



ANNUAL PROGRESS REPORT

(January – December 2025)

Support to an Inclusive and Effective National Dialogue Process in Ethiopia Project

Implemented by



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DIALOGUE COMMISSION

The project is implemented with the support of



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Acronyms

AWP	Annual Work Plan
CSOs	Civil Society Organizations
DAMS	Digital Archiving Management System
DPs	Development Partners
ENDC	Ethiopian National Dialogue Commission
HoPR	House of People's Representatives
RoP	Rules of Procedures
PWDs	Persons with Disabilities
MPF	Multi Partner Fund
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNDP	United Nations Development Programme

Project Summary

Project Title:	Support for an Inclusive and Effective National Dialogue Process in Ethiopia
Country/Location:	Ethiopia, Addis Ababa
Award ID and Project Number:	Award ID: 0145677 Number: 01000408
Project Duration:	22 Sept 2022 – 31 August 2026
Extension(s) (if applicable):	Extended from August 2025 to August 2026 ¹
Implementing Agency:	United Nations Development Programme (UNDP)
Responsible Party:	Ethiopian National Dialogue Commission (ENDC)
Total Budget Mobilized	\$18,189,024.58
Total amount Budgeted (2025):	\$ 4,568,203.96
UNDP (TRAC 2 Allocation)	\$ 200,000.00
Non-core Allocation	\$ 4,368,203.96
Total Expenditure + Commitment for the Reporting Period	\$ 2,941,290.92 ²
Expected Project Outputs	Output 1: A National Dialogue Commission is established that is independent, trusted, empowered, and enabled to engage citizens and stakeholders. Output 2: An inclusive, transparent, gender-sensitive, and participatory national dialogue is launched in a timely manner that finds broad acceptance among the population and key stakeholders. Output 3: Potential solutions are found for several of the most critical issues facing Ethiopia and become a part of substantive discussions within the national dialogue and its follow-up, attracting as well as focusing on civic and political energies.
Expected to Contribute to:	UNSDCF/CP (2020-2025) Outcome(s): Outcome 2: By 2025, all people in Ethiopia live in a cohesive, just, inclusive, and democratic society. UNSDCF (2020 -2025) OUTPUT 2.3: Peace architecture and related instruments strengthened to prevent, mitigate and manage conflict and promote peace, reconciliation and social cohesion at national and local level. CPD (2020- 2025) Outcome 1: All people in Ethiopia live in a cohesive, just, inclusive, and democratic society. Output 1.5: Federal, Regional and sub-regional capacities strengthened for reintegration, reconciliation, prevention and peaceful management of conflicts.

¹ The project extension is approved by the Board in April 2025.

² The Expenditure based on data extracted from Quantum as of January 2026 and is uncertified

Executive Summary

This Annual Report provides a comprehensive account of progress at both the activity and results levels, while also highlighting the challenges, risks, and lessons learned in strengthening the institutional capacity of the Ethiopian National Dialogue Commission (ENDC) and advancing the national dialogue process. Drawing on regular monitoring and reporting, mid-term evaluation, and review meetings, the report captures key milestones achieved to date and outlines forthcoming priorities that will shape the next phase of implementation.

Since 2022, the National Dialogue Project has made significant progress in strengthening the institutional capacity of the ENDC. Analysis of results indicators highlights these changes, including highly effective capacity-building training, experience-sharing initiatives, strategic tools and systems, and the recruitment of high-caliber staff. Together, these have notably enhanced the ENDC's operational capacity to advance participant selection and agenda-setting processes into 11 regions, 2 city administrations, federal level, and the diaspora.

Stakeholder participation has exceeded targets, engaging over 157,000 citizens, with youth involvement at 24% compared to the 20% quota, and women's and People with Disabilities (PWDs) participation at 29% and 7.3%, just below the 30% and 10% targets respectively. These achievements demonstrate robust community mobilization and growing institutional confidence in the ENDC. Assessing citizen perceptions of the Commission's independence, impartiality, inclusivity, transparency, gender sensitivity, and consensus outcomes remain pending until the National Plenary scheduled for early 2026.

Preparatory work in ENDC's institutional capacity building (Output 1) and dialogue consultations (Output 2) have both positioned the Commission to launch the National Plenary and laid the groundwork for Output 3, focused on promoting dialogue, consensus, and institutionalizing solutions. This reporting period coincides with major preparations for the Plenary in early 2026. While indicators tied to consensus outcomes and implementation remain pending, institutional strengthening and inclusiveness have already shown measurable success.

With regards to creating inclusive process, dedicated platforms for marginalized groups (Youth, Women and PWD) have exceeded expectations with 28 organized for women, 26 for youth, and 14 for PWD compared to targets of 5, 20, and 5 respectively, reflecting ENDC's strong capacity in expanding its outreach to diverse population groups and commitment to ensuring inclusivity. Further efforts are needed to consolidate fragmented roadmap in managing the national dialogue and strengthen citizen trust. Overall, the project has delivered measurable progress while building momentum toward the critical next phase of consensus and solution for the recent and long-standing nationally contested issues of Ethiopia.

The dialogue process has advanced but continues to face challenges, including limited time before ENDC's mandate ends in February 2026 and delays due to conflict and political tensions. Deep polarization and competing interests among political elites remain affecting public confidence, underscoring the need for robust and strategic public engagement by ENDC.

In the coming period, the project will support the implementation of several key activities including Tigray engagement, capacity building training for facilitators, communication and digitalization efforts, the organization of the National Plenary, and the subsequent consolidation dialogue outcomes and nurturing the new dialogue culture further for Ethiopia.

1. Background

Since 2022, the ENDC has been leading a national dialogue process aimed at building national consensus on fundamental issues, fostering trust between ethnic groups and the state, and promoting a culture of dialogue in Ethiopia. This dialogue process is part of the broader peacebuilding efforts in the country and underscores Ethiopia's ongoing commitment to resolving internal differences through broad-based and inclusive public dialogue.

The notion of dialogue is welcomed by the Ethiopian society as the public is deeply affected by the devastating impacts of the ongoing conflicts. This is despite the limited culture of dialoging in the country. The national dialogue process is thus a breakthrough, offering the opportunity to address the pressing challenges while establishing a new dialogue culture for the next generation to deal with differences in a peaceful way. The role of ENDC in this thus remains critical.

The ENDC has been granted a four-year tenure, extended by one year from February 2025 to February 2026. Within this mandate, its major achievement has been the completion of participant selection and agenda collection, except for the Tigray Region. While tentative dates for the National Plenary were scheduled in 2025 (August, November, and December), the launch has been deferred and is now planned for 2026. The delay is primarily attributed to the lengthy preparation phase required by the bottom-up approach, compounded by unsettled political and security conditions. In addition, the Commission's reliance on a process-driven rather than a structured roadmap approach has further affected the management of the dialogue process.

UNDP along with fourteen Development Partners (DPS) have been providing technical and financial support to the National dialogue process that is promising and fragile process for a nation that is rich in history and diversity yet deeply polarized in various aspects. The support has been channeled to ENDC through a Multi-Partner Fund (MPF) established for a project entitled ***“Support to an Inclusive and Effective National Dialogue Process”***. This concerted and continuous support has been instrumental for ENDC to advance its processes as per its mandate. It is also evidence of partners' recognition of the national dialogue process as a pivotal opportunity for Ethiopia to address long-standing divisions and foster inclusive consensus among the country's diverse communities.

The overall support also has the potential to contribute to achievements of strategic priorities of partners for Ethiopia as well with the UN and UNDP as it aligned with Outcome 1³ of the United Nations Sustainable Development Cooperation Framework (UNSDCF 2020-2025) and CPD (2020- 2025) under priority areas such as Democracy, Justice & Peace, and Democratic Governance respectively.

This report covers activity level progress made from January- December 2025 as per the approved AWP. It also highlights the achievements against the results indicators for the project.

2. Activity level progress

2.1 UNDP Supported Activities and Results

UNDP has provided support to the project/ENDC on fund mobilization, coordination, technical and operational matters. Its direct technical and operational support have been based on the delegation from

³ All people in Ethiopia, particularly those left behind, live in a peaceful, just, and democratic society that upholds the rule of law, accountability, and human rights.

ENDC to implement some of the project activities that include capacity building training, procurement of IT equipment and logistics arrangement of the diaspora engagement.

Fund mobilization and coordination:

In this reporting period, UNDP facilitated the approval of the 2025 AWP to channel available resources - \$4,568,203.96- to ENDC. Through the continuous fund mobilization effort, UNDP has also mobilized additional \$ 2.3 million with the generous contribution of the Government of Denmark, Ireland, Spain, and Sweden. Along with this effort four⁴ DP's coordination and bilateral meetings with all DPs were conducted. The coordination meetings were helpful in keeping DPs informed about the project progress, emerging challenges, and funding gaps throughout the year. At the last briefing meeting, all contributing partners were also recognized for their invaluable support for the national dialogue process.⁵

Technical and Operational Support:

Procurement: As part of its operational support, UNDP has procured and handed over a server and a heavy-duty scanner to ENDC to facilitate the digitalization process and the development of the Data Archiving Management System (DAMS). In addition, UNDP provided technical support for the procurement of workstations, laptops, and scanners to enable ENDC's data encoding activities. The Ethiopian Artificial Intelligence Institute (EAIL) has been contracted by ENDC to lead the digitalization project. Progress in the digitalization process is notable, as demonstrated during the DP's visit to ENDC. Through partners contribution, UNDP will continue to provide the necessary support to ensure the completion of the remaining tasks in 2026.

Capacity building: Three consecutive capacity building training on agenda setting, management, deadlock breaking mechanisms/consensus building and facilitation were provided and enhanced the capacity of ENDC 26 technical staff (22 Male & 4 female), Commissioners 9(6 Male & 3 Female) and 24 Advisory Committee members (22 Male & 2 Female). This was accomplished through the formal partnership between UNDP and Berghof Foundation. The capacity building workshops have provided advanced global knowledge and tools for prioritizing public inputs/collected agenda and with different options for consensus building and for facilitating neutral deliberations at the National Plenary. As reported by ENDC, this has also further helped the Commission to harmonize its approach to the upcoming plenary, ensuring it is managed with high standards of structured dialogue and conflict-sensitive negotiation.

Logistics support: With logistics support from UNDP, ENDC has successfully conducted agenda collection from the diaspora across 6 countries (South Africa, UK, USA, Canada, Sweden and United Arab Emirates (UAE)). The support was significant in facilitating timely travel and logistics arrangement to engage the diaspora in the targeted destinations.

2.2 Key activities and achievements by ENDC

Over the last 12 months, continued support from the project has helped ENDC to implement activities that have significant contribution to advance the national dialogue process.

Technical Staff: the project support sustained the contributions of technical staff to ENDC's core dialogue activities. The number of staff has now decreased from 66 to 42 due to the reduced volume of work at

⁴ On Feb 19, April 2, 17 October, and 12 December
⁵ <https://x.com/EthioNDC/status/1999440032042745878>

regional level. As per the year end report submitted to UNDP, the number of staff is expected to be adjusted further with planned salary realignment to be made in 2026.

Development of DAMS: with the support of the project, ENDC has made substantial progress in developing the DAMS, a tailor-made system to securely manage and preserve critical records from the national dialogue process. DAMS is designed as a centralized digital repository with advanced features such as digitization, categorization, access control, document tracking, and retrieval through role-based permissions. It also integrates powerful search capabilities, automated metadata tagging, workflow management, and analytics to enhance transparency, efficiency, and institutional integrity. The digitalization process consists of two components: **system development and deployment, and document digitization**. The system development is now 95% complete, with only minor refinements pending, and is expected to be finalized within three weeks from mid December 2025, followed by testing, document scanning and digitalization, and training to ENDC relevant staff.



Figure 1 The front end of the archiving system⁶

Participants selection: the participants selection process of ENDC has been on two fronts: for the agenda collection process and for the National plenary. In the last reporting period, ENDC has completed the first-round participants selection with a participation of 124,695 (Male 87615, Female 37080) community members from 11 Regional States and 2 City Administrations except for Tigray region. See detail per region in **Annex A**. The selection of participants/representatives for the National Plenary has also progressed well in this reporting period. So far ENDC has officially reported that 2092 representatives (1301 Male, 791 Female) from district and federal level are selected to represent their constituencies at the National Plenary.

The involvement of the Tigray region remains an important priority for the ENDC as it works to finalize its agenda collection process ahead of the National Plenary. During the reporting period, the Commission intensified efforts to extend the dialogue process into the Region. While this initiative required careful

⁶ Source: ENDC

engagement with local stakeholders and attention to preliminary matters raised by regional leadership, the Commission successfully launched initial outreach activities. These included consultations with civil society organizations, political parties, representatives of federal universities, media actors, and other influential personalities. In addition, the Commission has sought the support of the diplomatic community to encourage the participation of the Tigray region, as well as other key political parties and groups, in the national dialogue process. These efforts reflect the Commission's commitment to inclusivity and broad-based engagement as it advances toward the National Plenary.

Agenda collection: ENDC has completed the agenda collection from district, regional and federal stakeholders, the diaspora and others (representatives of women, youth, diaspora in Addis, professional associations etc). A total of 32,525 stakeholders (Male, 24,870, Female 7655) has participated in the consultations conducted for the purpose of agenda collection. Particularly in this reporting period, agenda collection from Amhara region, Federal stakeholders and the diaspora were finalized.

ENDC reported that the **Amhara regional agenda collection** was held with sufficient representation of constituencies with a variety of viewpoints and distinct social, cultural, political, and economic realities at the district and regional level. The consultation provided a structured platform for participants to express their views, identify root causes of conflict, and propose their agendas to ENDC.

The **Federal level agenda collection** was meant specifically to engage stakeholders based on their sectoral and institutional affiliations at the national level, unlike the regional consultations, which have been organized through geographically based stakeholder representation. In total 717 stakeholders/institutions (544 Male and 173 Female) were in attendance. These included representatives from federal government bodies, registered national political parties, religious institutions, youth and women's associations, professional and civic organizations, and other influential actors operating at the national level. ENDC reported that according to its Rules of Procedure (RoP), all the participants of the federal-level consultation are formally designated to directly participate in the National Plenary. This is expected to enhance legitimacy and ownership of the dialogue process among these actors.



Figure 2 Agenda Collection Session from Amhara Region, in Bahir Dar(left) Federal level Addis Ababa (center) and Diaspora, South Africa(right)⁷

Between August and October 2025, the Commission organized a series of virtual and face-to-face consultations **with the diaspora across multiple countries**. In total, 10 virtual engagements were conducted, alongside major in-person forums in South Africa, USA, Canada, UAE, Sweden, and the UK. The face-to-face consultations brought together 1163 diaspora members (Male 932, Female 231) representing

⁷ Source: ENDC

diverse groups such as religious leaders, academics, businesspeople, civil society, media professionals, and community associations.

Key milestones include the South Africa forum on August 9, 2025, attended by over 300 participants; the USA forum on August 30, 2025, which produced 20 volumes of agendas totaling 117 pages; and the Canada forum on September 5, 2025, which submitted 66 pages of agendas from 11 organized groups. The UAE forum (September 14–22, 2025) and Sweden forum (October 4, 2025) further consolidated diaspora voices, while the UK forum on October 11, 2025, gathered input from Ethiopians across Britain, Ireland, and Europe. Collectively, these consultations have generated hundreds of pages of agendas and selected representatives for the National Plenary, ensuring diaspora perspectives are formally integrated in the dialogue process.

Table 2: Persons Engaged in Regional, Federal and Diaspora Agenda Collection Processes⁸

No.	REGIONS/ CITY ADMINISTRATIONS	NUMBER OF PARTICIPANTS			PERCENTAGE OF WOMEN PARTICIPANTS
		MALE	FEMALE	TOTAL	
1	Dire Dawa	640	243	883	27.52
2	Addis Ababa	1560	704	2264	31.10
3	Harrar	558	237	795	29.81
4	Sidama	1207	282	1489	18.94
5	Southwest Ethiopia	1514	373	1887	19.77
6	Gambella	411	170	581	29.26
7	Benishangul Gumuz	658	199	857	23.22
8	Afar	1333	253	1586	15.95
9	Central Ethiopia	2020	532	2552	20.85
10	South Ethiopia	2309	693	3002	23.08
11	Somali	1747	701	2448	28.64
12	Oromia	5419	1,607	7026	22.87
13	Amhara	4018	1257	5275	23.83
14	Federal	544	173	717	24
15	Diaspora	932	231	1163	19.8
	Total	24,870	7,655	32,525	23.5%

Communication and public outreach: in this reporting period, ENDC has continued to execute a multi-level communications campaign across national and regional levels using traditional and digital media to bridge information gaps and build public trust. In addition, a separate communication plan to guide the outreach activities in the run to the National Plenary are prepared subject to approval of the Council of Commissioners (CoC) for full fledge implementation.

⁸ Source; ENDC Biannual Report August -December 2025.

ENDC has also focused its efforts on improving online and offline communications to foster two-way engagement with the public by delivering timely and accurate information. To this end, it established feedback mechanisms such as published contact details and hotline services to support citizen interaction, allowing individuals to express views, raise queries, and seek clarification about the dialogue process.

These outreach activities meant to enhance transparency and foster an enabling environment ensuring all segments of society were informed to meaningfully participate in the national dialogue process. The project support in this regard has been through capacity building training, advocating for change during partner's briefing and leadership meetings and helping the Commission to recruit experts to lead this process. However, the communication efforts remain largely reactive, which constrains the Commission's ability to fully build public trust in the national dialogue process. To address this, a proactive and strategic communication approach emphasizing transparency, consistent messaging, and active engagement with media and civil society will be essential to strengthen credibility and ensure broad public ownership of the dialogue.

Preparation for the National Plenary: During this reporting period, ENDC focused on finalizing key preparations for the launch of the National Plenary. These included agenda collections (Tigray & Diaspora), representative selection, logistical arrangements, development of a communication plan, preliminary agenda setting, facilitator selection, and adoption of the RoP. As part of this preparation, ENDC has also decided to use a ***mixed based approach (thematic+ sequential)*** to manage the dialogue at the National Plenary. More information on the details of the RoP is expected in the coming period.

Although the Plenary was tentatively scheduled first for August, November, and then in December 2025, it was not convened as planned. The delay is from the Commission's decision/commitment to engage with Tigray and other political groups, as well as the need to finalize its internal preparatory processes. With the Commission's term ending in February 2026, this remains a significant concern.



Figure 3 Members of local communities, while nominating their representatives for the National Plenary⁹

Consultations with different stakeholders: As part of its commitment to inclusivity and broad-based participation, ENDC has been conducting a series of targeted engagements/consultations with key stakeholder groups, including youth, women, political parties, and CSOs. The primary objectives of these engagements were to raise awareness about the national dialogue process, promote ownership among diverse constituencies, gather preliminary insights on public expectations, and ensure the meaningful inclusion of historically marginalized voices.

In this reporting period, ENDC conducted Pre-National Plenary face to face and digital platforms in the 11 regions and 2 city administration engaging 5,790 participants (4,041 youth, 1,046 women and 703 People

⁹ Source: ENDC

PWDs). These engagements helped ENDC to solicit practical recommendations to ensure marginalized voices are central to the dialogue process and mainly to the National Plenary.

The ENDC has also conducted strategic consultation sessions with 632 (417 male and 215 female) representatives of the media, religious institutions, academia, and political parties. It was reported that these engagements enriched the national agenda and strengthened collective ownership by integrating diverse social, spiritual, and political perspectives into the dialogue framework/agenda setting process.



Figure 2 Consultation with political parties operating in Tigray, with youth PWD and Women and religious and elders¹⁰

3. Progress towards project expected results

Since 2022 the national dialogue project through the support of the fourteen DPs including UNDP has made notable contribution in strengthening the institutional capacity of ENDC, fostering inclusivity in the dialogue process through broad based process and preparing the groundwork for consensus on Ethiopia's most contentious national issues.

This section unpacks the achievement of the project for the last almost four years through a detailed analysis of progress against the expected results (outcome and outputs) as stipulated in the Results Framework, by comparing targets with actuals under each result. It also highlights successes, identifies areas where progress has exceeded expectations, and explains variances where measurements are deferred or delayed. The analysis is based on the monitoring and evaluation data tracked from consecutive project review meetings, report from ENDC, the midterm evaluation and joint monitoring visits conducted with ENDC. See details in **Annex G**.

Outcome 1: Consensus on national contentious issues among key stakeholders reached and issues settled to pave the way for sustainable peace

¹⁰ Source: ENDC

The overarching outcome of the project was added during the amendment of the original ProDoC in April 2025. The expected result is to reach consensus on five major national issues among key stakeholders, paving the way for sustainable peace. At baseline, no issues had been settled. The target is five, representing a significant milestone in Ethiopia's peacebuilding journey.

At present, progress tracking is deferred until the National Plenary, tentatively scheduled for January or February 2026. This sequencing reflects the nature of the dialogue process: the preparatory activities such as agenda setting/ nationally significant issues must be presented, National Plenary where these issues will be presented- must be completed. It should be noted that while no issues have yet been formally settled, extensive groundwork has been laid through consultations, preliminary agenda setting, digitalization of the process and institutional strengthening.

Output 1: A National Dialogue Commission is established that is independent, trusted, empowered, and enabled to engage citizens and stakeholders.

Considerable progress has been made in strengthening the institutional foundation of ENDC. Completion of training programmes has exceeded targets, with eight sessions delivered against a target of six, covering hybrid courses, workshops, and coaching for commissioners, advisory committee members and technical staff. This has helped them to gain valuable knowledge and skill to design and manage the dialogue process. Strategic tools and manuals have also surpassed targets, with five produced compared to the planned three, including a multi-year strategic plan, dialogue model, and communication strategy.

One benchmarking document has been produced, capturing lessons from global national dialogue experiences. While progress is slower than expected (4 target), the report provides valuable comparative insights for ENDC. This has also been complemented by as alternate and as per ENDC request with experience-sharing visits from the Commissioners in Europe and Latin America¹¹. Similarly, conflict analysis reports have gone beyond the target of two, with three comprehensive studies delivered on: *Recent results of dialogues conducted by government and non-government institutions, Agenda Items Identified through Literature Review by Research and Training Pillar of ENDC and Summary of the Agenda Items in Amharic*.

Pre dialogue consultations have been a major success, with 777 consultation minutes produced against a target of 150, amounting to over 7,600 pages of stakeholder input. This demonstrates both the scale and depth of engagement that was not anticipated during the project design.

To measure the overall achievements of this Output, perception survey regarding the ENDC's independence, impartiality, and trustworthiness was planned. Despite the qualitative measures made during the mid-term evaluation, quantitative measures of citizen trust in the ENDC and stakeholder confidence in its mandate remain pending due to delayed decision by the CoC. During the technical level review of the project, it was agreed to implement the planned perception survey in 2026.

Despite the target to have a comprehensive roadmap for the national dialogue process, what exists is in fragmented form, with separate documents covering guiding principles, decision making procedures, and rules of engagement with no aligned time framework. While functional, ENDC confirmed these documents could be consolidated into a single roadmap with clear timeframe for clarity.

¹¹ In Ireland, Switzerland, Guatemala and Colombia

Output 2: An inclusive, transparent, gender-sensitive, and participatory National Dialogue is launched promptly that finds broad acceptance among the population and key stakeholders

The project has made notable contribution in establishing an inclusive, and gender-sensitive dialogue process for Ethiopia, though results remain mixed across indicators. While the citizen perception survey intended to measure inclusivity and transparency has been postponed to 2026, preliminary qualitative findings from the midterm evaluation revealed varied views among citizens, suggesting that inclusiveness and gender sensitivity are not yet universally felt. This divergence highlights the importance of the upcoming survey to capture citizen perspectives and ensure alignment between institutional and public views.

To date, 157,220 community members have participated in the participants selection and agenda collection process exceeding the 150,00 targets (105%). This includes 112,485 men and 44,735 women, as well as 39,211 youth and 11,605 PWDs. Women, youth, and PWDs represent 28%, 24%, and 7.3% of total participants respectively, closely aligning with ENDC's quotas of 30%, 20%, and 10%. This achievement demonstrates broad community engagement and effective outreach. However, further efforts are required from ENDC to strengthen equitable representation particularly for women and PWDs and to ensure their meaningful participation in decision-making process particularly at the National Plenary.

Dedicated platforms organized by ENDC for marginalized groups significantly outperformed expectations, with 28 organized for women, 26 for youth, and 14 for PWD compared to targets of 5, 20, and 5 respectively. This achievement demonstrates strong outreach and commitment to inclusivity, even as participation quotas remain uneven.

The number of thematic agendas selected for dialogue is yet to be announced by ENDC, marking a critical next step in consolidating inclusiveness and transparency. Overall, the achievements reflect robust mobilization and institutional confidence on ENDC, but further efforts are needed to strengthen citizen trust and ensure equitable representation, particularly for women and PWD, in the dialogue process.

Output 3: Foster consensus among key stakeholders on nationally significant issues, while generating viable recommendations and solutions to address Ethiopia's most pressing challenges are expected to fully be realized

The expected results under Output 3 are closely aligned with the Nurturing Outcome phase of the National Dialogue process. ENDC is currently undertaking preparatory activities aimed at fostering a sustainable culture of dialogue across the country. A key initiative under consideration is the establishment of Local Dialogue Hubs, with implementation planned for 2026.

This Output is designed to capture the implementation of dialogue outcomes and the institutionalization of solutions. All indicators under this area ranging from the extent of implementation of recommendations, to the development of monitoring mechanisms, systems of deliberation, and policy proposals are scheduled for implementation and measurement after the National Plenary in 2026. While achievements cannot yet be reported, the preparatory work undertaken under Outputs 1 and 2 provides a strong foundation for substantive progress once the Plenary concludes.

Overall assessment: The key takeaway from the above results analysis is that the project is on track in terms of institutional strengthening and with efforts to ensure inclusiveness in the national dialogue process, with measurable successes already achieved. The next phase of the dialogue process which is centered on the National Plenary will provide the critical data needed to assess consensus outcomes and the implementation of solutions. The sequencing of activities and achievements analyzed here explains the current variance considering the progress tracked since 2022. This groundwork laid thus far positions the project to track remaining success in 2026.

4. Monitoring and Evaluation

Regular monitoring activities have strengthened project management at both UNDP and ENDC levels. Over the past year, six leadership meetings, four technical working group sessions, and three Project Board meetings were convened, providing strategic guidance and oversight. In addition, an independent financial spot check was conducted with external support. These mechanisms have enabled systematic progress tracking, identification of challenges, and timely adjustments to improve both dialogue processes and overall project management. The regular tracking of progress against the results indicators and targets has also been used to produce results level analysis with success, gaps and identified variances for future focus and improvement.

The mid-term evaluation which is completed this year has further provided critical insights and recommendations to enhance implementation and ensure outcomes are achieved. Key issues identified include delays in budget disbursement, gaps in budget execution, the need to diversify funding sources, limited multi-stakeholder consultation forums, and the absence of a structured communication strategy. In response, UNDP and ENDC have already begun implementing corrective actions, including strengthening financial coordination, actively pursuing diversified funding, and developing a comprehensive communication plan targeting the upcoming National Plenary. These measures aim to improve efficiency, ensure financial sustainability, and foster transparency and inclusiveness in the national dialogue process.

5. Challenges

Despite notable advances, the dialogue process continues to face significant constraints. The limited timeframe, given the ENDC's mandate ending in February 2026, remains a pressing concern, particularly with major tasks such as the National Plenary still pending. Active conflict in the Amhara and Oromia Regions, combined with escalating tensions and political issues surrounding the implementation of the Cessation of Hostilities Agreement, has delayed meaningful engagement in Tigray. Challenges related to inclusion and representation of Tigray and other political actors therefore persist as critical obstacles to the dialogue process.

Deep polarization has further affected public confidence, with many viewing the process with suspicion and mixed views. Competing interests among political elites have also negatively influenced perceptions of the dialogue. Despite extensive outreach efforts, ENDC's public engagement continues to be constrained to be strategic to inform and address longstanding divisive narratives. Robust and strategic engagement by ENDC thus remains essential to overcoming these challenges.

In this context, UNDP supported a high-level Commissioners' reflection retreat, which enabled the CoC to agree on the National Plenary methodology- mixed approach - and to brainstorm actions aimed at addressing the stalemate in engaging Tigray.

From a project management perspective, delays in the implementation of planned activities particularly the postponement of Tigray engagement and the National Plenary posed challenges to the timely utilization of resources. Consequently, UNDP advised ENDC to return funds amounting to \$1,294,976.14 allocated for the National Plenary and related activities. This fund has already been received by UNDP and will be reallocated to the 2026 AWP, as the activities are now anticipated to take place this year.

6. Lessons Learned

In this reporting period, three major lessons are distilled from the experiences of ENDC, as well as project management activities at the UNDP level.

Flexibility, local partnership, and conflict sensitivity: The Amhara Region was among the areas most affected by ongoing security challenges, which posed significant obstacles to the implementation of dialogue activities. These included restricted access to certain zones and districts, threats to the safety of ENDC staff and participants, and heightened political sensitivities. Despite these constraints, ENDC successfully mobilized resources, applied risk-management strategies, and coordinated with local actors to safely conduct consultations. The ability to execute this initiative under such complex and fragile conditions provides a valuable lesson for replicating similar activities in other conflict-affected regions. This experience underscores the critical importance of flexibility, strong local partnerships, and conflict-sensitive approaches in dialogue planning and execution. It also highlights the willingness of communities, even in insecure environments, to participate in national dialogue when provided with a safe and genuine opportunity.

Regular Bilateral engagement with DPs: Regular bilateral engagement with DPs has emerged as a critical mechanism for strengthening the national dialogue project. In addition to formal governance and oversight structures, UNDP's supplementary briefing sessions and one-to-one exchanges have promoted transparency, fostered strategic alignment, and reinforced mutual accountability with DPs. Over the past 12 months, these bilateral engagements have proven particularly valuable, enabling UNDP to communicate project priorities with clarity, collaboratively address implementation challenges, and respond effectively to diverse compliance requirements of DPs. They have also provided space to exchange ideas and lessons learned, while broadening perspectives and deepening mutual understanding. Ultimately, this enhanced communication has laid the groundwork for more effective resource mobilization, helping to address funding gaps and sustain the momentum of the project with active engagement of DPs.

7. Financial Status (Uncertified)

To date \$18.1 million has been mobilized for the project. This is inclusive of UNDP's contribution of \$2.5million. At the time of reporting, the total amount budgeted from resources collected in cash from DPs was \$ 4,568,203.96. The delivery (budget utilization), including direct expenditure and commitments from 1 January - 31 December 2025, is \$2,941,290.92. This is an uncertified tentative balance at the end of December 2025. The detailed breakdown of financial progress per partner's fund budgeted for this year is in ***Annex E***.

8. Risk Factors and Mitigation Responses

The project risks and mitigation measures have been updated as part of the project's regular monitoring and reporting approaches to emerging challenges and risks. **Annex F** provided detailed updates to date.

9. Conclusion and Way forward

The Ethiopian National Dialogue process is now heading to its major undertaking- the National Plenary. As per the dialogue process design, the ENDC has finalized participants' selection and agenda collection processes in 11 Regional States, 2 City Administrations, the Federal Level and with the Diaspora. These activities have been carried out alongside other parallel consultations led by the Commission to forge strategic partnerships, promote active stakeholder engagement, and build public trust. The preparation for the National Plenary is also undergoing. The Project support in collaboration with DPs and UNDP, will continue to ensure the effective rollout of remaining pre- and post-Plenary activities. An active project framework has been approved through August 2026 to sustain this momentum. Importantly, the project will prioritize outcome inclusion in the national plenary decision-making processes, with a particular focus on amplifying the voices of women, youth, and PWDs. Particularly, the project support will focus on supporting the following key activities in 2026:

- Participant selection and agenda collection in the Tigray region.
- Additional capacity building training for dialogue facilitators, their selection and approval being pending ENDC's communication to UNDP.
- Extensive communication, public outreach to create momentum for the National Plenary
- Finalizing digitalization process that is now well progressing in system development and digital archiving of the dialogue process and outcomes.
- Validation of agenda by key stakeholders.
- The undertaking of the National Plenary.
- Enhancing the nurturing of outcome activities following the completion of the National Plenary.
- Strengthening coordination and fund mobilization to support ENDC accomplishing its remaining tasks as planned and agreed in the project framework.
- Measurement of overall project results through terminal evaluation

Annexes

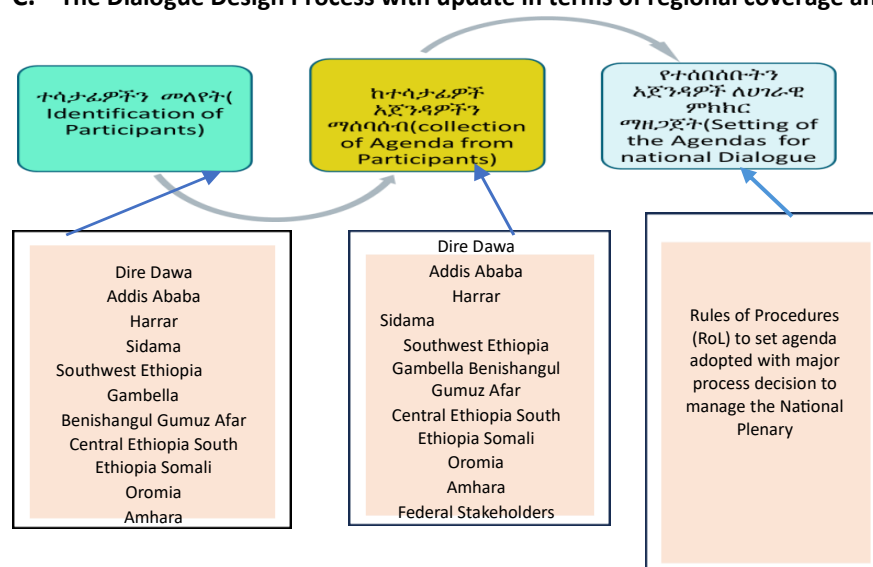
A. Human Stories: Voices from the national dialogue

- [Stories : Voices in the National Dialogue | United Nations Development Programme](#)
- [A young voice for accountability and inclusion | United Nations Development Programme](#)
- [The voice that refused to be silent | United Nations Development Programme](#)

B. People engaged in the participant selection in different Constituencies by Regions¹²

NO .	REGIONS/ CITY ADMINISTRATION	NUMBER OF PARTICIPANTS CONSULTED			PERCENTAGE OF WOMEN CONSULTED
		MALE	FEMALE	TOTAL	
1	Dire Dawa	2242	1747	3989	44%
2	Addis Ababa	4181	2547	6728	38%
3	Harrar	2073	1464	3537	41%
4	Sidama	15168	5066	20234	25%
5	Southwest Ethiopia	15276	4783	20059	24%
6	Gambella	807	382	1189	32%
7	Benishangul Gumuz	1386	698	2084	34%
8	Afar	3072	760	3832	20%
9	Central Ethiopia	4393	2020	6413	32%
10	South Ethiopia	5249	2595	7844	33%
11	Somali	4700	2,232	6932	32%
12	Oromia	16115	7,468	23583	32%
13	Amhara	12953	5318	18271	29%
	Total	87,615	37,080	124,695	30%

C. The Dialogue Design Process with update in terms of regional coverage and preparation to set agenda



¹² Source: ENDC Biannual Report (Jan- June 2025)

D. Local Level Representatives Nominated for the National Plenary¹³

No.	REGIONS/ CITY ADMINISTRATIONS	NUMBER OF PARTICIPANTS			PERCENTAGE OF WOMEN PARTICIPANTS
		MALE	FEMALE	TOTAL	
1	Dire Dawa	32	22	54	41
2	Addis Ababa	57	64	121	53
3	Harrar	36	24	60	40
4	Sidama	37	23	60	38
5	Southwest Ethiopia	39	21	60	35
6	Gambella	37	23	60	38
7	Benishangul Gumuz	37	23	60	38
8	Afar	37	19	56	33
9	Central Ethiopia	38	42	80	52
10	South Ethiopia	40	40	80	50
11	Somali	54	46	100	46
12	Oromia	160	154	314	49
13	Amhara	153	117	270	43
	Total	757	618	1,375	45%

E. Participants of the agenda collection events by stakeholder group at Federal Level¹⁴

No.	REGIONS/ CITY ADMINISTRATIONS	NUMBER OF PARTICIPANTS			PERCENTAGE OF WOMEN PARTICIPANTS
		MALE	FEMALE	TOTAL	
1	Religious Institutions	67	21	88	24
2	Civic and Democracy Institutions	11	10	21	48
3	Entities and Civil Societies	56	42	98	43
4	Media	57	14	71	20
5	Federal Government Representatives	139	54	193	28
6	Political Parties	57	7	64	11
7	Security and Law Enforcement	47	9	56	16
8	Eminent Personalities	110	16	126	13
	Total	544	173	717	24%

¹³ Source: ENDC Biannual Report Jan-June 2025.

¹⁴ Source: ENDC Biannual Report Jan-June 2025.

F. Project financial update -Jan-December 2025 (uncertified)

Donor	Fund Mobilized/ Committed	Budget vs Spend-2025		% of mobilized resources utilized
		(Q1 -Q4)		
		Budgeted	Expenditures inc. Expenditure Advance & Commitments	
Austria	2,188,088.13	566,570.41	345,245.34	61%
Denmark	1,508,184.46	34,605.82	34,,605.82	100%
EU	1,055,400.00	669,579.44	236,655.23	35%
GIZ(Germany)	533,628.46	64,990.71	64,990.71	100%
Ireland	997,725.88	18,478.76	7,065.04	38%
Japan	2,885,224.38	645,988.03	645,988.03	100%
Luxembourg	329,751.21	186,387.16	10,706.99	6%
Netherlands	534,135.30	425,908.76	410,541.28	96%
New Zealand	990,099.00	146,198.31	126,588.36	87%
Norway	1,383,627.42	633,842.54	85,564.41	13%
Spain	621,538.46	247,149.72	247,149.17	100%
Sweden	2,174,979.11	275,839.97	120,370.69	44%
Portugal	105,667.02	105,667.02	64,147.02	61%
Finland	346,997.31	346,997.31	346,997.31	100%
UNDP	2,500,000.00	200,000	194,675.51	97%
Grand Total	18,155,046.14	4,568,203.96	2,941,290.92	64.3%

G. Update on the status of anticipated risks & measures taken to mitigate their impact -2025

Risk category	Risk description	Risk probability	Risk impact	Status	Update on Mitigation Measure
Political	Unforeseen changes in the political landscape are disrupting the dialogue process and leading to the exclusion of segments of the population/actors			Materialized	To mitigate tensions and foster inclusive engagement in conflict-affected regions, ENDC has undertaken a series of strategic measures. These include sustained lobbying efforts aimed at encouraging the government to de-escalate inflammatory rhetoric and promote constructive dialogue. The national dialogue process has been deliberately linked with local peace initiatives, such as the Amhara Peace Council, to ensure coherence and grassroots participation. ENDC has worked to secure guarantees for the safe passage of representatives from armed groups, while maintaining continuous consultations with regional governments. Engagement with a broad spectrum of regional stakeholders—including universities, political parties, and civil society organizations, elders, religious leaders, women, PWD—has been prioritized to build consensus and momentum. Efforts have also focused on leveraging the influence of actors with access to armed groups through bilateral meetings and targeted outreach. ENDC has advocated for government-backed assurances, including a federal moratorium, to facilitate the inclusion of armed groups in the dialogue process. Drawing on past national experiences, public peace messaging has been disseminated to encourage widespread participation. ENDC has also reached out to the diplomatic community for support to facilitate engagement of Tigray regions and other key political

					actors.
	Delays in engagement of the Tigray regions in the national dialogue process have the potential to negatively impact the credibility and inclusiveness of the process.			Not fully Materialized	To address the impact of delays in engaging the Tigray region, ENDC has initiated a series of mitigation measures centered on sustained advocacy and strategic dialogue. These efforts include continuous lobbying of federal and regional governments to adopt alternative approaches such as negotiations and mediation to facilitate constructive engagement with the region. Additionally, ENDC is working to tailor the national dialogue methodology to the specific context and sensitivities of the Tigray. In pursuit of these objectives, ENDC has undertaken several concrete actions. These include ongoing consultations with the interim regional government to improve access and enable the commencement of operations. Engagement with a diverse range of regional stakeholders including universities, political parties, and civil society organizations, has been prioritized to foster inclusivity and build trust. Furthermore, ENDC has launched coordinated and targeted media outreach within the region to promote public awareness and encourage broad-based participation in the dialogue process.
	Continued skepticism/lack of constructive engagement or limited			Partially materialized	To address public skepticism and foster trust in the dialogue process, ENDC has implemented a communication strategy led by qualified personnel

	appetite to engage on the part of key political actors and/stakeholders				recruited specifically for this purpose. Key efforts include targeted public sensitization campaigns, structured media engagements, and community forums designed to enhance public understanding and promote inclusive dialogue. These activities have prioritized language accessibility and regular updates to ensure broad outreach and responsiveness to public concerns. In addition, ENDC has undertaken continuous stakeholder mapping to inform the planning and execution of trust-building meetings. ENDC has continued to engaged women through dedicated discussion platforms throughout the nation. It also renewed its commitment to ensure a 45% participation of Women in the National Plenary. The ENDC is aware of the possible impacts of the upcoming national election, hence it is working to expedite it process before the end of its tenure.
	Lack of readiness by some actors to embrace the process and outcome of the dialogue			Partially materialized	
	Limited participation of women and other marginalized groups in the dialogue process			Not materialized	
	Preparation for the upcoming 2026 national election can be a contending priority to divert attention and resources from being given to the national dialogue process.			Not Materialized	

Financial/ Reputational	An increase in the incidence of complex emergencies (such as drought, locust invasion, earthquake, landslides) could severely limit the participation of key constituents in the national dialogue, It may also drain financial resources and force the government and partners to shift resources.			Materialized	Tackle resource gaps by mobilizing the necessary financial and technical support,
Operational/ Reputational	Poorly resourced and/poorly empowered Commission unable to deliver on its responsibilities			Not Materialized	With regards to the institutional capacity of ENDC, those are no longer concerns as the ENDC is now in a much better institutional standing to deliver its mandate.
	A Commission whose legitimacy and credibility are questioned due to real or perceived lack of independence/impartiality			Partially materialized	Similar efforts that are exerted to address the public skepticism have been exerted to mitigate the impacts of this risk. ENDC reported that, through its continuous engagement and consultation with the public, it is now able to gain a better understanding of its role and mission from those engaged so far. This is in addition to the support from professionals in its advocacy work and campaigns through art, continuous public awareness, education about the dialogue's purpose, processes, and progress that have been made by ENDC also continued by ENDC.

H. Updated Results Framework 2022 – 2025

Outputs	Outcome/ Output Indicators	Baseline	Target	Progress Update
Outcome 1: Consensus on national contentious issues among key stakeholders reached and issues settled to pave the way for sustainable peace	Number of national contentious major issues settled through consensus by key stakeholders.	0	5 Major National Issues	Progress is yet to be tracked after the National Plenary tentatively planned in end of January or beginning of February 2026.
Output 1: A National Dialogue Commission is established that is independent, trusted, empowered, and enabled to engage citizens and stakeholders.	Proportion of citizens who say NDC is independent, impartial, and trusted	N/A	80%	These Indicators remain a key priority to measure the overall achievements of the project. Accordingly, a preliminary qualitative analysis was made during the midterm evaluation revealing mixed feelings among citizens regarding the Commission's independence, impartiality, and trustworthiness. The citizen perception survey has not yet been conducted due to the decision of ENDC CoC. Later this year, it has been agreed that it will be conducted in 2026 with the coordination role of ENDC's M&E Working Unit with UNDP and external consultant.
	Perception of stakeholders regarding NDC's ability to deliver on its core mandates 1=low 2=Medium 3= High	None	3= High	
	Number and type of training programmes provided/ facilitated	0	6	8 Training sessions - Hybrid Course on National Dialogue Process, Coaching, Interactive Workshops on Dialogue processes, Communication, and Partnership, on agenda setting and

				consensus building, facilitation was facilitated for the technical staff, commissioners and advisory committee members of the ENDC.
	Number of benchmarking, rapid assessment and scoping study reports produced	0	4	One benchmarking document that has captured lessons from global national dialogue experiences is produced and submitted for ENDC's use.
	Number of strategic tools, systems, standard operating reports produced procedures / operational manuals developed about the work of the commission and its Secretariat	0	3	5 - A multiyear strategic plan, Dialogue Model, Communication & Media Strategy Organizational structure & procedures, the agenda setting guideline, Rules of Procedures and the work on the database/digitalization / is progressing well
	Number of country context scoping and detailed conflict analysis reports pertaining to the work of the Commission to inform agenda setting and the dialogue process more generally	0	2	3 research/analysis documents: Actual Research and Literature Review undertaken and delivered on: በኢትዮጵያ የቅርብ ጊዜ ታሪክ ውስጥ በመንግሥታዊም ሆነ መንግሥታዊ ባልሆኑ ተቋማት የተደረጉ ሀገራዊ የምክክር ሂደቶች እና የተገኙ ውጤቶች (Recent results of dialogues conducted by government and non-government institution), Agenda Items Identified through Literature Review by Research and Training Pillar and Summary of the Agenda Items in Amharic

	Existence of Roadmap that outlines the dialogue process: objectives, scope and overall structure of the dialogue process including guiding principles, composition and selection procedures, decision-making procedures, rules of engagement, and deadlock-breaking	None	Yes	There is no single general roadmap document; instead, there are separate documents covering the guiding principles, composition and selection procedures, decision-making procedures, rules of engagement, and deadlock-breaking mechanisms.
	Number of pre-dialogues Consultation minutes produced on fundamental national issues feeding into agenda setting	0	150	777 pre-dialogues Consultation minutes with the overall of 7632 pages. • Regional and city administration final agenda (form 10)-13) • Regional and city administration major stakeholders' agenda (form 7)-67 • Regional and city administration woreda constituencies agenda (form 4)-125 • Regional and city administration separate stakeholders' agenda (form 9)-400 • Federal level separate stakeholders' agenda (form 9)-81 • Federal level stakeholders consolidated and final agenda (form 7 and 10)-15 • Diaspora agenda overall-76
Output 2: An inclusive, transparent, gender-sensitive,	Proportion of citizens who say the national dialogue is inclusive,	N/A	80%	These Indicators remain a key priority to measure the overall achievements of

and participatory National Dialogue is launched promptly, which finds broad acceptance among the population and key stakeholders.	transparent, and gender-sensitive			the project. Accordingly, a preliminary qualitative analysis was made during the midterm evaluation revealing mixed feelings among citizens regarding the inclusivity, transparency and gender-sensitivity of the national dialogue. The citizen perception survey has not yet been conducted due to the decision of ENDC CoC. Later this year, it has been agreed that it will be conducted in 2026 with the coordination role of ENDC's M&E Working Unit with UNDP and external consultant.
	Perception of stakeholders regarding inclusiveness and transparency of the national dialogue 1=low 2=Medium 3=High	N/A	3=High	
	Number of citizens and institutions who participated in the dialogue forms at all levels aggregated by gender and other parameters.	0	150,000 (10% PWDs, 20% Youth; 30% Women,	By December 2025, a total of 157,220 community members and stakeholders engaged in the participant selection and agenda-setting process. This includes 112,485 men and 44,735 women, as well as 39,211 youth and 11,605 persons with disabilities (PWD) with women representing 29%, youth 24% and PWD 7.3%.
	Number of platforms organized dedicated to women and youth, and proposals jointly developed by women and youth groups for the national dialogue	0	5 Platforms for Women, 20 with Youth and 5 with PWD	As of December 2025, the platforms organized include: 28 with women's groups, 26 with youth groups, and 14 with PWD.

	Percentage of dialogue forum Recommendations/ reports produced/ Number of agenda selected for dialogue	0	About 20 Thematic categories as indicated by ENDC	This is yet to be announced by ENDC and will be announced and will be reported following CoC's announcement (especially on number of agendas selected for dialogue)
Output 3: Potential solutions are found for several, if not all, of the most critical issues facing Ethiopia become a part of Substantive discussions within the National Dialogue and its follow-up, attractive as well as focusing on civic and politics energies	Extent of implementation of dialogue outcomes/ recommendations at federal, regional and sub-regional levels 1=Low 2= Medium 3= High	0	N/A	This is to be measured in 2026 after the Post National Plenary activities are implemented
	Number of mechanisms, tools and standards developed/ put in place to guide and monitor the implementation of the dialogue recommendations and building on international best practices	0	1	This is to be measured in 2026 after the Post National Plenary activities are implemented
	Extent of established systems of deliberations at all levels to enable the creation of new political dispensation that is marked by mutual trust, on the basis of which current and emerging problems can be solved in peace manner 1= Low, 2= Medium 3= High	None	2-Medium	This is to be measured in 2026 after the Post National Plenary activities are implemented

	Number of specific policies, legal, regulatory, and institutional proposals and implementation plans developed that enable expedited follow-through in areas of consensus	0	2	This is to be measured in 2026 after the Post National Plenary activities are implemented
	Availability of a consolidated report on the overall status of implementation of recommendations/outcomes of the dialogues	0	Yes	This is to be measured in 2026 after the Post National Plenary activities are implemented