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### **Gender equality and empowerment of women and girls**

A gender perspective will be integrated throughout the Action and labelled as G1 as per OECD Gender DAC codes section 1.1. This implies that the proposed action will apply a “do no harm” and “leave no one behind” approach mainstreamed throughout the action.

Gender inequalities are among the main barriers to inclusive job creation in rural areas, stemming from gender-based stereotypes and prejudices impacting girls’ and women’s paid work. For that reason, the action will enforce that the planned intervention employs a comprehensive mainstreaming plan, including transformative actions across all components of their intervention based on empowerment principles. Gender inclusion is also taken into consideration with the rehabilitation of WaSH infrastructure. A systematic assessment of the particular needs of women and girls of the planned activities will be conducted and sex- and disability (where possible) disaggregated data will be collected and presented at all levels. In addition, the action will ensure the participation of women in all activities and especially in decision-making processes. Protection mainstreaming and empowerment of beneficiary population especially women and girls is one of the key components of the action.

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### **Human Rights**

Access to basic services as well as decent work for everyone is a basic human right recognised in the international legal framework. While the final right holders of this Action do have special needs arising from natural hazards and conflict, their rights to enjoy such services will also be underscored, moving from a needs based approach to a rights-based approach. Such a human rights based approach will ensure as well the sustainability of the gains achieved, including through awareness raising activities aiming at ensuring the population is aware of their rights so to be able to fully exercise them. Support to duty bearers will be directed towards fulfilling their human rights commitments and building their capacity to achieve these objectives in a transparent, non-discriminatory, and accountable manner.

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### **Disability**

As per OECD Disability DAC codes identified in section 1.1, this action is labelled as D1. This implies that a disability perspective is integrated throughout the Action and a systematic assessment of the particular needs of people with disabilities (PWD) will be taken into consideration in the planned activities. There are about 15 Mio people with disabilities in Ethiopia (17,6%) and 95% of them living in poverty.<sup>9</sup> As a consequence of the conflicts, the number of PWD is estimated to have largely increased (although recent data are not yet available). The Action will adequately address the needs and rights of PWDs, which are mainstreamed across the various components of this Action.

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### **Reduction of inequalities**

The Action adopts a beneficiary approach by targeting the needs of the most vulnerable in particular IDPs, HC, women and girls as well as PWDs affected by conflict and natural disasters. By restoring their capacities, and improving their access to basic services and livelihoods, the Action will contribute to decreasing inequalities. Female-headed households will be given particular attention, as well as youths. The Action will moreover apply a No Harm approach promoting participation, particularly of disadvantaged groups.

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### **Democracy**

A human rights-based approach was followed in the design of the identification of the present action, and the five principles will further be applied in the formulation and implementation of the project: participation, accountability, non-discrimination, transparency and legality. Dialogues, reconciliation and justice are increasingly recognised as important issues in the transition to democracy and in obtaining peace.

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### **Conflict sensitivity, peace and resilience**

The proposed action will carry out a conflict analysis to understand the conflict dynamics in the project areas in order to apply a “do no harm” and conflict sensitivity approach to ensure that all processes and actions minimise negative and maximise positive effects within a given context. Key sensitive decisions such as the selection of beneficiaries, locations, timing, relations with authorities, staffing profile, etc. will be carefully assessed by the IPs. Capacity building/training on how to mainstream conflict sensitivity in the provision of basic services, social cohesion and social protection will be provided to IPs. In addition, basic psychosocial support will be provided to community members having psychological distress.

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<sup>9</sup> Disability rights in Ethiopia, SIDA, 2014