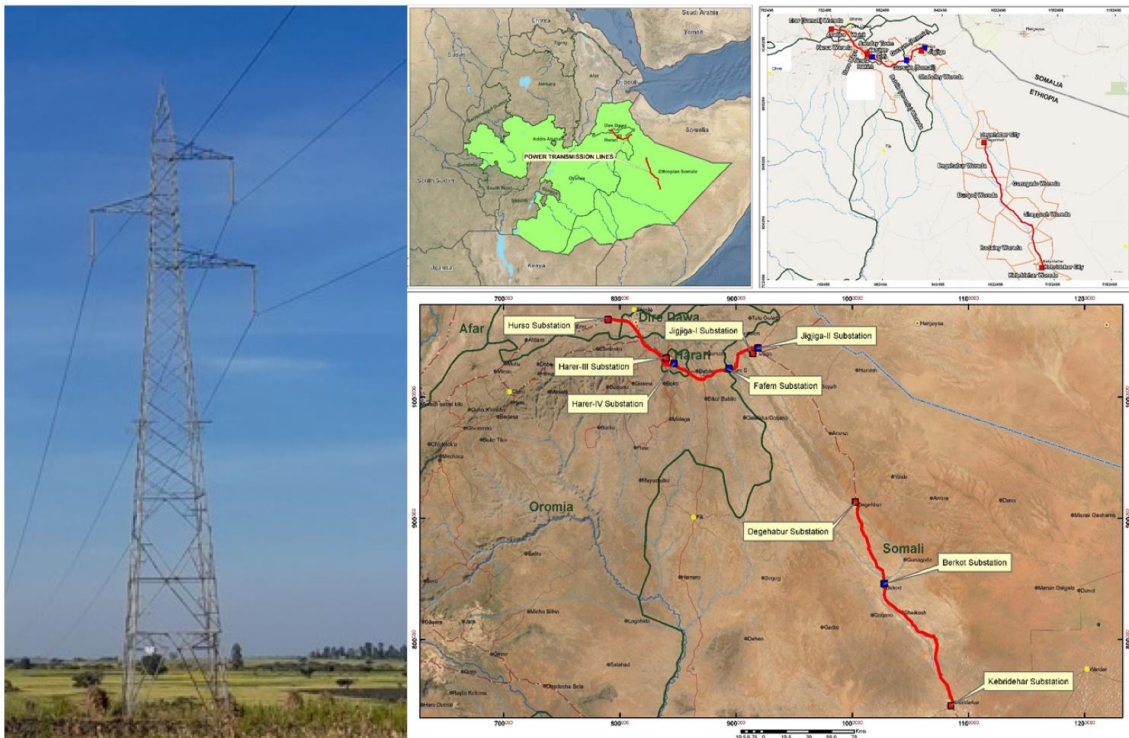




Federal Democratic Republic of Ethiopia
Ethiopian Electric Power



Hurso - Harar - Jigjiga 400kV & Degehabur - Kebridehar 132kV Transmission Line Projects



GENDER ACTION PLAN

FINAL REPORT



April 2023

Federal Democratic Republic of Ethiopia
Ethiopian Electric Power

**Hurso – Harar – Jigjiga 400kV & Degehabur –
Kebridehar 132kV Power TL & SS Projects**

Gender Action Plan
Final Report

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ACRONYMS

CoC	Code of Conduct
EEPC	Ethiopian Electric Power Corporation
GBV	Gender Based Violence
GBVH	Gender Based Violence and Harassments
GRC	Grievance Redressal Committee
GRM	Grievance Redress Mechanism
HIV/AIDS	Human immunodeficiency virus/Acquired immunodeficiency syndrome
HTPs	Harmful Traditional Practices
NGOs	Non-Governmental Organizations
PSNP	Productive Safety Net Program
STIs	Sexual Transmitted Infections

1. Introduction

1.1 Background

The energy sector was identified as a priority sector in Ethiopia as laid in the National Development Plan Accordingly, the Government of Ethiopia, with the support of development partners, prioritized investments in the country's electricity sector, to strengthen and expand transmission capacity to meet the energy needs of the country. Access to electricity has been created so far for 47% of the population with 95% in urban and 32% in rural areas (34% through the main grid and 11% using off-grid technologies).

The Ethiopian Electric Power (EEP), as an Executing Agency will administer the implementation of Hurso – Harar – Jigjiga & Degehabur – Kebridehar Power Transmission Project with the African Development Bank (AfDB) and Korean Economic Development Cooperation Fund (KEDCF) under the Korea-Africa Energy Investment Framework (KAEIF) that was signed between AfDB and Korean Exim Bank as Financiers of the Project.

The ultimate goals of the power transmission line projects include reinforcing and upgrading the transmission network at Harar and Jijiga to 400 kV level by expanding the 400 kV network from Hurso substation and expanding the Degehabur – Kebridehar 132 kV Power Transmission Line Project from Degehabur to Kebridehar through the new Birkot substation.

The nature and impact magnitude of the proposed project, as per the Ethiopian EIA Guideline and AfDB's Environmental and Social Assessment Procedures, is classified as Schedule 1 and Category 1, respectively. Thus, the project requires an Environmental and Social Impact Assessment (ESIA).

Therefore, as integral part of the ESIA, this standalone Gender Action Plan (GAP) Report is prepared. The objective of this plan is to facilitate the full participation of women in the project construction stage, providing new opportunities for women to boost their income, without increased burden on their lives, and contributing to the enhancement of women's role and status in the project.

The report describes in detail the current socio-economic situation of the women in the project influence area, their livelihood patterns, gender issues, the conditions of the various social services on this moment, and the development activities.

1.2 Project Information

The supply of electrical energy at competitive prices, in sufficient quantity and reliability, and under the aspect of safe supply through reliable equipment, system structures and devices are of crucial importance for the economic development of countries and for the well - being of each individual.

The scope of this project is to develop power transmission development plan for Harar, Jigjiga, Fafem, Birkot and Kebridehar towns and it's surrounding due to the low voltage around the area. Therefore, this Project is designed to reinforce and extend the Ethiopian national high voltage transmission Grid. The Project area starts from the existing Hurso 400 kV substation and extends in the Eastern direction to a major towns of Harar, Fafem and Jigjig. A second arm at 132 kV starts from Kebridehar to Kebridehar via Birkot.

Four (4) new substations will be constructed under this project, three (3) existing substations will be extended, two (2) existing substations will be reconfigured, and one (1) substation will be upgraded. The transmission line from Hurso to Jigjig via Harar will be designed and constructed at 400 kV level but will be operated at 230 kV until the 400 kV transmission line

from Debre Zeit to Hurso substation is constructed. The line is at the preparation phase by the World Bank.

1.3 Objectives of the Gender Action Plan

The Gender Action Plan (GAP) forms the basis for operationalizing the results and recommendations of the gender analysis. It contains specific gender elements to be considered in the tender document preparation and construction phases of the project.

Thus, this GAP is designed to ensure that the project:

- Lowers gender inequality;
- Addresses the needs and constraints of women, girls, men, and boys;
- Avoids potential adverse gender impacts/risks;
- Ensures women's participation in the project;

1.4 Project Location

The proposed Hurso -Harer-Jigjiga 400 kV power transmission line and associated substation projects is located in Eastern part of the country. The project crosses and influences a number of Woredas and Kebeles found in 3 Regional states (Somali, Oromia and Harari) and one city administration, Dire - Dawa. The proposed 158.3 km transmission line project traverses a total of 12 Woredas and 41 Kebeles found in the three regional states and one city administration.

The Degehabur – Kebridehar Transmission Line Project is located in South-Eastern Ethiopia, within the Somali National Regional State. It stretches over five Woredas and two administration towns in two zones. These are Kebridehar and Degahabur towns and Degehabur Woredas of Jara Zone and Bodaley, Kebridehar and Shaygosh Woredas and Kebridehar town of Korahe Zone.

The locations of the Project Area and the administration maps for the two TL Corridors are shown in Figure 1, 2 and 3.

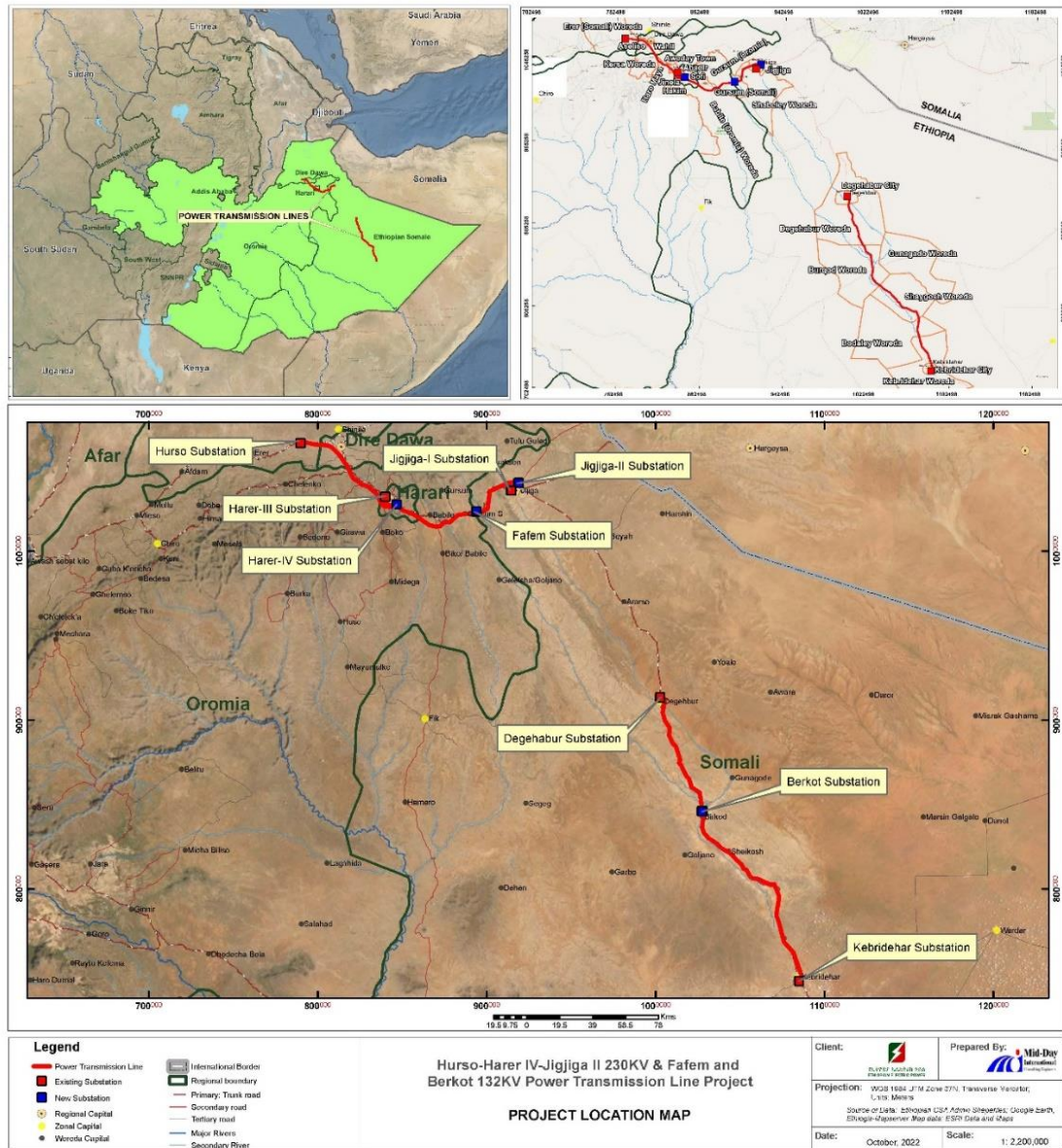


Figure 1.1: Location of the Proposed Hurso - Harar - Jigjiga & Degehabur - Kebridehar TL Project

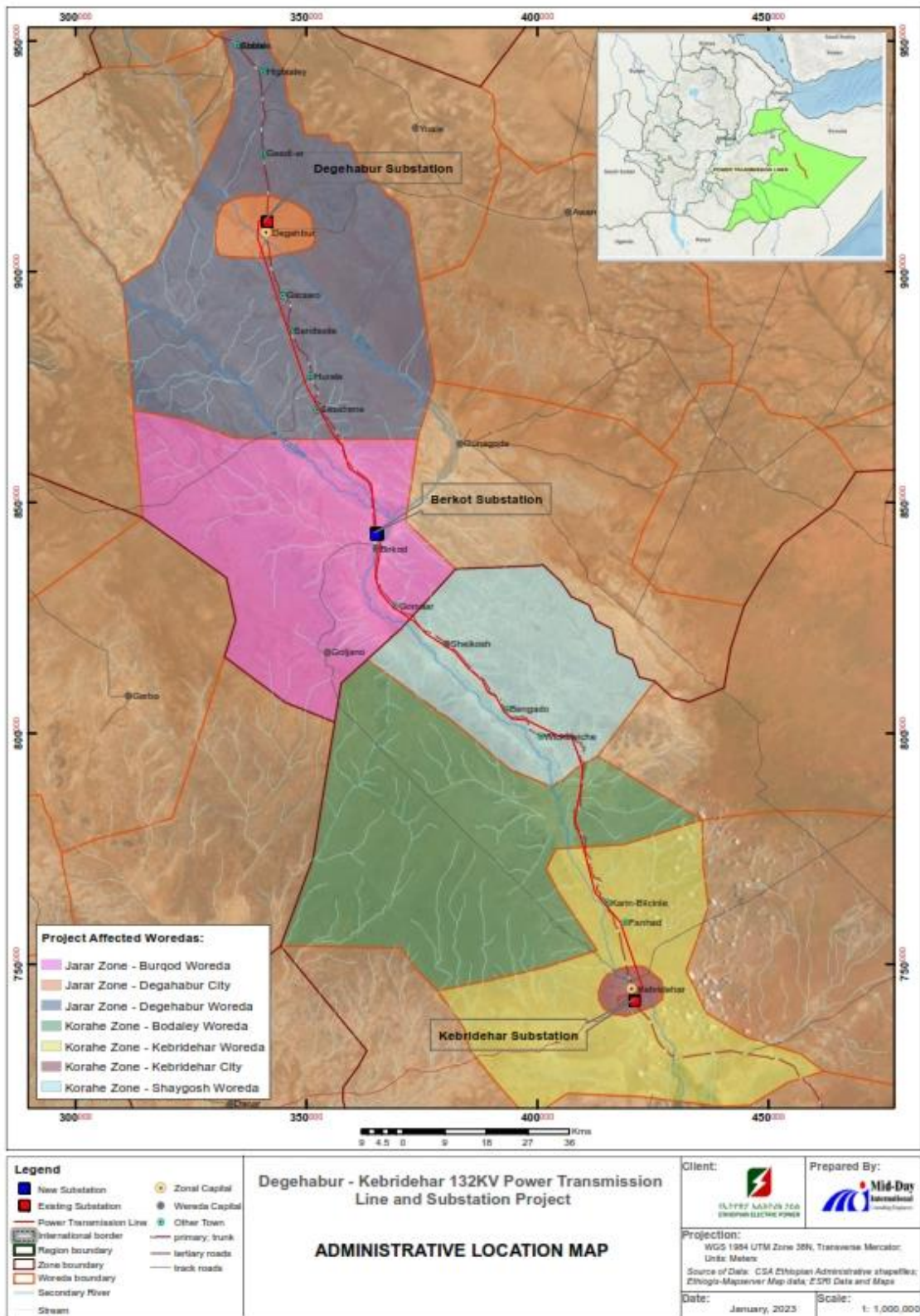


Figure 1.2: Administration Map of the Proposed Degehabur - Kebridehar TL Project

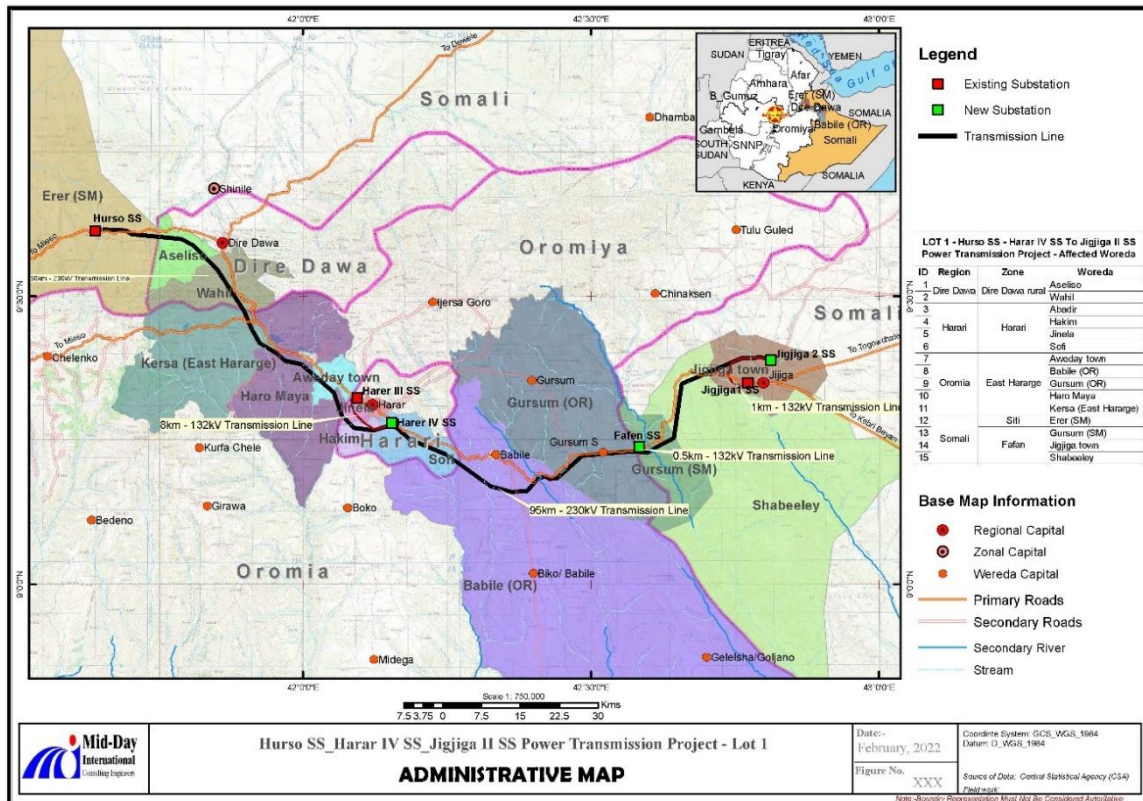


Figure 1.3: Administration Map of the Proposed Hurso - Harar IV - Jigjiga II 400 kV TL Project

1.5 Methodology of the Study

This study has followed a participatory research approach whereby representatives of the local institutions and members of the community actively participated in the data collection. The methods used to carry out this gender baseline study analysis are as detailed below.

1.5.1 Review of Secondary Data

Available documents and policy papers on gender were reviewed to provide valuable information. The overall findings are provided in the subsequent section.

1.5.2 Primary Data Collection

Focus group discussion: In selected Woredas and Kebeles, group discussions were carried out with key informants. These include women group from selected communities in various Woredas and Kebeles affected by the project, health workers, development agents, and Gender focal person in various sectors of Woredas and Woreda women and child affairs office.

Semi-structured questions and gender analysis tools have guided and assisted the group discussions.

In general, with the help of the methods above, almost all the required data and information for the study have been collected, analyzed and incorporated in this report.

1.6 Report Structure

This document represents the Inception Report and has the following structure:

- Section 1 Study Objectives and Methodology
- Section 2 Overview of National and Regional Gender Policies and Strategies
- Section 3 Demographic Characteristics of Women in the Project Area
- Section 4 Gender Issues: Situation Analysis
- Section 5 Women’s Views on Impact of the Project
- Section 6 Gender Action Plan
- Section 7 Grievance Redress Mechanisms/GRM
- Section 8 Non-Governmental Organizations Operating in the Project Area
- Section 9 Monitoring, Evaluation and Reporting

2. Overview of National and Regional Gender Policies and Strategies

2.1 Background

Recognising the decisive roles of women in the socio-economic development process of the country and their low status, the Government of Ethiopia has been taking legal and policy measures and programs, which are instrumental for addressing existing gender inequalities. Accordingly, both broad and specific policies and legal frameworks and strategies have been put in place along with defined objectives.

The objectives of the national policy on women are one such multi sectoral development objectives intended to address the felt needs of women with a holistic approach as described below.

2.2 Constitution of Ethiopia and its provisions on Gender

The Ethiopian constitution (1/1995) has remarkable provisions on Gender: It recognizes the added value of women engagement to the socioeconomic development of the country. This has been demonstrated by providing legal protection starting with the Constitution of the Country (1/1995). The constitution stressed gender issue starting from its preamble as there will not be any sexual discrimination.

The relevant articles of the constitution with positive statements that strengthens or create base for women right and gender in a clear and detailed way include Article 25 and Article 35.

Article 25: Right to Equality: states that all persons and effective protection without discrimination on grounds of race, nation, nationality, or other social origin, colour, sex, language, religion, political or other opinion, property, birth or other status.

Article 35: Rights of Women: This article sanctions equality of men and women in all aspects of social, economic, legal and political life. All harmful customs, laws, practices and their concomitants that cause physical and psychological damage to women have been prohibited. Women's right to acquire, transfer and control property, with particular emphasis to land, have been explicitly stated. In the proclamation, it is stated that women are entitled to affirmative action in order to remedy the legacy of inequality and discrimination so that they can compete and participate in the political sphere and socio economic areas in public and private institutions on equal basis.

With regard to the right of employment, the federal constitution has affirmed that women shall have a right to equality in employment, pay, and the transfer of pension entitlements. This article entitles women to affirmative measures.

2.3 Regional constitutions

Regional constitutions which by and large resemble and operate within the general framework of the federal constitution have also addressed the question of gender equality meticulously.

The Regional governments of Oromia, Harari and Somali have their own policies and strategies for women and/or gender. The policies are adopted from the federal policies or prepared based on the situation of the regions. For instance, these regions have their own regional gender mainstreaming manuals, and regional women and development package manuals, regional policy on women, regional family law following the revised family law at the federal level.

2.4 Penal Dode

Under the major government policies there are laws on violence against women. The Penal code also has been revised to incorporate provisions for violence against women and improve the existing ones. Issue like Female Genital Mutilation/FGM is penalized. Other Harmful Traditional Practices (HTP) are penalized; Domestic Violence is introduced in the HTP (has attracted attention).

The Code has also devoted a separate provision dealing with the rights of women and aiming at addressing the widely prevalent gender biased attitudes and practices. Related sub-articles with the issue under discussion emphasized on equal enjoyment of all constitutional rights and protections, equal rights in marriage, entitlement to affirmative action/measures, protection from harmful traditional practices/HTPS, right to maternity leave with full pay, right to consultation in projects affecting their lives, property rights (to acquire, administer, control, use and transfer), right to equality in employment (promotion, pay, pension entitlements), right to access family planning education and service, information and capacity.

2.5 National Ethiopian Women's Policy

The National Ethiopian Women's Policy also has mapped out the problems Ethiopian women face in all field of development and identified the patriarchal system as the root cause that exposed women to political, economic and social discrimination which is reinforced by traditional practices that give credence to cultural/religious norms and values over women's human rights.

The policy has indicated the status of women in relation to their roles of sustaining the household that consequently hampers their access to social services, public affairs, access to and control over property; the plight of women accrued to harmful traditional practices has been identified as an area that needs a concerted effort by all stakeholders.

To fight back all discrimination against women and ascertain equality of men and women the policy has established institutional mechanisms in all government structures up to the grass root level. National Plan of Action for Gender- Equality (NAP-GE) is prepared in congruence to the Plan of Action for Sustainable Development and Eradication of Poverty (PASDEP) development direction. Hence, gender issues should be considered in the implementation process of PASDEP.

In different polices and strategies the plight of women assessed, and major gaps that has been recognized as serious constraints to the implementation of policies and that hampered efforts towards gender equality are identified as follows: their vulnerability to poverty, lack of access to and control over critical resources and ownership of property including lack of decision-making rights; their extended labor time and workload; their vulnerability to traditional harmful practices/HTPs; low status of women and being considered as subservient to men's needs and interest regardless of the consequences on the health or psychological conditions/women's subordinate position; low access to education, their vulnerability to HIV/AIDS; absence of appropriate and viable institutional mechanisms.

2.6 Sector Polices and Strategies

The national laws and policies are the basis for creating enabling environment for women across all sectors so that they could participate in the development endeavors on equal basis with men. In response to this, several sector programs issued policies, laws and regulations with similar development objectives. Among the sector polices which have explicitly recognized the situation of women include education policy, health and population, and water resource policy.

Education and Training Policy (1994) has general objectives such as developing the capacity of individuals by expanding education and, in particular, by providing basic education to all. The specified objective in relation to gender states that to gear education towards reorienting society's attitude and value pertaining to the role and contribution of women in development.

Health Policy (1993) has provisions on the status of women with particular emphasis on reproductive health i.e. reducing maternal mortality and HIV/AIDS and management of violence against victims. Reducing maternal mortality is one of the millennium goals of the Government of Ethiopia

Population Policy of Ethiopia (1993) gives more emphasis to improving the status of women in relation to their reproductive rights, reducing maternal and child mortality and adequate access to and control over resources, property rights, MCH and family planning services.

National Environmental Policy (1997) provides a framework for integrating environmental issues into the development process at different levels (national, regional and local) and recognizes that people (women and men) are central in the process of development.

Policy of Rural Energy (1994) under Section 4.8 attempts to reflect the issues of women, stating that, in order to ensure community participation, especially the participation of women in all aspects of energy resources development and encourages the participation of the private sector in the development of the energy sector.

Ethiopian Water Resource Management Policy (1998) has gender issues mentioned in Section 2, 2.10, stating that it tries to promote the full involvement of women in the planning, implementation, decision making and training as well as empowering them to play a leading role in self-reliance initiatives”.

Ethiopian Water Resource Development Strategies Amharic version (1994) emphasizes the integration of gender in the community management structure in water and sanitation as well as small scale irrigation schemes via enhancing their capacity .In so doing it will tire to address their basic needs there by ensuring the sustainability of the various programs.

Gender Mainstreaming Guidelines and Checklists for the Water Sector (2001) is designed to assist water resource development professional and institutions at all level to be able integrate gender in all stage of project preparation, formulation and execution process, establishing indicators for monitoring and evaluation project impacts.

2.7 Convention on Elimination of Discrimination against Women

Government policy on gender has received signed and ratified the Convention on Elimination of Discrimination against Women. There are other international conventions as well, which deal with specific problems women face.

As one of the UN member states, Ethiopia has signed several Conventions and protocols such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The protocols contain some provisions to the issues of women and environment such as the National Environmental Action Plan (NEAP), the Tropical Action Plan of FAO, National and Conservation Strategies of IUCN, etc.

2.8 AfDB Guidelines on Gender Equality

As to AfDB guidelines on gender equality, likewise, gender equality is a key driver of inclusive smart economics - it can enhance economic growth and social progression and improve other development outcomes in various ways:

- Increasing women's access to and control over resources that can enhance and diversify their livelihood.

- Improving women's and girls' status improves many other development outcomes (education, health, nutrition, etc.)
- Eradication of harmful traditional practices/HTPs to women's health.
- Implementing gender-sensitive HIV/AIDS prevention.

Thus, recognizing the decisive roles of women in the socio-economic development process of the country and their low status, the Government of Ethiopia has been taking legal and policy measures and programs, which are instrumental for addressing existing gender inequalities. Accordingly, both broad and specific policies and legal frameworks and strategies have been put in place along with defined objectives. Thus, the objectives of the national policy on women are multi sectorial development objectives that are intended to address the felt needs of women, protecting them from different types of gender based violence. Thus, to curb all these and empower women this document review and gender assessment was conducted so as to protect them from the proposed project gender related anticipated risks and impacts by setting mitigation measures that should be taken into account at an early stage of the project development.

2.9 Institutional Frameworks

The responsibility of undertaking programs for addressing existing gender issues lies on many organizations, as it requires the concerted efforts of all actors.

At the government level, Women Affairs Offices have been established within the government structure (Federal, Regional, Zonal and Woreda levels) as focal points for women's issues. Accordingly, the Ministry of Women Affairs at the Federal level is given the responsibility for setting policy direction and coordinating programs related to women at the national level. A similar mandate is also given to the focal points at regional and Woreda levels, with their major tasks, among other things, includes initiating policy ideas, facilitating and coordinating programs for women.

Various international bodies, NGOs and women's professional associations are actively involved in undertaking direct integrated programs or supporting the programs including non-formal education, awareness raising, and provision of family planning; credit, legal support for victim women and children and other gender related programs.

Grassroots institutions such as Kebele associations, women's associations and development health committees formed at the Kebele level are responsible for undertaking various programs, including report cases of HIV/AIDS and channeling information on family planning and other programs.

The key issues in relation to the institutional mechanisms are:

- Lack of adequate staff both in terms of quality and quantity;
- Limited capacity in terms of budget, logistics and other technical inputs, which are critical problems mainly in women's affairs offices.
- Misconception and lack of know-how on the application of gender mainstreaming;
- Lack of co-ordination; and
- Lack of sustainability of programs emanating mainly from lack of commitment.

3. Demographic and Economic Status of Women in the Project Area

3.1 Background/ Main Characteristics

In the project area, like in many parts of the country, women play a central role in maintaining their family's wellbeing and enhancing the family's socio economic condition.

As the majority of women in the project area live in the rural areas their contribution to the agricultural sector, which is the major source of the economy for the country is found to be central. Several study results indicate that the contribution of women to the agricultural labour force to be very significant and is estimated to be over 45% of the total.

It is also true that the bulk of the livestock production is strictly driven from the labour force of women and children. As the subsistence economy cannot meet all the basic needs of the households, the participation of women in generating additional income makes their contribution to be even higher.

The women undertake such a diverse production activities, which are physically arduous and which lead to health implications. Although the degree of vulnerability among rural women is serious it tends to be much worse, in the relatively marginalized areas such as those of pastoralist communities owing to the absence of basic facilities as well as the environmental deterioration that continued to aggravate their conditions.

With respect to urban women it is indicated that the majority of them are involvement in the informal sector and one could tell that their role in securing their family livelihood and to the national economy is significant.

Despite some improvement, women are still structurally denied of their social, cultural, and economic and legal rights and suffer from deep-rooted traditional malpractices being more acute in the rural areas as compared to the urban areas of the county.

Therefore, an overview of the demographic and economic status of women along the transmission line corridor and within the project impacted woredas is presented in the following sections.

3.2 Demographic Characteristics

Based on population data collected from the two project impacted woredas, towns and city administrations offices, about 2,525,101 people are currently reside in thirteen project impact woredas and four cities, and out of the total population 1,371,327 (54.3%) are male and the remaining 1,258,597 (45.7%) are female.

3.3 Economic Status of Women

Looking into economic status of women there are many indicators that show that women in the project area are among the majority of the poorest of the poor. In the rural areas it is a fact that women do not have equal access and control over resources such as land, agricultural inputs and services as well as job opportunities. As a result, women have been unable to actively participate in the economic development and being left as the poorest of the poor.

The economic deprivation of women is mainly attributed to the lack of equal decision-making power, denial of inheritance rights and ineffective development programs. Women's impoverishment is further aggravated by the recurrent drought and lack of access to basic facilities.

It is also true that the majorities of urban women are poor, and only have limited access to the formal sector of the economy. The earnings of the majority of these categories of women are largely driven from the informal sector of the economy including petty trading, selling *chat*, *injera* and *tella* working as housemaids etc. Studies also indicate that owing to the lack of alternatives several women and girls resort to prostitution as a means of survival and is increasingly growing of which the large proportion of them have migrated from the rural areas, thus exposing them to HIV/AIDS/ and others risks.

Poverty and vulnerability to natural and manmade disasters place a particularly heavy burden on women. According to vulnerability assessment by the government, female-headed households, women in low-income groups, migrant women, pregnant and lactating mothers, the elderly and the displaced are mostly at risk of food security.

3.4 Access to and Control over Resources

Even though women are the major source of labour for the bulk of the activities done at both household and field levels, the benefits that accrue to them are minimal. When it comes into the degree of access to and control over vital resources, the reality becomes different where men have upper hand for the resources such as farmland, livestock and family wealth, etc. whereas women are denied from having equal rights to such fundamental resources. This is because the inheritance rights embodied in the customary law gives the full right for men to inherit their parent's property including land and other important resources, putting women at a disadvantage compared to men. The customary laws are still overriding the modern laws of the country across most areas of the transmission line corridor and there is little attempt to change such a trend.

3.5 Women' Access to Basic Social Services

As in the case of other rural areas of the country, the availability of basic infrastructure such as clean water, schools, health facilities and grain mills are scarce or totally absent in some places along the project corridor. As a result, the people have difficulty in getting the required services, women and children being affected to a greater extent.

3.5.1 Access to Health Service

Although the existing health facilities are inadequate making the overall health condition of the community to be poor, the situation of women and children is found to be worst as can be witnessed from the maternal and child morbidity and mortality indicators. Attributable factors include lack of access to health services, malnutrition, workload, etc.

Women suffer the consequences of frequent pregnancy, childbirth and breast-feeding. Poor women have to work harder to feed large families. They suffer from a higher rate of morbidity. In terms of family planning coverage, there is a huge gap between the need and the availability. The problems are also partly because of the traditional and religious restrictions on the use of family planning devices.

The Health Policy pays attention to the special needs of women and children, the rural population, and pastoralists. Therefore, the Regional Governments and NGOs provide reproductive health care service but the utilization is at the lowest level. Therefore, in most rural areas women do not follow proper prenatal and postnatal health care service, and they give birth at home.

It is reported that in some places along the project corridor clinics and the health centres write referrals and therefore women are forced to travel a long distance to the next hospital which is usually unaffordable and very far for most community members. As a result, many pregnant women have died before they could get assistances. Financial constraint is also a problem for women, as they do not control the cash.

The health condition of women is also further aggravated owing to the negative traditional attitudes and malpractices such as polygamy, early pregnancy and bearing too many children as a symbol of prestige. The prevalence of HIV/AIDS appears to be high, given the violence, rape, female genital mutilation, abduction, and polygamy.

The fact that the community has a high attachment to livestock has health implications where women are direct bearers of two problems. It is reported that not only the lack of access to the health facilities, but also lack of awareness has made it difficult to effectively utilize available health facilities.

However, the existing health infrastructure is not providing adequate and effective health services to the communities and women and children are greatly affected. In general, coverage and quality of services given by the existing health institutions in the Woredas traversed by the transmission line is far from adequate. Lack of sufficient budget and medical facilities discourage both the service givers and patients to get/give effective treatment at the nearest place. In some places, absence of women health staff has made it difficult to approach women on health related issues unless their health status reaches a critical stage. Therefore, this service needs special attention in order to improve the health status of women and children.

3.5.2 Access to Alternative and Formal Education

Women's education is closely related to vital development issues, such as their participation in productive activities, population growth, reproductive health and health status of the family, and the education of children especially of daughters.

The Ethiopian Constitution affirms women's equal rights with men, including education. It also states that women are entitled to affirmative action. The Education and Training Policy aims to provide education to enable the removal of attitudes, stereotypes and practices that negatively affect women's education.

The National Population Policy underlines the importance of women's education, clearly asserting the futility of attempting the reduction of population growth without the education and economic empowerment of women.

Despite the big efforts made by the Federal and Regional governments to narrow the gap between the enrolment rate of boys and girls, there is still a significant difference, making the overall participation of girls lower than that of boys.

Therefore, another important aspect is the inequality of access to education for women and girls. The disparity between women and men is also observed in their literacy rate where more women than men are illiterate. According to information obtained from Project Affected Woredas, the average educational coverage in the project area is about 70%. The literacy rate for men is 94% and for women only 49%. On the other hand, when we examine the educational levels of female headed households, the sample survey result showed that out of total 55 female headed household's, vast majority (91%) of them are illiterate. There is much lower literacy level among rural women and men than among those living in the urban areas.

It is true that increasing access to education is essential for bringing a positive change on the lives of the community as they could consciously react to improve their lives. However, its availability is far from adequate in terms of quality or quantity.

The fact that in few project woredas non-formal education is conducted in a flexible manner to suit the interest of the community is encouraging many people. Yet again, women are not benefiting as much as men do. When it comes to formal education, the participation of girls is still found to be very low compared to boys.

The overall girls' participation is further diminished by the high dropout rate, mainly due to

demand for labour, early marriage, economic factors and low performance, distance to school and security concerns, lack of privacy in the school sanitation facilities and the limited numbers of role models for women. Because of all these factors, there is still a big disparity of access to education between the sexes. This indicates that there is need for improving the provision of education to children with special focus on girls and women.

3.5.3 Access to Water

Of these, lack of potable water is one of the critical problems for some communities and becomes severe during the dry seasons. In some places where there is poor water point development or management it contributed to the limited availability of tap water. Due to such factors, the burden of women has continuously increased, as they have to travel long distances to fetch water for both drinking and cooking and for their animals. In the project affected rural areas women have to travel 1 to 3 hour to fetch water.

The effect of lack of safe potable water on the health of children and the family due to water borne diseases also make women to suffer from heavy stress and workload, as they are responsible for looking after their families' wellbeing.

3.5.4 Access to Technology and Other Workload Reducing Devices

There has been little attempt to introduce appropriate technology, which is a pressing need for women.

It is also observed that the lack of access to markets, grain mills and fuel saving stoves has greater effect on women and children, preventing them from participating in more productive activities. All these have health implications.

It is also discovered that women have lesser access to information and this constrained them from gaining adequate knowledge on matters that are of top priority to them including the application of family planning, better agricultural inputs, market information, etc.

3.6 Participation of Women in Decision Making and Leadership

In general, the life of women along the project corridor is characterized by poor economic condition, low level of literacy, poor access to basic services, deprivation of equal rights, limited political participation, being absent from leadership ladder, lacking self-confidence and suffering from excessive workload.

Women are considered as less capable and weak. Therefore, due to the subordinate status it has been revealed that restricted decision making, mobility and lack of confidence among women, gender discriminatory practices are few of the barriers faced by the women both in the household and community level.

In general, most community members within the project influence are believe that "it is men's domain to perform "important" task effectively. They also believe that men are more capable than women to learn, understand and implement.

Therefore, the degree of participation of women and men in political decisions is directly correlated with cultural norms and economic power all of which is in favor of men. As a women leader, their participation in politics is nominal because they don't have the same power as their compatriot leaders, be it in influencing others or even in payments they receive for attending in the same meetings. In general, the tendency of discouraging women from participating in political affairs and leadership is very high; as a result, their number is minimal. This indicates that their power to influence the policy direction in accordance with their priorities is minimal.

Recognizing this gender inequality and its overall implications, the Federal and Regional governments strongly believe in the integration of the issue of women into the development

programs and has been taking several policy and legal measures, which aim to ensure that women have equal access to resources and opportunities with men. However, much is still left to overcome the cultural barriers that are overriding the existing policies and laws and also in creating enabling environments for women to be major actors for their own causes and fight for their rights.

3.7 Access to Finance

It is also observed that micro finance institutions and co-operatives and rural credit schemes are flourishing unlike in the past years. Yet, their distribution and service coverage is still very low. These micro finance institutions are making available savings and credit services and other technical support for women and co-operatives. Although the women have proved to be effective in using credit, and repaying their loans, they are not given as much opportunity as men and, as a result, the proportion of women who managed to benefit from the above schemes has remained insignificant.

The other major problems encountered to ensure the expansion of such facilities for women include:

- Illiteracy of women;
- Conflict or spouse imposition; and
- Lack of market and inadequate technical support.

On the other hand, with limited credit and technical assistance given to women it has been witnessed that few of them have been able to bring some visible changes on their lives such as asset building, capital, better nutrition for children, house etc. Yet, the impacts are still less than expected.

4. Gendered Division of Labour

4.1 Background

In the Project area, like in many parts of the country, women play a central role in maintaining their family's wellbeing and enhancing their country's socio economic condition.

Women undertake diverse production activities, which are physically arduous and which lead to health implications. Although the degree of vulnerability among rural women is serious, it tends to be much worse, in the relatively marginalized areas such as those of pastoralist communities owing to the absence of basic facilities as well as the environmental deterioration that continued to aggravate their conditions.

With respect to urban women it indicated that the majority of them are involved in the informal sector and one could tell that their role in securing their family livelihood and to the national GDP is also significant.

Despite such a reality however, gender inequalities are very vivid in the project affected Woredas and have continued to persist as manifested in the disproportionate distribution of labour, resources, power and opportunities.

Women being over burdened by too many tasks and are exposed to enormous consequences with the immediate effects being physically stressful and weak as well as affecting their health. It is also true that the condition of women headed households is found to be serious. They continue to be further aggravated by poor living conditions where there are no basic facilities that could alleviate their burden of work and improve their health status.

The share of children is also found to be significant particularly for girls who spend much of their time assisting their mothers. The fact that agricultural production depends on intensive labour has a direct bearing on children as they are forced to work hard when they should be attending school.

4.2 Labour Division within General Project Influence Area

Reproductive work refers to activities necessary for the continuation or survival of human life through reproducing or maintenance of human labour. Therefore, reproductive activities shown on Table 4.1 below refers to the tasks that are essential to maintain the wellbeing of individuals as well as the labour force within households in the project impacted Woredas.

In the area under consideration, the reproductive work is almost totally left to women. Women cook food, provide care for the old and sick, and raising children. Unlike the productive work, which is mostly seasonal and/or one at a time, the task of reproductive work involves many overlapping activities and it is performed on daily basis. For example, food preparation process involves many tasks, like water fetching, pounding, grinding, and the like, which is overlapping, tiresome and sometimes hazardous to health.

Cooking and fetching of water for household consumption is mostly performed by adult women, and to a certain extent, small girls are also involved in this work. The task of firewood collection mainly falls on the shoulders of adult women, in this case the wife and girls. In the project affected rural areas, women have to travel 1 to 2 hour distances to collect firewood and 1 to 3 hour to fetch water. However, sometimes men and boys also collect firewood especially if the place or source is far from the residence area.

Table 4.1: Gender Division of Labour at Household Level within general project influence area

Role /Activity	Division of labour					
	Somali Region		Harar region		Oromiya	
	M	F	M	F	M	F
Child care		√		√		√
Construct Houses	√	√	√		√	
Preparing Food		√		√		√
House Moving & Repair	√	√	√		√	
Collecting Fodder		√		√	√	√
Manage and care small and sick animals		√	√	√		√
Milking Cows		√		√		√
Fetching Water		√		√		√
Washing cloth		√		√		√
Collect Fire wood		√	√	√		√

4.3 Daily Routine of Women

As per to the analysis for the daily routine of women it was found out that across most parts of the project corridor, women are forced to spend substantial amount of their time on performing multiple activities. In the group discussion it was indicated that women work more than double of the hours of that of men the average time being 17-18 hours a day.

Table 4.2 below shows indicative activities and average time that women carry out in their everyday life.

Table 4.2: Typical Daily Routine Activities of Women

Average time spent during the day	Activities
05:30 to 07:30	Preparing breakfast, cleaning milk utensils etc.
07:30 to 09:00	Milking and feeding herds Serving breakfast; attending to children and other family members
09:00 to 11:00	Cleaning house; preparing lunch; fetching water, firewood and fetching feed for animals
11:00 to 12:00	Preparing lunch and others
12:00 to 02:00	Serving lunch and resting; and fetching water,
02:00 to 04:00	Cultivating and herding
04:00 to 07:00	Preparing dinner
07:00 to 08:00	Serving dinner
08: 00 to 10:00	Milk processing and other tasks
10:00 to 11:00	Going to bed

NB - The average time span could increase during drought and feast days.

While emphasizing their burden the pastoralist women have indicated that they spend long hours every day hauling water and fetching grass for animals from long distances. An example of such a situation is mentioned by the participants of the focus group discussion of the women indicating that they mostly carry a 25-liter plastic jar of water from long

distances where the *ella* (shallow well) is found. As a result, most women are exposed to health complication such as miscarriage. There are also cases where women have to take their children along with them if they have no grown up girls or neighbor, even when their men are at home.

Women are also busy in grinding for preparing daily meals. In Somali Region, the women participants have expressed how demanding is grinding grain using traditional stone mills, which is heavy to push and pull for any ordinary woman.

The most laborious tasks of the men are hoeing, ploughing, and taking their cattle to water points. Except taking their cattle to water points, their other jobs are done occasionally. Thus, the men of the area have more idle time for chewing chat. In general, the pattern of division of labour shows that it is unequally divided among the male and female members of the family with latter bearing the heaviest burden.



Photo 1: A woman going to bring farm produce (left) and herding cattle (right)



Photo 2: Rural shops runs by a woman at Gerewa Kebele

4.4 Relocation of Housing Structures Belonging to the Households

The construction of nomadic and semi nomadic houses in the pastoralist communities is considered as occasional activity but the frequency varies depending on how often they move and the need for repairing or renovating the houses.

In Somali region women are the one who build the traditional houses. People say this is the job of a women 'ye set sira new'. Even up on marriage of their daughters, culturally mothers are also responsible to build the cultural house for the couple.



Photo 3: Rural women while building their residential cultural house

4.5 Gender Impact Framework

The result of the analysis of Gender Impact Framework gives more or less the same picture. That is the most vulnerable groups are women as depicted in Table 4.3 below.

Table 4.3: Result of the Analysis of Gender Impact Framework

Gender Constraints	Women and Girls	Men and Boys	Solutions
Workload	Women are unable to participate in more productive activities Health implications Girls unable to continue their education; low performance	Seasonal physical stress	Provision of workload alleviating technology/ Improved access to water supply Gender awareness to change the existing division of labour
Poverty	Women became malnourished as they are last to eat Exposed to stress Girls unable to go to school Likely to marry at early age	Insecurity of well-being of the family and clan	Enable women to have access to resources and ownership rights Increase access to extension packages, agricultural inputs, training, credit and access to market
Environmental implication	Increase the workload of women and girls Increase their vulnerability to famine	Workload increase	Introduce workload reducing devices Introduce diversified environmental management skills, changing of food habits
Traditional attitudes and malpractices	Women deprived of inheritance rights Women not allowed to participate in development activities FGM expose to health risks	Men become more extravagant due to poor culture of savings	Requires cultural revolution through intensified training, Legal measures and other development interventions
Negative attitude towards women	Low self-profile Denied to participate equally and girls face the same effect		Educate women to be self-reliant and bring attitudinal change of the community Increase women's access to resources, education and training
Health problems; HIV/AIDS	Women affected by both reproductive and health hazards		Expanding health facilities, MCH, awareness on basic hygiene & prevention of HIV/AIDS
Problems associated with legal rights	Women denied of equal rights Girls and small children are exposed to repetitive abduction and rape due to inadequate legal measures		Establish special legal body at grassroots level to deal with women causes, abduction, rape Increasing the awareness of the communities on basic civil and legal rights Effective and adequate enforcement

5. Gender Issues: Situation Analysis in the Project Area

5.1 Background

Examining the status of women in the project impacted communities is clearly defined as similar to other rural communities but with certain differences due to regional or spatial contexts. In these communities, like other parts of the country, women still face threats to their health and wellbeing because of lack of power, education and resources.

The other critical gender issue that was found was that women and children, particularly girls, are victims of the traditional malpractices as a result are exposed to many abuses including early marriage (around 15 years for girls), female genital mutilation, polygamy, and lack of inheritance rights, abduction, violence and rape. These are serious concerns, which are aggravated by the ineffective legal process.

In this chapter, the gender related issue of the project impacted communities have been identified and presented.

5.2 Gender and Harmful Traditional Practices and Belief

In the project area, there are several Harmful Traditional Practices (HTPs) that affect the health of women and children and these are briefly discussed below.

5.2.1 Female Genital Mutilation

Female Genital Mutilation (FGM) is a common practice in all areas while in Somali community's girls' genital threading or stitching is also done regularly to avoid unwanted pre and post marriage sexual intercourse. Because of this, girls are circumcised starting from the age of 6 up to 16, before they marry. The women group expressed that such a process is done as one can do it for cloth making giving no consideration for the trauma that a women could undergo.

Male community members openly stated that they do not like uncircumcised woman and they do not want to marry uncircumcised girl rather they justify its benefits. They say it primarily controls girls' sexuality and ensures their marriageability than risks. Cultural identity is the primary driver of FGM.

Although both government and several NGOs are actively and aggressively working to end FGM, in most project affected Woredas knowledge and awareness about the existing law concerning circumcision/FGM is very low. In the rural areas, culturally FGM is not avoidable. However, in urban area some people have started to avoid circumcising their daughters after they received some awareness education.

5.2.2 Early Marriage

Although both government and several NGOs actively work to end early marriage, it is still a major challenge among the communities within the project influence area.

Accordingly, early marriage and polygamous marriage are common. There is also a practice of parental arranged marriage where very young girls are being married to old men.

According to representative from Women's Affairs Office of Gemechu Kebele, Babile Woreda, in the month of December 2022 alone, there were 20 cases of early marriage in their Kebele. Therefore, girls do not continue their education rather they drop out from school, get married, give birth and later they face difficulty to fulfill their family needs as they lack sustainable means of income. In light of these, there is high demand to work to eradicate all these.

5.2.3 Sexual Violence and Rape

In all project influence areas there are cases of rape. There are many reported and unreported cases of sexual violence in the area. According to Harari regional Women Affairs Office, Starting from September 2022, there were 144 reported rape cases.

This partly arises because chewing *Khat* is common in these areas and due to this substance abuse some men do not control their action properly.

Most cases are not reported because some of the victims do not report the case due to lack of awareness and afraid of discrimination and gossip from the community. Due to late reporting, most cases are not also investigated properly for remedial action.

There is also no adequate manpower such as lawyer and psychologies to investigate reported cases due to budget limitation. In addition, there is no safe guarding.

The proposed project may further potentially increase the security risk for women specifically during the construction phase due to increased movement of migrant workers in the area.

5.2.4 HIV/AIDS

Studies clearly show that the spread of HIV/AIDS is a serious problem and is negatively affecting the community in general and women in particular.

The explanation for this is the majority of women and adolescent girls are not in a position to negotiate for safe and responsible sexual relationship. Also, since a growing number of women are forced to be commercial sex workers, the risk of women being infected with HIV is higher than that of men. The scourge of HIV/AIDS impacts is also more on women and girls than men.

The project corridor is characterized as a major trade zone. Therefore, there is very high traffic of traders and drivers who are considered high risk group for HIV/AIDS/STIs infection.

According to an Officer from Harari regional Women and Child Affairs, the Harar town is hot spot and the 3rd most affected town in the country in terms of high HIV/AIDS prevalence rate next to Hawassa and Adama.

Alongside the road many people sell chat, fruits and other goods. If they do not finish what they have for the day, they stay longer in to the evening, which expose them to sexual harassment and rape and exposure to HIV/AIDS and unplanned pregnancy.

Although there are some on-going awareness campaigns against the risk of HIV/AIDS/STI, construction workers such as those to be employed under this project may inevitably indulge in behaviors that may put them at risk of contracting or spreading the diseases. Therefore, sensitization and support for the victims should be done through appropriate HIV/AIDS program structures.

6. Gender Action Plan

The section above present the findings on gender issues in the Project Affected Woredas in respect of existing gender roles, the degree of access to and control over resources, decision- making and benefits and other fundamental rights of women. It also provides information on the priority problems of women identified by the women groups involved in the women group discussions and key stakeholders operating in the area. Based on the findings, recommendations on Gender Action Plan that require due considerations have been forwarded.

Based on the findings, the main recommendations that emerge from the study are briefly outlined in Table 6.1.

Table 6.1: The Project's Gender Action Plan

Issues	Measures	Applicability	Responsible Agency
Safety and security concerns	Provision of proper camp for labourers at construction site to reduce interphase of construction labourers with community	Construction phase	Contractor
	Prepare a training guidelines on GAP		
	Minimizing and avoid obstruction related to accessing the project area		
Health and Safety	Safety conditions must be equal to both men and women	Construction phase	Contractor
	Orientation and guidance on labor standards, gender equality in wages, safety and hygiene to all contractors at commencement of work and monitor implementation		
	Occupational safety training provided to workers to enhance awareness on health safety and social issues, and illicit drugs,		
	Regular awareness programs conducted for communities living around the Transmission Line corridor on construction safety and gender-based violence.		
	Village residents along the transmission line corridor shall attend construction safety campaigns and 50% of whom shall be women.		
	Separate toilet/sanitation facilities for men and women workers established in the construction site office and workers camps.		
Employment Opportunity creation during the construction phases	Provide employment opportunities for local unemployed educated youth & preference shall be given to women from project affected families	Construction phase	Contractor and EEP
	Give employment opportunity at least for 25% of the total labour force for local unskilled ones;		
	Female workers employed at 20% minimum of the total workers under civil works contracts		
	At least one woman shall be assigned by EEP's ESAO Team		
	Male and female labour will receive the same wages for the same type of work;		
	The contractors will not use child labor		
	Those locals who wish to work for the project shall register at their villages/villages.	Construction phase	The list of registered labor shall be submitted by community leader to EEP

Issues	Measures	Applicability	Responsible Agency
			and the Contractor.
Skills development for economic empowerment	Capacity building training will be provided to women so that they would acquire skill and knowledge needed for job in different sectors as well to enhance and diversify their livelihood.	Pre-construction phase and construction phases	Contractor and EEP in partnership with Woreda micro and small scale enterprises (MSE) development bureau, TEVT and NGOs
	Business and financial management skill training would be provided to women entrepreneurs so as to improve their business performance.		
HIV/AIDS and GBV Prevention	The contractors will submit to EEP a policy against sexual harassment to be implemented during the entire project duration	Construction phase	Contractor and EEP in partnership with Woreda health offices and NGOs
	Awareness raising training provided to workers to enhance awareness on preventive measures on HIV/AIDS and sexually transmitted diseases.		
	Project construction staffs receive awareness session on sexual harassment and GBV		
	All capacity enhancement training shall include women		
Resettlement and Livelihood Restoration	All affected female headed households shall be consulted about land acquisition or the negotiation on resettlements well ahead of time	Pre-construction phase and construction phases	EEP and implementing partner, if any.
	As much as possible avoid acquiring lands from female headed households. Where avoidance is not possible, provide special support.		
	All Compensation related payments shall be dispersed in the name of both the husband and wife of the affected household		
	All livelihood restoration related training shall include female headed households and women member of the affected households		
	Providing training and facilitate loan/finance to support women entrepreneurs and empower them economically by supporting their own initiatives.		
	Blended knowledge distribution program for local women on entrepreneurship and household financial management organized in partnership with local ETVETS		
	Improving access to electricity in the project area for enhancing and diversification of livelihood.	Pre-construction and construction phases	EEP and EEU

7. Skills Development for Economic Empowerment

7.1 Training and Skill Development

To empower women economically by considering impacts related to the proposed project for livelihood rehabilitation, and to enhance women participation and benefit from the project training will be provided so that they would acquire/develop needed skills for jobs or for different income generating activities/IGAs in various sectors as well to enhance and diversify their livelihood. The training would be provided during pre-construction phase and construction phases of the project.

All women (youth and adults) in productive age range would participate in this training of livelihood rehabilitation

List of training areas:

- Livelihood diversification
- Business management
- Financial management
- Customers handling
- Technical skill development
- Establishing mentorship (creating mentees and mentors relationship)
- Market linkage
- (Supply of raw materials and distribution of production in SMSE and Agriculture or Agro-pasture sector, buyer and seller in trade)

Table 7.1: List of training to be given by sector, target group and its objective

Sector	Target group	Objective
Trade (Wholesale and Retail)	<ul style="list-style-type: none"> ▪ women entrepreneurs, employed women as well as unemployed women Women currently involved or want to involve in trading of various items or commodities/both agricultural and non-agricultural goods	<ul style="list-style-type: none"> ▪ To enable target group access on how to involve in different activities in various sector individually or in group/cooperative. ▪ To enable target group acquire technical skill and knowledge in the specific activities they involved or would involve ▪ To create market linkage to access raw materials as well as supply their product to other entrepreneurs or consumers ▪ To acquire business management skill ▪ To acquire financial management skill ▪ To acquire skill of customers handling. ▪ To establish mentees and mentors relationship so that those who already involved in the activity can mentor and
	Example: In all smaller towns and some rural kebeles women are involved in trading of kchat, milk, soft drinks, and packed water and consumption goods. So, this training can target these women traders as well as others who are interested to involve in this kind of activities.	
MSME (Micro and small manufacturing enterprise)	<ul style="list-style-type: none"> ▪ women entrepreneurs, employed women as well as unemployed women Women currently involved or want to involve in cottage industry (metal and wood works, brick, and stiches) or those who take raw materials to add value, and in Processing business such as textiles, agro or food-processing such as bakery and in production of various food products, recycling.	<ul style="list-style-type: none"> ▪ To acquire business management skill ▪ To acquire financial management skill ▪ To acquire skill of customers handling. ▪ To establish mentees and mentors relationship so that those who already involved in the activity can mentor and

Sector	Target group	Objective
	Example: In Babile woreda area there is high production of peanut. So, it would be good to organize women in group to produce peanut butter and supply their product to other enterprise/entrepreneurs for resale purpose as well as to final consumers.	supervise those who would involve in similar activities.
Agriculture or Agro-pasture	<ul style="list-style-type: none"> ▪ women entrepreneurs, employed women as well as unemployed women Women engaged or would like to engage in agribusinesses (Agro-industry) such as in dairy farm, poultry farm, fattening, vegetable production, etc	

To support women involve in various sectors job in the local areas woreda offices would have a role in organizing women in group such as in the form of women shelf help group/WSHG ('ras agez') or cooperative. WSHG is an established group where by women work in group and share benefits together. Or there are also cases where by each woman works alone by taking loan from projects or MFI but each of them are a guarantee to each other/'ye telefa was' so as to pay back the loan on time as required. The projects can also revolve the loan so that most women would access the fund to use as a working capital or to enhance their livelihood.

In all sector efforts would be made:

- To create job for women to be an entrepreneurs, who would also create job for other women, to employ these women. So, the training targets both women entrepreneurs, employed women and unemployed women. As the majority of the project areas people are farmers most of these women are Farmers. Especial consideration will be given for women householders/Female Headed households.
- To facilitate finance or working capital such as in the form of loan from MFI or NGOs working in the area in this sector (Financial Inclusion) or to provide capital goods such as machineries on credit.
- To arrange or provide working premises

The training would be provided in collaboration with various stakeholders such as contractor and EEP in partnership with Woreda agriculture, Woreda micro and small scale enterprises (SMSE) development and job creation bureau, TEVT and NGOs

Based on the analysis and findings of census enumeration and public consultation meetings as well as the objective conditions of different categories of women PAPs (experiences, opportunities and capabilities in terms of resources and skills for empowering women economically) we have categorized the Women PAPs in to four categories for the purpose of selecting target group.

- a) All FHH below age 60 years (Total No. 40)
- b) At least one capable women family members of FHH whose age is 60 years old and above (total No. 9)
- c) At least one capable women family members of PAPs with some sort health problem (Total No. 31)
- d) At least one capable women family members of Poor PAPs who are in need (Total No. 35)

The main purpose of the above categorization is to identify capable women among project affected households that need more support than others members of female population in project affected households. In addition to compensation payment for loss of properties, and livelihood restoration, enabling at least the most vulnerable segment of the PAPs population through additional intervention and activities that will empower them economically as well as enable them to equally benefit from potential benefits that the construction of the proposed TL project would bring to their community is very essential as far as empowering some of the most needy women affected by the project is concerned

Therefore, in line with the above objective a total of 115 women of which 40 female headed household and 75 interested and capable women members of relatively vulnerable households are selected for training. As showed above based on their interest, potential of resources and their skill, the selected women in the project area should be provided with training that enable them to acquire/develop needed skills for jobs or for different income generating activities/IGAs especially in trade (Wholesale and Retail), Micro and small manufacturing enterprise (MSME) and Agriculture or Agro-pasture sectors. The proposed training and estimated budget is presented in the table below.

7.2 Cost Estimate for Training and Skill Development

The total Skills Development for Economic Empowerment costs are summarized and amounts to some 2.6 million Birr.

Table 7.2: Proposed Trainings to Empower Women and Estimated Budget

Type of Training	Target group	Number	Unit Rate	Total
Livelihood diversification	All	115	6,000	690,000
Business & Financial management	All	115	6,000	690,000
Market linkage	All	115	6,000	690,000
functional skills training related to trade (Wholesale and Retail)	Who have experience and interest in the sector	55	5,000	275,000
Skill training related to micro and small manufacturing enterprise	Who have experience and interest	15	5,000	75,000
Skill training related agriculture or agro-pasture	Who have experience and interest	45	5,000	225,000
Total				2,645,000

8. Consultation with Women's and other Stakeholder

8.1 Stakeholder Consultation

Consultations have been made with several stakeholders and they have explicitly stated their objectives to address the prevailing gender issues across the regional women's affairs office, sector offices and health, education, as well as community organizations. Invariably all of them have admitted that there are critical problems in relation to gender issues be it in economic deprivation and violation of basic rights, abduction and abuses of girls.

As a major key stakeholder, the views of women's affairs office has been more critical in terms of emphasis in relation to the priority needs of women and institutional gaps that contributed to gender inequalities.

In general, all stakeholders confirmed that various needs of women in the area of provision of drinking water, economic diversification, health delivery service and family planning should receive special attention.

Areas of interventions on cultural, legal and political issues were also among the serious problems indicated by the women affairs, grassroots women associations and NGOs. Therefore, a cultural revolution is required to change the deep-rooted attitudes and cultural malpractices imposed on women and girls.

Even though the discussion made was only with few of the stakeholders, they certainly give a good indication of the overall picture and better direction.

In general, a number of important recommendations were forwarded which largely fit with the priority needs identified by the women participants.

8.2 Consultation Meetings with Women group

Article 35 sub-article (6) of the FDRE Constitution stated that: Women have the right to full consultation in the formulation of national development policies, the designing and execution of projects, and particularly in the case of projects affecting the interests of women.

Therefore, to ensure the inclusiveness of the consultation processes women were included in a separate consultation meetings.

The consultation meetings were conducted on voluntary bases and summary of consultation meetings held with women group is presented in Table 7.1 below.



Photo 4: Discussion with Somali Region Women and Children office Officials



Photo 5: At Birkot Woreda, Wab Kebele



Photo 6: Women consultation at, Sasabane Kebele Degehabur Woreda



Photo 7: Women consultation at Dhmot Kebele



Photo 8: Women participants in Sendi Hile Kebele, Degehabur Woreda,



Photo 9: Women participants in Karan Bile Kebele, Keberidehar Woreda

Table 8.1: Summary of the Women consultation meetings

Region	Views Raised	Given Responses and Clarifications
Somali	<ul style="list-style-type: none"> The location is arid. The water line passes in front of our residence and we don't have any water supply. We have a serious health service problem in this area as well as access to safe water problem. 	<ul style="list-style-type: none"> Your request for assistance will be included in the report and EEP will be informed.
Somali	<ul style="list-style-type: none"> The project is good and we fully support it. In our neighborhood there is no health care service. There is no midwives service to our community. In terms of health, there is no facility to provide care for children. There no school for students aged 9 to 12. Because we cannot teach in the city, many children drop out after 8th grade. We rent a tractor for cultivation and we need EEP's support with farm implements and health services. Although we have plenty of water, it is salty. Support us by implementing a water treatment plant or assist us with alternative water source. EEP must provide land for land compensation or pay fair compensation. 	<ul style="list-style-type: none"> The project will create a conducive environment for local villages and towns to have access to electricity. Compensation will be paid for the affected property and farmland. EEP will include these requests in the ESIA report for the attention of decision makers.
Somali	<ul style="list-style-type: none"> We need safe water first. We have a farm and please support us with a tractor. We want school above 8th grade in the neighborhood for our children. We have no access to electricity. Light poles to other areas have been erected and passed directly above us. This project must provide us with access to electricity. We don't have access to health care service and please help us through this project. 	
Somali	<ul style="list-style-type: none"> We're happy about the project and we will support for its successful implementation. What is the advantage having this project in our area? Will it also provide employment opportunities for women? 	<ul style="list-style-type: none"> Those who lose their property as a result of the project will be covered by the new compensation proclamation and regulations. The project will bring temporary and permanent job opportunity to this area. Another advantage of this initiative is that improved access to electricity will relieve women's workload.

8.3 Pressing Problems Identified by Women Groups

Summary of Pressing Problems Identified by Women Groups within the project influence area is presented in Table 7.2 below.

Table 8.2: Pressing Problems Identified by Women Groups

Pressing Problems Identified by Women Groups		
FGM	Forcing girls to discontinue their education	Forced marriage of girls without their consent
Lack of access to family planning	grain mill	Women and children being exposed to harmful practices and abuses
Under staffed and poorly equipped human and MCH health service	High unemployment	High exposure to HIV/AIDS
Lack of Access to safe potable water supply	Access to market	Abduction and rape
Lack of Access to electricity	Polygamy	Frequent drought
Lack of access to credit	Workload	Women lack equal decision-making power
Access to workload reducing technology including	Lack of transport when women are critically ill	Lack of access to formal and informal education

9. Grievance Redress Mechanisms/GRM

In order to ensure the implementation of the project in a timely manner and effectively address any gender anticipated and unanticipated impacts and risks, the Project will adopt a Grievance Redress Mechanism (GRM).

The GRM will enable the project authorities to address any grievances against the project. The establishment of project level GRM will integrate with existing GRM structures in the respective communities and the implementing agencies and maintained and strengthened throughout the project construction phase.

Application of the standard will be closely monitored and reported throughout the project construction phase.

While measures are taken to minimize and mitigate potential gender risks and impacts, it is possible that the project may affect other community members that need to be addressed during project implementation.

9.1 Levels of Grievances

There are three levels of grievances and these are briefly presented in the following sections:

No.	Level 1	Level 2	Level 3
1	Receive grievance	Grievance Redress Committee	Court
2	Acknowledge grievance		
3	Register		
4	Screen		
5	Investigate		
6	Resolution		

9.1.1 The first level of grievance

The first level of grievances will be handled through the representatives from EEP the implementing agency and the Contractor implementing partner. The grievance body will work to ensure the speedy resolution of the grievance. If the complaint cannot be resolved at this level it is taken to the next level.

9.1.2 Second level of Grievance Redress

At this level, Grievance Redress Committee (GRC) will be assigned for resolution so as to provide relief and support to the affected persons in a timely manner; prioritize grievances and resolve them at the earliest reasonable and possible time. Will provide information on serious cases at the earliest plausible time and coordinate the process with the affected persons getting proper and timely information on the solution. The GRC will work to resolve his/her grievance and study the normally occurring grievances and to amend their scale and scope accordingly.

It is expected that the complaint will be resolved within 15 working days of receipt of the original complaint. However, if both parties agree that meaningful progress is being made to resolve the matter may be retained at this level for a maximum of 30 working days.

9.1.3 Third Level of Redress

If the affected party/complainant does not agree with the resolution at the 2nd level, or there is a time delay of more than 30 working days in resolving the issue, the complainant can opt to consider taking it to the third level. This level involves the complainant taking legal recourse within the local courts.

9.2 GBV Related Grievance Redress Mechanism

Projects have a significant role to play in supporting safe spaces for women and children to report their experiences of violence. When GBV related complaint is received at the first or second tier of GRM, the complaint should be kept confidential by the person/persons receiving the complaint. The complaint should be reported to the relevant committee and immediate actions should be taken that is consistent with the wishes and choices, rights and dignity of the complainant.

The complainant should be given information in simple and clear terms on the steps for filing complaints and the possible outcomes, the timelines and the types of supports available to be able to make informed decision.

For GBV cases, it is important to ensure that access to the complaints processes is as easy and as safe as possible for the complainant survivor. The recording of incidence should be limited to the nature of complaint put exactly in the words of the complainant, the age of the survivor and to the best of their knowledge; the perpetrator's association to the project. The complainant should decide on whether they would like to be referred to the grievance committee and the complainant should give consent to share basic monitoring data.

It should be noted that increases in the number of reported cases does not necessarily mean that GBV incidents have increased but likely reflects improved mechanisms for safe and confidential reporting and increased interest in accessing GBV support services.

9.2.1 Safety and Wellbeing

The safety of the survivor shall be ensured at all times including during reporting, investigation, and the provision of victim assistance. Those involved in the management of complaints will need to consider potential dangers and risks to all parties (including the survivor, the complainant if different, the subject of the complaint, and the organizations involved), and streamline ways to prevent additional harm in all the complaint handling process.

The survivor is never to blame for reporting an act of GBV and should never be made feel investigated. On the contrary, it is important that she/he feels that her story is heard, believed and valued. The actions and responses of the complaint mechanism will be guided by respecting the choices, needs, rights, and the dignity of the survivor.

9.2.2 Confidentiality

The confidentiality of complainants, survivors, and other relevant parties must be respected at all times. All GBV-related information must be kept confidential, identities must be protected, and the personal information about survivors should be collected and shared only with the informed consent of the person concerned and on a strict need-to-know basis.

9.2.3 Survivor - Centred Approach

All prevention and responses action will need to balance the respect for due process with the requirements of a survivor-centered approach in which the survivor's choices, needs, safety, and wellbeing remain at the center in all matters and procedures.

As such, all actions taken should be guided by respect for choices, needs, rights and dignity

of the survivor, whose resilience must be fostered through the complaint process.

9.3 Accessibility and non-discrimination

The mechanism must be accessible to all potential complainants and sufficient information must be given on how to make the complaints process accessible to the largest possible number of people. This includes identifying and instituting various entry points that are both gender and context sensitive. To facilitate incidents reporting and avoid stigmatization, reports from third parties (witnesses, people suspicious or aware of an incident, etc.) must also follow accountability protocols.

9.4 GBV Grievance Redress Pathways

Grievances related to GBV reported through the GRM will be handled with anonymity and swift actions that are survivor centered. The first step to take when GBV (sexual exploitation and abuse, sexual harassment, rape, other types of GBV, etc.) related complaints is submitted to the first- tier grievance mechanism is to immediately refer the GBV survivor to support services within the GBV Referral Pathway.

The four main components of the GBV Referral Pathway are health care services, psychosocial support services, legal and justice services and security and protection services (police). The project will ensure survivors access the service needed.

Grievances from the project dedicated complainant box will be collected and reviewed by the institution’s grievance committee on a timely manner, like a biweekly basis.

Grievances can be received in person, verbally via phone, in writing or via email, text message or any other media. Grievances submitted anonymously could be submitted through the complainant box. Grievances received will be recorded. All grievances will be acknowledged by telephone or in writing by the grievance body of the institution using the grievance acknowledgment form within three days of receipt and the complainant informed of the approximate timeline for addressing the complaint, if it can’t be addressed immediately.

The Grievance Redress Pathways is presented in Table 8.1.

Table 9.1: Grievance Redress Pathways

Health Care	<ul style="list-style-type: none"> ▪ Health posts ▪ Health Centers ▪ Hospitals
Police	<ul style="list-style-type: none"> ▪ Victim Support Unit (community Policing) ▪ Community Crime Prevention team
Legal Support	<ul style="list-style-type: none"> ▪ Woreda court ▪ Lawyers Association/ legal service providers team
Psychosocial Support	<ul style="list-style-type: none"> ▪ Woreda women and Social affairs office ▪ Local & International NGOs
Community Advocates	<ul style="list-style-type: none"> ▪ Traditional leaders, faith-based organizations, Community based organizations/CBOs, women's groups, youth group

9.5 Building Grievance Redress Mechanism Awareness

EEP, may be through the project gender expert will initially brief all project stakeholders such as employees of the project, consultants, contractors and sub-contractors on GBV Grievance Redress Mechanism of the Project and explain to them the procedures and formats to be used including the reporting procedures.

Awareness campaigns would be conducted targeting project stakeholders to inform them of the availability of the various mechanisms. Notice board will be erected in the project areas indicating the existence of the mechanism and a phone number, email and address for further information. The GRM will be translated into local languages, if needed.

10. Non-Governmental Organizations/NGOs Intervention

Various local and international NGOs have been intervening in the area of gender and for the promotion of women’s empowerment activities in the project areas. List of NGOs and Area of intervention within the project influence areas is presented in Table 9.1.

While intervening on gender issues, all these NGOs work in collaboration and in coordination with the Woreda Women and Social Affairs Offices, Woreda police office, Kebele office, mainly women representatives and local militias as these are available institutions for reporting GBV cases in the project area.

It was also pointed out that the fact that most of the NGOs are involved in a few areas and are program specific. It also has its limitations in channeling resources in an equitable and more flexible manner. It was also observed that most of the organizations are undertaking similar interventions when other areas like expanding appropriate technology are receiving little attention.

On the other hand, even though integrated efforts are being made to address the prevailing gender issues in some areas, they have been far from adequate to bring meaningful results. Some of the factors for the huge gaps between the need and the actual achievements are said to be inadequate resource channeling, lack of commitment and lack of coordinated efforts.

Table 10.1: List of NGOs and Area of intervention within the Project Influence areas

No.	Name of NGO	Major Area of Intervention
1	World vision Ethiopia	- Works on women economic empowerment
2	Care Ethiopia	- Working on gender issues. Specifically they support women to be organized in group by establishing women self-help group so as to save money and enhance their livelihood. - Works on eradication of harmful traditional practice/HTPs, empowering women economically/financially through saving and income generating activities, and eradication of gender based violence/GBV.
3	IMC	- Works on eradicating of harmful traditional practice/HTPs, empowering women economically/financially through saving and income generating activities, and eradication of gender based violence/GBV.
4	Catholic Relieve Service	- Works on ‘ <i>bulti Gari</i> ’ /Good family life that target to enhance women’s decision making power and gender equality.
5	ZOWA	- Has been working in empowering women with disability.
6	Beza	- Works in provision of loan for women without interest, in the form of revolving fund. What they provide for women groups is not cash rather they provide equipment/goods/machineries on credit used to produce and generate income.
7	Feed the future	- Works on food security, and rehabilitation of water schemes
8	Save the children	- Works in the area of health, food security, drinking water and child protection

No.	Name of NGO	Major Area of Intervention
9	USAID	- Rehabilitating of water supply system, installation of big water pipes, construction and maintenance of water points and generator/power house
10	OXFAM	- Rehabilitating of water supply system, installation of big water pipes, construction and maintenance of water points and generator/power house
11	UNFPA	- Works on eradicating of harmful traditional practice/HTPs



Photo 10: USAID’s and OXFAM’s Intervention in Emergency Project



Photo 11: Feed the Future intervention in food security

11. Monitoring, Evaluation and Reporting

11.1 Monitoring and Evaluation

Monitoring and Evaluation plays a key role in assessing the effectiveness of mitigation measures.

The main purpose of monitoring is recording information to track the performance of the system by comparing its outcomes against certain previously established benchmark indicators or program's management requirements. Therefore, it is essential that the project monitor GAP activities. This entails good record keeping.

Key issues to be considered in the monitoring and evaluation process include the following:

- Involvement of an adequate women representation in the construction phase and implementation of the resettlement plan.
- Promoting an active participation of women and other vulnerable groups in all of the resettlement operations.
- Ensuring the setting-up of project level office which includes women participation and that the project authorities and the community members continue to include women in the construction.
- Ensuring that implementation of gender-aspects is reviewed and reported by the staff member undertaking the monitoring.

Resettlement activities should be monitored in two levels: (i) by the project authorities, both internally and externally, and (ii) by the community members themselves through their active participation.

PMU is responsible for monitoring and reporting of GAP key performance indicators, including the participation of women, target works and trainings, and HIV prevention campaign.

Therefore, Environmental and Social Affairs Office (ESAO) will monitor implementation of the GAP routinely as part of the broader management of the Project. These reports will be made available to the public and other external stakeholders to review if required.

11.2 Reporting

Monthly progress reports shall be prepared by EEP's Team from ESAO.

The Quarterly GAP Progress Report covering implementation summary should provide the following:

- Summary of implementation of agreed Action Plan for the quarter;
- Number of employed staff by the project (gender disaggregated);
- Number of training courses related to GBV delivered
- Number of workers that have attended the GRM training.
- The number of grievances logged in the proceeding period by level and type;
- The number of grievances resolved between EEP and complainant, without accessing legal or third party mediators, by level and type;
- EEPs' responses to concerns raised by women group and other stakeholders; and
- Objectives and targets for the following quarter.

Reference

Ethiopia: Country Gender Profile, 2006

Feed the Future Ethiopia, 2018, Gender and Youth Action Plan

Green Climate Fund (GCF), 2019, Gender Policy and Gender Action Plan 2020 - 2023,

JICA, 1999, Women in Development a Country Profile, Ethiopia, JICA, Addis Ababa

Ministry of Finance and Economic Development (MoFED), 2005, Plan of Action for Sustainable Develop to Eradicate Poverty (PASDEP).

Ministry of Finance and Economic Development (MoFED), Building on Progress: A Plan for Accelerated and Sustained Development to End Poverty (PASDEP) 2005/06 – 2009/10, 2005

Ministry of Women Affairs (MoWA), 2006, National Action plan for gender equality (NAP-GE) 2006-2010, Addis Ababa

The African Development Bank (AfDB) Group Gender Strategy 2021 –2025: Investing in Africa’s women to accelerate inclusive grow

Transitional Government of Ethiopia, 1993, National Policy on Ethiopian Women, TGE, Addis Ababa

World Bank, 2020, Gender Assessment: Resilient Landscapes and Livelihoods Project, WB, Addis Ababa

Appendix 1: List of Persons contacted and Institutions visited

Contacted Persons from women and child affairs, other sector office and Kebele office

No	Name of person contacted	Name of Institution	Job title/position	Telephone Number
1	Honey Hasen Esmeal	Dege Habour Woreda women and child affairs office	Women and Child Affairs Expert	0919331721
2	Ayan Fara Mel	Dege Habour Woreda women and child affairs office	Women and Child Affairs Head	0915766966
3	Ayanle	Dege Habour Woreda Administration office	Expert	
3	Beshik Shek Abdi	Gerewa Kebele (under Dege Habour Woreda)	Kebele chairman	0915192993
4	Ahmednur Mohamed	Birkot Woreda education office	Expert	0915113768
5	Halimo Shiek Siad	Birkot Woreda women and child affairs office	Head	
6	Abdi Wahib Adem	Birkot Woreda Administration Office	Management/ Administration expert	
7	Frah Arab	Birkot Woreda Administration office	Cooperation Expert	
8	Rahma Mahamed	Kebri Dehar Woreda women and child affairs office	Head	0915106767
9	Yosef Hugan	Karan Bile Kebele (under Kebri Dehar Woreda)	Keble vice chairman	0915469050
10	Areb	Karan Bile Kebele (under Kebri Dehar Woreda)	Keble chairman	
11	Ebah Abdurahman	Somali region women and child affairs office	Vice head	0911272483
12	Halimo Hasen	Somali region women and child affairs office	Head	
13	Meskerem Shega	Babile Woreda women and child affairs office	Women organizers expert	0910789569
14	Melaka Amin	Babile Woreda women and child affairs office	Gender Expert	0947171978
15	Sea'ada Ahmed	Babile Woreda women and child affairs office	Child affairs expert	0911950862
16	Ferda Amhed	Babile Woreda women and child affairs office	Gender Expert	0905018324
17	Romiya Ahmed	Harari region women and child affairs office	Women organizers and capacity building expert	0915092284
18	Beza Meshesha	Harari region women and child affairs office	Awareness creation and mobilization team leader	0913743087

Appendix 2: Contacted Persons from Community Members

No	Name of person contacted	Kebele/Community	Telephone Number
1	Ayisha Bedel	Sendi Hile Kebele (under Dege Habour Woreda)	
2	Kemer Alaki Umer	Sendi Hile Kebele (under Dege Habour Woreda)	
3	Wers Abede	Sendi Hile Kebele (under Dege Habour Woreda)	
4	Sihara Abdulahi Abede	Sendi Hile Kebele (under Dege Habour Woreda)	
5	Nime'a Mehamod	Sendi Hile Kebele (under Dege Habour Woreda)	
6	Sahara Akil	Karan Bile Kebele (under Kebri Dehar Woreda)	
7	Halimo Mohamed	Karan Bile Kebele (under Kebri Dehar Woreda)	
8	Ardo Hasen Bahiru	Karan Bile Kebele (under Kebri Dehar Woreda)	
9	Sikri Weyira	Dawa'a Kebele (under Kebri Dehar Woreda)	0915533035
10	Mohamed Almi	Dawa'a Kebele (under Kebri Dehar Woreda)	0923689058
11	Nema	Harari city	
12	Tofik	Harari city	
13	Nesira Jemal	Wahil Kebele (under Dire Dawa administration)	
14	Ragiya Hasen	Wahil Kebele (under Dire Dawa administration)	
15	Liya Abdukeriya	Wahil Kebele (under Dire Dawa administration)	
16	Ebsa Musa	Wahil Kebele (under Dire Dawa administration)	0915176284
17	Ayantuu Jemal	Ujuba Kebele (under Dire Dawa administration)	0922184385