“I directly brought Elfu and all her children to the district town. Since they needed emergency support before starting the legal process, I and my group members mobilized cash from all members and supported her with birr 1180. With this cash she rented house in the town, bought night cloth and started petty trade on fruits in different markets.” Said Aberu the women watch group leader.

“After this the WWG supported me to request my right legally. He was summoned to court and the court forced him to give me birr 800 for urgent use until the legal process completed. Finally, the court decided for me to get my share of livestock, land, sugarcane plantation of the family, and annual cash support of birr 13,000 to my children”. Said Elfu.

“I have received three livestock and gone with village administrator to sell them when market price became good. Regarding other resources, the court will identify my share since he (my x husband) was disappeared from the area. Now I am living a happy life since I and my children are living in the rented house, food to eat, my children are going to school and we do have a night cloth which all the family members are sharing. I am grateful that Aberu pulled me up from the grave,” said Elfu.

3.1.3. Economic Empowerment of Women

AAE’s main achievement under this objective was supporting women to be organized in cooperatives and unions (ensuring children’s benefit from income generating activities (IGAs). Moreover, strengthening women financially and technically in documenting the experiences and performances of women collectives and their impact on the social and economic wellbeing of women. The major supports included women’s leadership, supporting unpaid care work related intervention, organizing and empowering grassroots women living in urban and rural areas to advance their economic and social well-being, etc.

In the year 2018, about 15,732 people (84% women) were reached in providing economic empowerment and alternatives women. AAE invested a total of 9, 818, 746.25 ETB (Nine Million eight hundred eighteen thousand seven hundred forty-six

ad twenty-five ETB) for this valuable activity. Out of that women could provide for their families, gained their decision-making power, send their children to school and colleges and improve the whole living condition of themselves as well as their families.

Organizing women in cooperatives and unions (Ensuring children's benefit from IGAs as well)

Various trainings like basic business skill and entrepreneurship, income diversification leadership, management and decision making along with financial and technical support were provided to 7687 (678 men, 7009 women) people who are organized in the cooperatives and unions.

Strengthening and documenting the experiences of women collectives and their impact on the social and economic wellbeing of women including women's leadership

As part of strengthening and documenting the experiences of women collectives and their impact on the social and economic wellbeing of women including women in leadership, about 51,939 people (88% women) were reached with activities like provision of revolving fund, leadership trainings, cooperative office constructions and trainings on documentation and experience sharing visits.

Case Story

Basic Business Skill training and SACCOs supported by ActionAid Improved the livelihood of Women in Guna

The case of Aster Mera

Aster Mera (33), lives in Atkena Kebele. Aster has 5 children (4 girls and 1 boy) from her previous and current marriage. She was a victim of early marriage in her 12th years. Currently she lives with her only son and second husband by engaging in petty trading. She was forced to disperse her daughters in her relative's home, as she couldn't provide them daily food and other basic needs. She was Identified by the Kebele administrates as one of the landless women who can be a role model for others with little support. She has established youth IGA with her 4 friends to engage in cafeteria and restaurant service which ActionAid has supported with 75,000 ETB in order to strengthen their capacity. In the reporting period, she took entrepreneurship and basic business skill training, which was according to her turning point for her life today as "the entrepreneurship and BBS training organized by WISE differently helped me in recognizing my faults in doing business and understand techniques of successful business". Aster said, along with her



engagement in café business with her friends, she was engaged in animal fattening and petty-trading business earning more than 5000 Birr per year. I save birr 150 monthly in my SACCo and have a total of saving birr 2300 which helped me to access loan from my SACCo said Aster. By this moment in time said Aster, “I am able to send all my children to schools, paying the house rent at town, covering their education materials and other necessities. Thanks to God and all those who supported me, my first-born child is now in grade 9,” continued Aster. Explaining the mystery of her success, Aster said “I always think ways of changing my situation, I have no preferences over businesses as long as I gain profit and I always change my business based on season, my capacity and the markets demand as I learnt from the training. Today, I have 50 chicken for Easter market, 3 cattle and 3 ram sheep to make them fatten and sell for better price. I thank ActionAid for everything and its contribution for my families and other women’s life change is a lot. It also constructed office for our SACCo which helped us to sustain our benefit and help each other even in the absence of ActionAid. “

Now Aster is a chairperson of Atkena women led SACCO whom all members elected with %100 vote, shouldering many responsibilities. She has managed her time effectively and became successful woman in her village. She is also a model in her home management since she and her husband share house chores equally and decide on their issues by discussion.

3.1.4. Unpaid Care Work

Unpaid care work includes domestic work, meal preparation, cleaning, washing clothes, and water and fuel collection) and direct care of persons (including children, older persons and persons with disabilities, as well as able-bodied adults) carried out in homes and communities. Unfortunately, these works are left to women, while the woman who is doing all these works at home is considered as jobless.



AAI particularly AAE has taken Unpaid care work as a policy agenda and started to raise the awareness of all stakeholders beginning from National level leaders to village level ordinary citizens. During the reporting period, we made community discussions on unpaid care work conducted and instituted through reflection action (RA) in various collectives organized by AAE with the objective of creating recognition, value, redistribute; and relieving girls from unpaid care work (linked with Girls' right to education). In total, 652 ,2 people (1,567 women and 1,085 men), participated on the discussions organized as women in reflection action circles (RAC) to document unpaid care work.

Organize grassroots women living in cities to advance their economic and social well-being:

In order to contribute the improvement of the women's living in cities engagement to economic and social wellbeing we have established 4 self-help groups (SHGs) reaching a total of 200 women.

3.1.5. Access to quality basic services and capacity building

One of the mission objectives planned Concrete Water Reservoir constructed for community by ActionAid



Concrete Water Reservoir constructed for community by ActionAid

in the fiscal year was aiming at creating better access to quality and gender responsive public services.

Accordingly, in the effort to meet this objective, one water scheme was built in Janamora to address the needs of 5,300 community members to get safe water along with providing leadership and project management training to 21 members of water user's associations committee & board members. Besides Reflection-Action community facilitators' training was given to 15 community members.

According to the report from the Woreda Water Development Office, since the potable water coverage of the rural and urban areas in the Woreda is 61.14% of which the water source of most of the people is calculated to be 71.5% from unsafe wells, ponds, rivers and unprotected springs. Enchet Kab and Denkolako are the most hit Kebeles/ villages



Dry pit latrine before and after the intervention of ActionAid-Ayuda en Accion in the compound of Tefaleta Primary Cooperative's Multi-purpose Warehouse in Seru Woreda (Photo: ActionAid)



Before and After: Tefaleta Farmers' Cooperatives Multi-purpose Warehouse in Seru woreda constructed with the support of ActionAid-Ayuda en Accion Food Security Project (Photo: ActionAid)

“ AAE in partnership with Ayuda en Accion has supported a 7.2 million Birr water, sanitation and hygiene project that serve the two kebeles. ”



Hadido Endas Community Water Harvesting Pond, Seru, Oromia regional state (Photo: ActionAid)



Genalenegaya Warehouse constructed for farmers' cooperatives (Photo: ActionAid)

in relation to water, sanitation and hygiene among the 38 kebeles of the woreda. Hence, AAE in partnership with Ayuda en Accion has supported a 7.2 million Birr water, sanitation and hygiene project that serve the two kebeles. Because of the project which was constructed to serve a village in Denkolako kebele and the whole of Enchet Kab Kebele seven water points constructed, the line was installed for about 11 Kms, an office for water management committee and a six-sit toilet and two shower rooms. The project is expected to serve 5,300 community members in Enchet Kab and 1,200 people in Denkolako Kebele.

In Guna district, AAE constructed 3 shallow wells, TedoMender, Wukiro and Kimir Dingay kebeles which have contributed to increase in access to safe water for the needs of the community. Apart from ceating the access it has changed the lifestyle of the community where we witnessed men started fetching water which shares the work burden of women and girls. We have also established and strengthened 3 women led water user committees who were supported with leadership trainings. In addition to that, In Seru DA in Bele Woreda, AAE constructed offices equipped with furniture and supported with seed capital to benefit 240 women organized on one saving and credit cooperatives (SACCO) named Shenkora Daga.

3.2 Strengthening Resilient livelihoods & increasing awareness on Climate Change

In 2018 AAE has developed its programme framework in a way that creates linkage among local, national and international actions; and implementation of interventions were started in the same fashion. Development Areas' staff training workshops were held in order to equip the field team on our programme frameworks and priorities. In the end, each LRP has determined its program intervention based on the PFWs and further developed detail activities aligned with its context. Furthermore, we have cascaded AA Resilience Framework to the head office staffs. Our humanitarian responses in 2018 have been implemented with leadership of local women in the affected areas who have participated in the identification of targets, facilitating responses and handling complaints implementing our signatures. Moreover, as part of preparedness every LRP embedded Humanitarian priority in the respective LRP priority with budget so that the continuous capacity development as well as swift humanitarian response is applicable.

A community member counting cash supported by ActionAid in Garar Jarso of Oromia region which was affected by rain failure for agriculture in 2018.

(Picture taken by ActionAid)



3.2.1 Sustainable Agriculture and Resilience Building

Improved livelihood and resilience of people living in poverty through sustainable agriculture and enhanced capability to manage risks is one of the key priorities of AAE. And under this objective, several core actions like promotion of agricultural extension services in line with CRSA, expansion and improvement of access to productive resources, market and value chain, organizing and strengthening agriculture-based CBOs and promotion of integrated natural resource management have been carried out during the reporting period. A total of 19,632

target beneficiaries among which %63) 12,513) are women have been reached and benefited from the activities implemented under this objective.

A- Sustainable Agriculture

In 2018, five of our development areas (Guna, Janamora, Kamashi, Seru and Seaboru) have implemented different core activities under sustainable agriculture interventions. In our effort of promoting agricultural extension services in line with climate resilient sustainable agriculture, AAE invested about 6,606,724.84 birr (Six Million six hundred six thousand seven hundred twenty-four and eighty four cents) and benefited about 6,884 people of which 4,600 (67%) are women.

Promotion of agricultural extension services in line with CRSA

In order to improve the capacity of extension service providers in line with climate resilient and sustainable agriculture (CRSA), AAE has supported and strengthened the capacity of three Farmers' Training Centres (FTC) and other woreda level sector offices on which 71 men and 62 women have participated. In addition to that, 75 Women were given awareness raising and capacity building support on CRSA.

Expansion and improvement of access to productive resources, market and value chain

Main activities like training on market linkage and supporting farmers to access business opportunities, training on crop and livestock production and farm activities and supports like provision of improved inputs like seeds and better local sheep/goats were implemented at different operational areas of AAE. A total of 3005 people benefited from the trainings and supports provided under this core action.

Organize and strengthen agriculture-based CBOs

30 CBOs, 17 Unions and SACCOs were supported with revolving fund, capacity building trainings and office equipment. About 3,147 people were reached with this intervention in 2018.

Promotion of integrated natural resource

In this year, we have trained about 155 water shed committee members and community representatives on natural resource conservation and population, health, and environment (PHE). In our effort to build understanding on the interlinkages between natural resources and non-sustainable development models from agroecology perspective we have trained about 60 people during the reporting period.

B. Emergency response and resilience

Strengthening the preparedness of and response modalities particularly early warning systems at various levels and capacity building trainings on humanitarian issues were the two core activities that AAE has implemented in 2018.

Picture: Non-food items distribution to IDPs in Bele district of Southern Ethiopia (July 2018)

In relation to the emergency response, AAE has provided emergency response support through provision of emergency food aid, children nutrition, children cloth, water, livestock feed, Non Food Items, women dignity kits and small ruminants support for 34,930 people in response to the 2018 human made and natural crises. The emergency response work was delivered in Kamashi, Raya zabo and Janamora woredas and Gedeo IDPs, where people were displaced because of internal conflict.



Picture: Non-food items distribution to IDPs in Bele district of Southern Ethiopia (July 2018)

3.3 Education

In the year 2018, education related activities were implemented and progress has been achieved in terms of improving access to and quality of education in the five AAE development areas (Ilfetta, Girar Jarso, Seaboru, Kamashi and Seru) that prioritized education.

As per our plan, we implemented various activities in our effort to promote the 10 principles of education qualities (free and compulsory education, non-discrimination, adequate infrastructure, quality and trained teachers, a safe environment, know about entitlements, relevant education, quality learning, transparent and accountable schools, and Principle to participate) in those schools located in the above development areas where AAE is operating.



Inauguration of Jirma and Beke Primary Schools in Oromia (Picture taken by ActionAid Ethiopia)

During the reporting period, about 15,191 children (6380 boys and 8811 girls) have been reached and benefited from several activities that were implemented at the development areas.

AAE understands education as key instrument to challenge various forms of cultural norms compromising children's basic rights and the right to led dignified life.

Promoting the 10 qualities in schools focusing on women and girls and building the capacity

AAE has supported 53 schools in development of school improvement plan and implementation of plans using PQS framework and focusing on women and girls with participation of parents and teachers benefiting about 2700 students. As far as increasing access to quality primary education for children; particularly girls in hard to reach /marginalized communities are concerned, we have supported 1615 (356 boys and 1259 girls) to access school. The construction of preprimary school blocks in Gute and Beke town has been new experience for parents to send their children to preschool instead of sending them directly to the primary school in Ilfata district.

In addition to that, the right to adequate infrastructure and quality learning environment of children in the school, Girar Jarso project office has supported the construction of six (6) additional class rooms, one pedagogy center, one library room and 2 separate toilet facilities in two primary schools and provided reference books and furniture for the additional class rooms constructed and two other primary schools. Moreover, school mini media, boys' and girls' clubs have been provided continuous training and other support in 17 primary schools in order to increase the participation of children on their issues and decision making and to create safe and nonviolent environment. Besides, two round training has been provided to the SMCs/PTA, communities and teachers who represent 49 schools on accountability and school governance to improve the school administration and transparency. In general, with this support more than 3200 students have benefited from these different primary schools.

Case Story

Gelane Dabesa is a preschool director in Beke preschool that was constructed by ActionAid. She is married and a mother of two children. Her 1st child is six years old and joined the preschool in this academic year.

‘The preschool arrangement is new in the area and most children directly join grade one without writing and reading skill. I was thinking of my children’s’ education and worrying about. Thanks to the support by ActionAid that parents in Beke got this chance.’ Said Gelane

She continued explaining what this pre-school means to the area. ‘As per the capacity of the school total of 180 children expected to get service in this school but due to high need and potential preschool age 375(218M) children joined the pre-school. This is also a great relief for mothers when children go to school, mothers focus on other domestic and public activity.’ Said Gelane.

The need to preprimary school has come to increase by the community and even by

the children when they saw the quality building constructed for them. The purchase of preschool students’ combined desk is on process and the community did not wait until then. They sent their children to start class with their own chair that they brought from home.



Picture: Gelane Dabasa in black Jacket with her fellow teacher explaining about the value of preschool constructed in Beke town.

4 Organizational Shift And Best Practices

4.1. Organizational Shifts

Various core actions have been taken to bring organizational effectiveness to achieve our mission as described below.

Strategic shift 1: Agile, networked and unified Federation

As part of our commitment and plan to be more agile, adaptive, flexible and impactful country programme and part of the federation, we have mainly focused on change management processes that followed our CSP V, which included reviewing our organizational structure, revising relevant policies and guidelines and developing new ones in line with the new CSP (such as Procurement policy, Finance policy, FTL rollout guide, intersectional feminist analysis guide, VCF guideline and others). Reviewing the effectiveness of the cluster based LRP management as well as organizing awareness raising sessions on feminist leadership and intersectional feminist analysis were also conducted during the reporting year.

Strategic shift 2: Build a culture of learning and quality M&E that generates knowledge, evidence-based alternatives and communicates impact

Based on our strategy AAE has continued to strengthen its culture of learning & knowledge management and determined to develop a comprehensive knowledge management system that will support the country programme with program planning, monitoring and reporting, documentation and sharing of best practices, systematic, regular and real time data collection and management. With this endeavor, the country program has developed its M&E framework focusing on key indicators that will help to track the progress towards its targets, reporting on both what and how actions are taken and their consequences. Accordingly, our M&E in CSP V was designed to assess and demonstrate the impact of our work and to test our theory of change, frameworks and collective priorities. Our Frameworks focus not only on program priorities but also in organizational shift as well. The 2019 operational plan of the country programme is based upon these frameworks that is linked to department plans and staff performance objectives.

Strategic shift 3: Securing sustainable and purposeful resources from diverse sources to meet strategic funding needs and build a culture of fundraising innovation

In order to diversify the organization's income source, AAE started to establish global contract management system (CMS) starting from 2019. We expect that the system will enhance the grant management capability and widen our funding opportunities. On top of that, AAE as part of AA Federation is working to modernize sponsorship management which is in the piloting process. The system is expected to ease the sponsorship task management, supporter's retention and satisfaction and ultimately increase in funds. We are also revising our donor mapping document and on the process of designing new fundraising strategy with introduction of new strategic shift related with local fund raising. To ensure financial sustainability, AAE is using various mechanisms including cost management, recovery and fundraising.

AAE revised its finance policy to align it to the new strategy, local context and create stronger financial system. The finance policy is also in line with other policies that are revised like procurement policy and partnership policy.

We are promoting the organization externally and building relationships to tap local funding opportunities. We are proactive in INGOs platforms that helps us to be visible in areas particularly Humanitarian and Gender Justice.

Strategic shift 4: Embracing a culture of innovation and digital transformation

ActionAid's Financial system (SunSystems) is on the process of being upgraded to SunSystems 6.3, , and this will aid the organization's financial system to be more integrated and aligned with AA Global finance system. Financial processes will become more efficient and robust for the daily operations as a result it will contribute to the efficiency of the organization's overall performance. In addition to that, ActionAid Ethiopia has migrated its email system to Microsoft Office 365. To foster a culture of digital transformation, trainings and inductions were given to the staff and for the newbies, on Microsoft Office 365 basics. A lot of the applications on Office 365 are now being used. The Country Programme will continue to promote the use of digital transformation in an integrated and cost-efficient manner to enhance overall performance of the office. We have also activated our facebook page to share important information to wider public and in order to gauge our engagement, we have revised our communication strategy.

4.2. Best Practices

Capacity Building to Partners

In 2018, AAE supported three local partner organizations called RCWDO, ANPPCAN and PADet by providing capacity building support through trainings, supporting them to prepare comprehensive preparedness plan, establish emergency response team, and review their organizational policies towards humanitarian programming and developing organizational websites. This helped the partner organizations to have better capacity to prepare and respond for humanitarian emergencies effectively.

In addition to this, AAE has supported community representatives on Disaster Risk Reduction and promoted humanitarian signatures such as women leadership and protection, transparency and accountability to be implemented during targeting and distribution, empowering and engaging local actors in emergency response work. We also supported Ethiopian Women Lawyers Association (EWLA) and Network of Ethiopian Women Association (NEWA) to celebrate 16 days of Activism, Government offices in Seru in terms of materials, schools mini media supports, woreda women and children offices, and judicial system trainings through PPL, etc.

Empowering and promoting women leadership

Empowering women and promoting women leadership is one of the noticeable practices AAE must scale up to the wider nation among its best practices. AAE has engaged, empowered and promoted women leadership in most of its project activities like SACCOs, WASH committees, unions and other cooperatives, during Humanitarian Response and Women Watch Groups etc.

AAE's Interventions in Education have resulted in several positive outcomes

AAE's intervention in education brought a huge community support to schools creating strong school community relationship which is one of the 4 core elements of the School Improvement Program (SIP) sought by the government. The capacity of school management is improving consistently due to the trainings given. Currently intervention schools' PTA/SMCs develop their annual plans, created strong school-community relationships, hold regular meetings and good progress in following up and solving school problems

Accountability and transparency in targeting and distribution of humanitarian assistances

Action Aid Ethiopia carries out targeting in a community based and participatory way, which ensures accountability and transparency. To achieve this ActionAid Ethiopia carries out the targeting with the community representatives selected by the community themselves and post the lists of selected beneficiaries at public places in the kebeles, where everybody can see them and present complaint if they have any. There are also complaint handling committees which address the complaints arising in the process of beneficiary targeting and distribution by providing sufficient information and feedback. In this process, ActionAid ensures that women are actively participating and participate in the humanitarian response in different roles starting from targeting, distribution and taking role in the community level complaint handling processes.

Public Transparency Boards

All the plans and performance in terms of activities and budget and organizational updates were posted in public transparency boards fixed at woreda centers and in ActionAid development areas to ensure transparency and accountability to people living in poverty and stakeholders.

Participation of project owners

AAE involves ultimate beneficiaries of interventions from the onset of project cycles to ensure ownership and sustainability. They take part in problem identification, planning, leading implementation, contributing labor and local materials and take part in evaluation of achievements. Moreover, ActionAid also focuses in empowering communities and particularly women living in poverty to participate and lead various community-based organizations and groups to ensure the ownership and sustainability of the various development initiatives it undertakes.

5 Fundraising and Sponsorship

5.1. Resource mobilization

In fiscal year 2018, ActionAid Ethiopia has coordinated the preparation of numerous concept notes and proposals. In total, 13 concept notes and 14 proposals were prepared and submitted to different potential donors during the fiscal year. In lieu of this, 9 projects with a value of over 1.5 million British pounds (GBP) which is equivalent to over fifty-two million Birr (61.7%) of the annual income target has been secured from two funding streams, i.e. institutional (£ 239,201) & High Value (£ 1,304,081) donors.



Sponsors visiting one of the schools constructed in a village where their sponsored children live in (Photo: ActionAid)

From these secured donor fund projects, 4 projects with a value of GBP 384,281 (Birr 13,017,971) were Humanitarian Projects, whilst 5 Projects with a value of GBP 1,159,000 (Birr 33,034,000) were development related Projects.

5.2. Donor Compliance

In fiscal year 2018, AAE has managed a total of 14 donor funded projects and out of these, 9 projects were completed in the budget year and 5 multi years and on-going projects were carried over to be implemented in 2019 budget year. Besides, contract administration and closure of 9 donor-funded projects were managed smoothly without any grievance on donor compliance issues.

In 2018 a total of 15 Progress Reports and 9 Final/Terminal Reports were Produced & Submitted to affiliates/donors.

6 Financial Management

6.1. Movement in 2018 Actual Income versus previous year actual and 2018 plan Income Variance and Trend

The overall income released in 2018 increased by 23% from 2018 plan and decreased by 21% from previous year actual. The reason for the increase in the actual income from 2018 plan is due to additional fund secured for emergency and regular development programs through various intuitional donors..

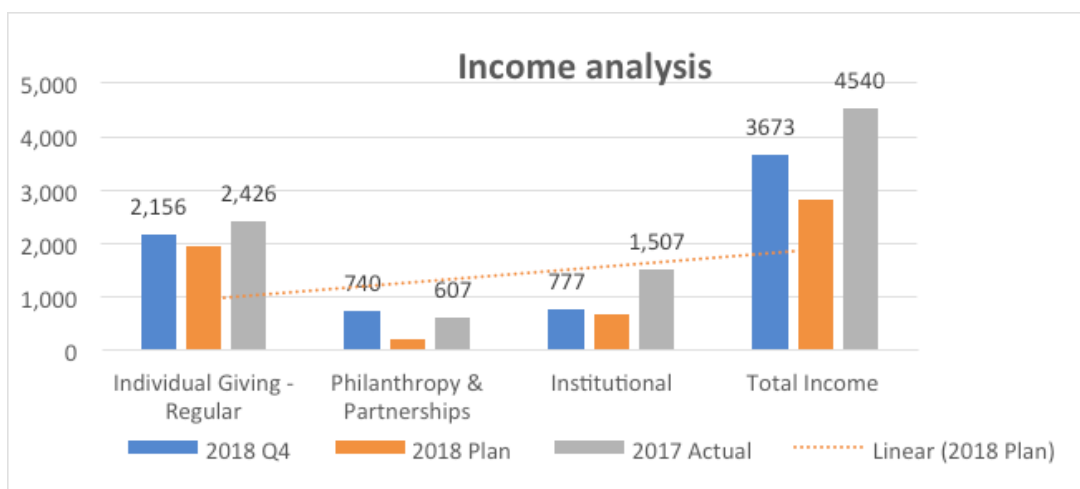
Sponsorship Regular Giving

Sponsorship regular giving actual income collected was £2156K (an increase by 9% from 2018 plan(£1954K)) but decreased by 13% compared to prior year actual (£2426K). Generally, the regular income is in declining trend.

High Value

High value actual income during fiscal year 2018 was £740K which is higher than prior year actual by 18% (£607k) and the increase in this income from 2018 plan (£188k) is 75% of the actual. This is due to additional fund released by high value donors.

6.2. Income analysis



Institutional Funding

Actual income through Institutional funding (£ 777K) was higher than plan (£690k) by 12% but lower than previous year actual (£ 1,570K) by 94%. The decline in Institutional funding is extremely high which is around 730K GBP due to phase out of key institutional donors.

6.3. Expenditure Analysis

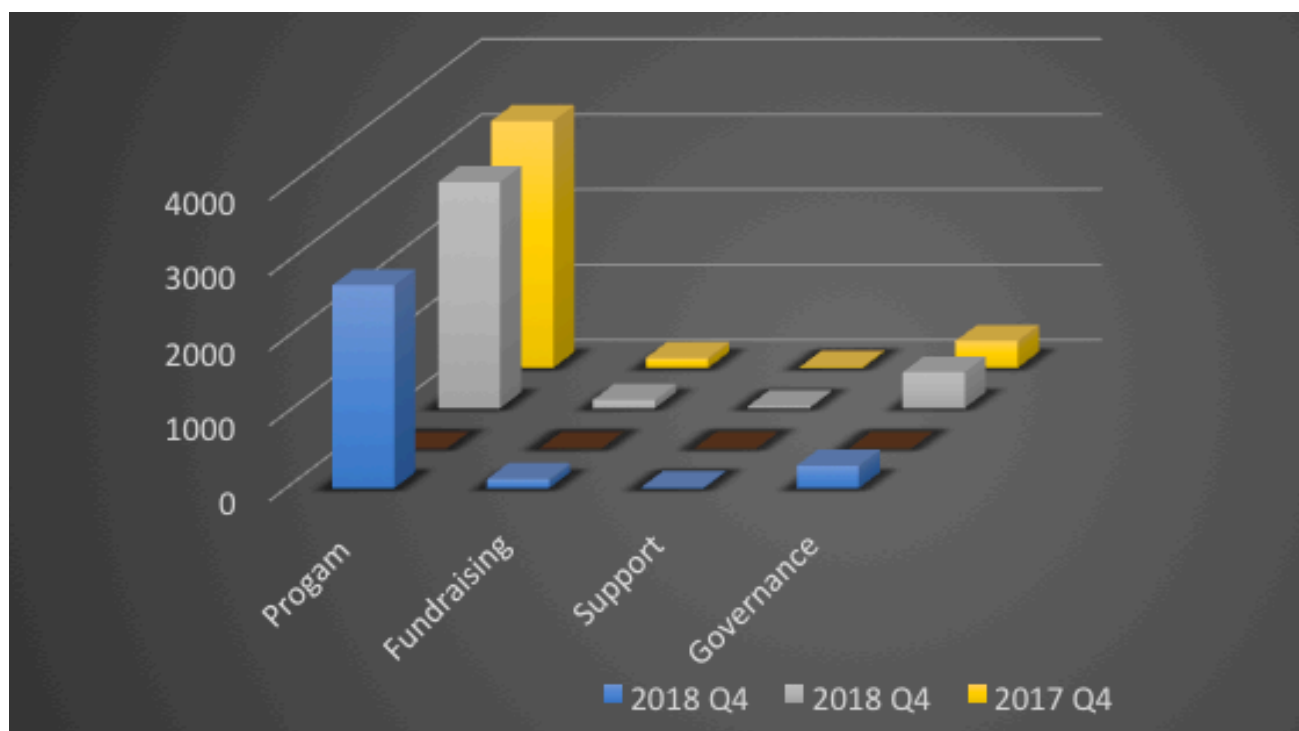
Expenditure Variance & Trend The overall actual Expenditure performance in 2018 is decreased from plan by 15% and 21% from 2017. 86% (£3135K) of 2018 actual net income £3645K has spent in 2018 and this is high achievement for AAE. Details as per allocated cost classification are discussed below:

- **Programme cost**

2018 actual program cost £2698K is less than 2018 plan (£3005K) by 11% and from 2017 actual (£3280k) by 22%. The main reasons for low utilization in the program cost compared to prior year performance is due to extension of some projects to 2019.

- **Support Cost**

Actual support cost in 2018 was £301k which is less than 2018 plan (£423k) by 57% and less than Prior year 2017 actual by 18% (£356K). The lower support cost from prior year actual is due the change management processes applied, and its related cost reduction.



- **Fundraising costs**

2018 actual fundraising cost is £120K which is higher than 2018 plan by 13% (£105K) and less from prior year actual by 9% (£131K). The lesser performance compared to 2017 actual was due to implementation of cost reduction strategy, like travel coordination and no salary for Fundraising Head since May 2018 as the place is vacant.

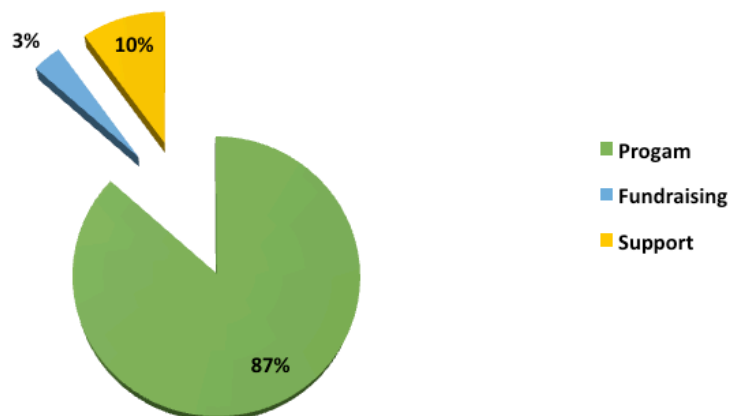
- **Governance costs**

2018 actual Governance cost is less than plan and prior year actual by 26%, 13% respectively. The lower performance compared to prior and plan is due to implementation of cost reduction strategy, like auditor travel coordination.

Key Performance Indicators



Resource Allocation Framework (RAF) Key Performance Analysis



Reserve

The overall reserve level at end of 2018 was about (1,586£K) 8 months that is (1,059£K) 9 months at LRPs' level and (527£K) 7 months at national level. Our reserve both in LRP and national office is higher than the standard 4 months in 2018 but in 2019 it will be adjusted to the standard as we have budgeted from our reserve for 2019 programmatic and administrative activities.

The overall Partnership income unspent balance in 2018 is 907k GBP. This is because of project positive balance. The main reason for the balance were donor release advance payment as per the contract.

7 Opportunities and Challenges

As we go forward with the implementation of our life-changing undertakings, we have come across eye-opening opportunities and hard to solve challenges.

7.1. Opportunities

Strong and committed staff, leadership, partners and community groups that stood together for the common goal of eradicating social and economic injustice in all the development programme areas we operate has motivated us to strive to our level best to meet our objectives;

The overwhelming change that took place in the middle of the year in the leadership of the government of the country after ongoing turmoil and unrest for the past three years has shown bright future in terms of reviewing old laws and regulations that used to suppress and discourage the active participation of civic societies and other non-governmental institutions in areas they would like to work with society including human right.

Most of all, the quick responses we got from our funding sources has also enabled us to act immediately to natural and man-made humanitarian emergency responses we made in Northern and Southern part of Ethiopia.

7.2. Challenges

In the fiscal year the major challenges were associated with the security problems in communities that AAE was forced to cease its interventions frequently until the situation subsides. This particularly impacted donor funded projects with time bound and high level of compliance expectation on delivery of the projects on time. For that AAE had to do frequent negotiations for time extensions

The insecurity also entailed an issue in relation to staff safety especially during travels

- The nationwide security problem observed in the aftermath of the recent change in the government leadership and its style and the subsequent state of emergency, caused delays in the implementation of our projects.
- The humanitarian crisis was also major challenge because of which AAE was obliged to shift some of its regular budget by canceling activities to support the IDPs as well as other communities challenged with various crisis.

8 Conclusion

In 2018, ActionAid Ethiopia achieved a lot in implementing its plans regardless of the contextual challenges. For that the demonstrated commitment of staff and the leadership as well as the support from the federation is invaluable. AAE is also grateful for the collaboration with its key partners including local government and various like minded organizations in the sector to fight gender injustice and structural causes of poverty in solidarity. The support from our donor and sponsorship supporters was fundamental to our achievements. Above all our communities' ability to use their potential with the support provided by AAE and its stakeholders is the driving force for our success, because our existence is for people living in poverty to achieve our common goals together to sustainably transform their lives.

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