



Development Goals
Reimagined

UNITED NATIONS DEVELOPMENT PROGRAMME

Initiation Plan (Ethiopia)

Project Title	Inclusive and Sustainable Industrial Development: Women Empowerment in Manufacturing Sector
UNDP Pillar	Inclusive Growth and Structural Transformation
Expected CP Outcome(s)	By 2020 private- sector driven manufacturing and service industry sector growth is inclusive, sustainable, and competitive and job rich
Initiation Plan Timeframe	July 2019 – December 2019
Implementing Partner	United Nations Development Programme
Responsible Parties	Ethiopian Investment Commission Ministry of Trade & Industry International Labor Organization United Nations Population Fund (UNFPA)

Brief Description

During the GTP II period the Industry sector is anticipated to be given a tremendous priority. In 2016/17 the industrial sector registered a rapid growth of 18.7% and made a significant contribution to the 10.9% growth in the overall GDP. Though the industrial sector is witnessing growth in all arenas, its contribution to GDP and capacity to generate foreign exchange as well as employment creation has fallen short of the expected target. UNDP has been supporting the industrial transformation agenda of the country since GTP I. The overall objective of the support is to contribute to the anticipated transformational change in the industrial sector. The expected outcome at the national level is local employment creation, wealth generation and increased foreign exchange earnings as well as diversification of local economies. The project will be catalytic in building national capacities for industrial development with specific focus on empowerment of women in the manufacturing sector. Major outputs of the project are: **i) Enhance the income of women employees working in industrial parks through provision of skill and career development opportunities in the selected industrial parks of Ethiopia; ii) Industrial parks (agencies and institutions within) become safe and gender friendly through institutionalizing inclusive systems in particular sexual and reproductive awareness development that facilitate the promotion of gender equality and women empowerment; iii) Governance, Operation and Management Capacity enhancement: **Labor Sourcing System** Development; iv: Strengthen coordination mechanisms of women empowerment in the manufacturing sector: **Gender Development Unit Establishment** at Industrial Park Development Cooperation (IPDC). The project is also designed to be collaborative and inclusive involving federal and regional public institutions working in partnership with UN agencies, donors, the private sector and local communities.**

Programme Period: 2019
 CPD Programme Component II
 Atlas Award ID:
 PAC Meeting Date:
 Management Arrangement: DIM

Total Resource required: \$ 425,000
 Total allocated Resources: **\$ 425,000**

- Regular \$ 425,000
 - Donor _____
 - Government _____

Agreed by UNDP:

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I. PURPOSE

The Ethiopian economy, measured in terms of its Gross Domestic Product (GDP), grew by 10.9 percent (in real terms) in 2016/17, maintaining its rapid pace of growth observed during the preceding ten years. This rate of growth was more or less in line with the GTP II's target of 11.1 percent for the fiscal year under review and has exceeded the 8.0 percent growth registered in the preceding year. The growth was also broad-based as all the three major economic sectors (agriculture, industry and services) grew robustly and contributed significantly to the rapid pace of the economy's overall expansion.

The industrial sector registered a rapid growth of 18.7 percent in 2016/17 and made a significant contribution to the 10.9 percent growth in the overall GDP. However, despite this rapid pace of growth, it not only failed to achieve the plan target of 20.6 percent for the year under review but also experienced a reduction in its growth rate compared to its performance in the preceding year. This was mainly attributed to the slower-than-expected performance of the manufacturing sub-sector, whose growth rate of 17.4 percent during the year was below the plan target of 20.6 percent, in addition to being slower than its performance in the preceding two years. The failure of the manufacturing industry to meet its growth target in the GTP II ongoing period reflected in part the sluggish performance of the micro and small-scale industries, as well as the low production capacity utilization of the country's existing manufacturing plants. During the 2016/17, the micro and small-scale industries registered a growth rate of 2.5 percent, which was far below the plan target of 21.3 percent, suggesting that they had not been receiving adequate support especially by the regional administrations. Similarly, existing manufacturing establishments were able to utilize only about 57 percent of their existing production capacity, despite the plan target of raising it to 68 percent, due to various challenges.

Economic structural transformation entails expanding the share of the industrial sector, in particular that of manufacturing, in GDP, while the share of the agriculture sector shrinks. Economic structural transformation, therefore, is one of the core objectives of GTP II. At the beginning of the plan period (2014/15), the share of the industrial sector in GDP amounted to 15.0 percent, while the agriculture and service sectors accounted for 38.6 percent and 47.0 percent, respectively. Within the industrial sector, the manufacturing sub-sector's share of GDP amounted to no more than 4.8 percent. For the fiscal year 2016/17, the GTP II's target was to raise the share of the industrial sector to 18.0 percent and that of manufacturing industry in particular to 5.7 percent of GDP, while the shares of the agriculture and service sectors would decline to 36.4 percent and 45.6 percent, respectively.

The industrial sector sharply increased its share of GDP to 25.6 percent in the fiscal year 2016/17, compared to 15.0 percent in the base year of the GTP II (i.e., 2014/15), and substantially exceeded the plan target of 18.0 percent for the fiscal year. The manufacturing sub-sector, in particular, raised its share of GDP to 6.4 percent in 2016/17, compared to the plan target of 5.7 percent, and up from 4.8 percent at the beginning of the plan period. While the share of Industry in GDP increased, the share of manufacturing remains low that in-turn slowed the structural transformation process. Manufacturing exports also accounts only 12.9% of the total exports versus 74.9% for agricultural commodities. Slow structural transformation explains the large trade imbalance, foreign exchange shortage and increased risk of external debt distress.

The strategic directions of the manufacturing sub-sector during the GTP II are improving the productivity, quality and competitiveness of both existing and new industrial products and laying the basis for structural change; building labor-intensive light manufacturing industries that are globally competitive in terms of productivity, quality and price; transforming the medium and large manufacturing industries so that they become a reliable source of foreign exchange; and building industrial engineering and technological capacity of the country. Accordingly, in addition to improving the production capacities of existing industries, new high quality local and foreign direct investments will be expected to be attracted into the manufacturing industry during the GTP II plan period. In addition, the development of high tech and light manufacturing industries will be linked; metal and engineering, chemical and pharmaceuticals industries will be expanded to substitute strategic imported items by locally produced goods and reduce the pressure on foreign exchange demand for imports.

The objective of the support is to make Ethiopia a leading light industry manufacturing hub in Africa and among the leading countries on the globe, thereby transforming the country into a lower middle-income economy by 2025. Thus, building an overall capacity, expanding industrial parks and establishing clusters, as well as creating linkages between domestic and foreign firms to facilitate the transfer of technology, skill, and bring about structural transformation are among the strategies towards the attainment of these objectives. In addition, strategic areas that fail to attract the private sector but have far-reaching positive externalities in the wider economy will be selectively identified for development by the government in partnership with the private sector.

II. EXPECTED OUTPUTS

The initiation plan provides a framework for the implementation of the ongoing works under TRAC II- Women in Manufacturing Interventions among the pillars of the forthcoming “Inclusive and Sustainable Industrial Development Programme”. The initiation plan is expected to produce the following deliverables:

Activity 1: Enhance competitiveness of women employees working in industrial parks through provision of skill and career development opportunities in the selected industrial parks of Ethiopia

Women's empowerment is a development goal in itself and a key to achieving other goals (global, national and sectorial development goals). Gender is a key strategic objective of the 2030 Sustainable Development Goals. Different studies indicated the low status of women in developing countries including Ethiopia. Despite the constitutional and policy provisions and commitment of government in gender equality, women in the country do not have optimal opportunity of being prosperous and autonomous. Their status in the socio-political, economic and cultural context is still undermined. Moreover, there are gaps in policy implementation to alleviate gender parity. It is in most cases related to lack of implementation of constitutional laws given to protect the rights of women.

Despite women's contribution to economic development, they have been placed in disadvantaged position with no or less authority and decision-making power in the control and management of resources, and in social affairs. Such inequality emanated from the traditional norms and values

adhered by the majority of community. This is even more intensified with women's deprivation from equitable participation in educational system (UN, 2014).

Women's economic empowerment is about ensuring women to achieve their full potential. Women empowerment is a critical element of the Ethiopian Growth and Transformation Plan (GTP) II. Industry has played a critical role in unlocking economic opportunities for women in manufacturing, retail, and agriculture. Yet women tend to hold some of the lowest paying jobs in the industry and face unique challenges to their health, safety, and wellbeing. The empowerment of women and youth is one of the strategic pillars of GTP II, which aims to create jobs for women in manufacturing (60 percent semi-skilled and 30 percent high-skilled jobs out of a total of 750,000 jobs that will be created).

Recent study on women in manufacturing conducted by UNDP Country Office targeting industrial parks in Ethiopia (UNDP, 2018) found that women are highly overrepresented in low paying, low skill, clerical jobs, services and elementary occupations whereas men tend to be overrepresented in skilled, managerial, plants and machines operation, assembly and related roles/occupations. Despite women's increased involvement in the industry sector, limited progress of women in high paying jobs and leadership positions is observed. There is also a high gender pay gaps even when women are working along the same job lines.

Over 80% of workers in the industrial parks in Ethiopia are young and come from rural areas from different regional states of the country. They have also limited knowledge about work ethics and industrial culture as most are new to the manufacturing industry and join the sector without or with little trainings. Productivity of workers is also reported below the desired level in due to multiple factors including gaps in soft skills. Thus, continuous need-based skill enhancement program is believed to be an instrument to lift the current scenario. In terms of training requirement to enhance the laps in soft skills and work culture, rapid assessment was done as a pilot in Bole Lemi and Hawassa Industrial parks. The result indicated that there are high and immediate need to support women working in the parks in the areas of basic communication skills, attitude and mind setup on how to work in industry sector. In addition, basic home economics and saving skills, work ethics, time management, team work, industry culture, in incomplete understanding of the labour law, leadership gaps, as well as lack of skills in managing employee behaviour are additional challenges.

To bridge these gaps towards increased labor productivity and enhanced employer-employee communication, these challenges need to be addressed. These will in turn have a direct positive impact in the productivity of women in their respective work engagement. Moreover, in order to influence and carry the impact towards achieving the set target, transformational industry leaders need to acquire the necessary leadership competences.

The objective of this activity is generally to provide skill capacity building training to better equip with the necessary talent and dexterities to women in the industrial parks selected as a pilot for this exercise. Specifically, the objectives will be the following:

- Based on the in-house pre-assessment already conducted and additional onsite inputs prepare relevant contextualized training package for the two groups: i) women industrial floor workers and ii) women in supervisory and leadership lines.
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- Developing animation and audio of the soft skills, human resources and other training mentioned above. This will help to have hands-on sessions where participants can practice and experience course related activities. Realistic and fun exercises, short DVD presentations, small group work, and feedback, will be anticipated to facilitate learning. Practical, experiential activities should be used throughout the seminar
- Develop new Entrepreneurial skill modules to be provided for workers in collaboration with UNDP's entrepreneurship development programme;
- Preparation of model HR and Administrative Manual containing gender responsive system: the manual here is expected to address the following:
 - All elements of HR, Administrative elements required for the park management and the tenants need to apply including introduction training points, performance measurement formats, ...etc (indicative contents first to be submitted and approved for further work)
 - Gender responsive system and procedures to adopt and implement standards on gender equitable HR systems.
 - Career path indications
 - Induction manual on for foreign expatriates on cultural issues and labour laws for better integration to Ethiopian context and
- Deliver the trainings with the existing and newly developed trained aids at Bole Lemi and Hawassa Industrial Parks focusing on one or two selected companies as a pilot from each industrial park and the selection these companies shall be based on willingness to participate in the project. It should be noted here that for effectiveness of the training, more local language may be necessary, and the proposal may need to take this factor into account.
- Produced documents videos under this collaboration agreement will bear institutional logos of both UNDP & ILO.
- The target is to enrol **500 (450 industry floor workers and 50 industry leaders)** from each park, totalling 1,000 beneficiaries. The training is to be provided in 6 sessions each session running for 5 days. Group 1 will have 90 industry floor workers per the first 5 sessions while Group 2 will include 50 industry leaders in the last session.

Activity: 2: Industrial parks (agencies and institutions within) become safe and gender friendly through institutionalizing inclusive systems in particular sexual and reproductive health awareness development that facilitate the promotion of gender equality and women empowerment

Sexual and Reproductive Health Awareness Development Despite the economic, social, medical and educational advances of this century, today's young people are more at risk in terms of reproductive health. Increasing urbanization, limited influence traditional and social norms on the ever-expanding youth and the increased rural-urban mobility young people are becoming more exposed to sexually transmitted diseases including HIV/AIDS. Many sexual health problems arise because young people - both girls and boys - do not have control over their sexual lives. They are either ill-informed or ill-equipped to deal with the consequences of sexual activity that they have entered into voluntarily.

The root causes of Sexual Reproductive Health (SRH) problems are complex. The causes usually mentioned to attribute for the SRH problem include low level of women empowerment, lack of access to health care, poverty, inaccurate beliefs and misinformation, lack of awareness and ignorance, and

poor-quality service at the facility (work place). In addressing the cause of SRH problem, gender equality and women empowerment is a key strategic objective to achieve the 2030 agenda of Sustainable Development Goals (SDGs).

UNDP recognizes that lower socio-economic status of women in developing countries like Ethiopia is a deterring factor to fully realize development outcomes and achieve SDGs. Women empowerment is a critical element of the Ethiopian Growth and Transformation Plan (GTP) II. Despite the constitutional and policy provisions as well as commitment of the government of Ethiopia to promote gender equality, significant gender inequalities persist, depriving women of rights and opportunities and hampering their participation in development endeavours. To this effect, women in the Ethiopia have limited access to resources and decision making at different levels.

Recent study on women in manufacturing conducted targeting industrial parks in Ethiopia (UNDP, 2018) found that women are highly overrepresented in low paying, low skill, clerical jobs, services and elementary occupations whereas men tend to be overrepresented in skilled, managerial, plants and machines operation, assembly and related roles/occupations. Despite women's increased involvement in the industry sector, limited progress of women in high paying jobs and leadership positions is observed. There is also a high gender pay gaps even when women are working the same jobs as men.

The same study indicated that the majority (over 80%) of workers in industrial parks in Ethiopia are young and come from rural areas. They have limited knowledge about reproductive health and limited life skills. They also tend to be less informed about the potential challenges and family planning services. In terms of working environment in the industrial parks, there is lack of flexibility in accommodating the need for work-life balance of mothers. Limited time allowed in most circumstances for breast feeding and almost non-existent child care facilities in the firms stand out among the factors that severely affect the working environment. In most cases, there are no separate changing rooms for men and women, no separate toilets, and limited ventilation of the workplace.

Thus, in order to alleviate the complex hindrance factors for women to fully apply their ability, these factors are required to be addressed to the extent possible under the ongoing women empowerment & capacity development interventions among the pillars of the Country Office's inclusive and sustainable development program. The project is designed to address these constraints women face in industrial parks and achieve safe and convenient working environment for all female employees working in industrial parks through: provision of skill and career development opportunities for women employees working in selected industrial parks; ensuring access to reproductive health services and information for women workers in industrial parks which will become integral parts of the industrial parks' working environment; and institutionalizing inclusive systems, policies and strategies that facilitate the promotion of gender equality and women empowerment in the targeted industrial parks.

As a way of coping with the existing financial hardship resulting from the low salary and high cost of living especially high cost of house rent, women workers tend to rent a house as a group or mostly cohabit with male partners in an informal marital relationship. Combined with low level of awareness about Reproductive Health and family planning and lack of provision of these services, this living

arrangement, in many instances, resulted in unwanted/unplanned pregnancy, risks of HIV/AIDs and Sexually Transmitted Diseases (STDs). For this reason, it is essential to provide quality and sustainable reproductive health services that will create significant and positive impact on women's lives by preventing unwanted pregnancy, birth, HIV/AIDs, and associated health problems. This service is even more beneficial to women workers who had limited time and resources to access such services. Only 6.4% of women workers reported receiving reproductive health services and related training.

Providing young people with effective sexual health information and reproductive health care opportunities will contribute significantly to their safety, to their general health, to their education, and to the development of their self-confidence and their self-esteem. The most preferred channels to deliver SRH information recommended include the media/FM radio, posters, face to face discussions, and peer group discussion.

The objective of this sub-intervention through engaging the **United Nations Population Fund (UNFPA)** as a lead UN Agency working on reproductive health for provision of sexual reproductive health awareness development interventions at the piloted Bole Lemi and Hawassa industrial parks focusing on female workers. The assignment shall have the objectives of the following:

- In depth awareness creation sessions on SRH issues for targeted floor factory workers through face to face training by paving the way for future peer learning in a continuous manner. The primary goal of the training program is to improve the sexual health and well-being of workers in the Industrial parks by increasing their knowledge of reproductive health problems and prevention.
- Providing training of trainers (ToT) for selected groups that can speak the language of the workers to support the training as well as development and provision of materials like posters, pamphlets and audios on continuous basis.
- Prepare sign posts and bill boards with appropriate messaging as well as relevant and necessary pictorial illustrations in selected sites of the park. No of sign posts/bill boards to be proposed by UNFPA for joint agreement.
- Develop SRH media content and production (video-10 minutes and audio- 5 minutes) that transmit reproductive health management messaging easily understandable by park workers. Content shall be developed both in Amharic and additional widely spoken languages in Hawassa park (Sidama, Walayta, Amharic and Afaan Oromo).
- Create good coordination with the gender office and other concerned bodies for effective management of the assignment.
- The target is to enrol **1,600 (800)** from each park.

Day Care Facility Establishment: Workers in the Industrial Parks in Ethiopia in which female make up approximately 80% of the workforce have limited access to decent housing and basic services, including childcare and schools. The development of social infrastructure in urban and semi-urban areas lags behind the fast pace of industrialization as well as low income of workers in Ethiopia.

Due to these challenges, a significant portion of migrants send their children to their hometowns to be raised by extended family, severing parent-child bonds and putting children at risk of neglect in some instances. Several factors still limit the quality of the workplace for women in the industrial

parks. Even if the female workers moved to formal employment, they do not leave assigned roles of unpaid child care and community engagement. Especially, child care continues to be a challenge as female workers come a long way from their home. Most of them, therefore, do not return after their maternity leave. Given also that one of the most common reasons for workers to take sick leave is to attend to sick children.

This necessitates establishment of child care/day care facilities in the pilot industrial parks selected to reduce the burden. Promoting child health in the workplace is also an effective means of reducing absenteeism and sick leave among working parents. Working parents with healthy children are also likely to be more productive and committed to their jobs than workers with children prone to illness and disease.

In the pilot industrial Parks selected (Bole Lemi and Hawassa IPs) recent assessment on the status of day-care facilities was carried out. The assessment has found that currently there is no day care facilities either centrally at the park or individually in the companies' premises, while almost all the tenants working in the parks responded mentioned that day care facilities are required in industrial parks to reduce turnover and absenteeism. When asked to indicate the best place of establishment, 75% indicated centrally to be managed by IPDC and 25% indicated individually at the tenants' sheds.

As pilot case, it was decided to have centrally operated day care facilities by park management. Taking the lesson from these pilot facilities, to scale up to all other IPs operating under the IPDC. With this consensus, it has become necessary to refurbish pilot day-care facilities at Bole Lemi and Hawassa industrial parks. Hence, the objective of this sub-intervention is to purchase different items necessary to make the pilot day-care facilities operational that are child-oriented, developmentally appropriate and environmentally sensitive.

Activity 3: Governance, Operation and Management Capacity enhancement: Labor Sourcing System Development

When developed and implemented correctly, industrial parks are one of the most effective means to artificially foster Industrial Clusters, with more direct effects on FDI, capital formation, and other economic outcomes. Ethiopia is now facing labor productivity issues at the ongoing industrial parks. With the expected expansion of parks, addressing productivity issues is very pertinent.

Hence, as the management of Industrial parks in the country is at an early stage, capacity building support in various aspects as pilot to enhance the efficiency and effectiveness of park development has become important. In this line, **labor sourcing system** that will enable the selected pilot industrial park (Bole Lemi IP) to manage its labor force in the industrial parks is identified as one of the immediate needs.

Bole Lemi is among the pioneer IP Parks that was established in 2014 and has 20 fully occupied sheds with ten FDI firms operating inside. Currently, the firms are hiring more than 16,000 workers and planning to create total of 25,000 jobs at full-scale operation. For the last two consecutive years, the average turnover rate [from this industrial park] is an alarmingly very high (over 90%). This directly affects workers productivity, skill development, wage earning and increases firms training costs, which in turn affects firms' operational expansion and job creation. Coupled with the high turnover rate,

there is lack of systematic and reliable mechanism to understand firms labor demand and sourcing mechanism from catchment areas. Besides, detail information on the labor movement and understanding their need helps to devise a right policy to manage the labor market. Lack of this information is immensely affecting the business operation as well as creating huge mismatch between the demand and supply side of the labor market.

The objective of this intervention is to develop a **labor sourcing system** for Bole Lemi Industrial park as a pilot that will be upscaled after full testing. The overall aim of the establishment of the labor sourcing system is to realize sustainable industry development that can create better and more jobs. The assignment shall put in place a labor sourcing governance framework to be implemented in collaboration with Federal Ministry of Labor and Social Affairs, city administrations, regional governments as well as Bureau of Labor and Social Affairs, and Bureau of Trade and Industry. The system shall provide predictable and reliable database to share labor market information and management system both from labor demand and supply side. The system is expected to render the following benefits. Expected overall benefits are:

- Quality data gathering
- Visibility of worker skills
- Demand forecast of companies
- Reliable information about labor supply & demand
- Insights into required skills
- More efficient request, allocation & recruitment process for investors
- Worker movement tracking
- Ethiopian labor law compliance
- Capturing of grievances and disputes between workers and employers
- Standard Operating Procedures (SOPs) for streamlining worker's request, allocation, termination, etc.
- Detection of discriminatory or deceptive recruitment practices
- Data quality assurance, e.g. physical data verification
- Real-time reporting and data analysis

Activity 4: Strengthen coordination mechanisms of women empowerment in the manufacturing sector: Gender Development Unit Establishment at Industrial Park Development Cooperation (IPDC)

Different barriers exist for females' low participation in leadership in the industrial sector. The limited number of women, negative attitude of some colleagues and the time limitation to balance the leadership roles are some of the factors. Moreover, absence of a gender regulations and subsequent implementations to enhance the number of female staffs in industry related organization is one of the fundamental contributing factors for maintaining the status-qou of the gender imbalance. Meanwhile mechanism is also limited to encourage females to take leadership positions.

The organizations success and achievement require the commitment of all existing leaders and employees. Among the employees of Industrial Parks Development Corporation 44.8% of them are women. In addition to this, operational Industrial Parks like Hawasa and Bole Lemi together employed more than 30,000 employees of which more than 80% are women. This indicates that most of the activities in the industrial parks are performed by women. This large number of women workers have less information especially on gender issues, reproductive health, HIV and other transmitted diseases. This necessities coordination of women development interventions to build their capacity and empower them to upgrade their roles and responsibilities on the work area. Hence, the overall objective of establishing the **Gender Coordination unit at IPDC** is to address gender issues in the

Industrial Parks Development Corporation head quarter and in operational branch offices. It covers to address gender equality and equity, affirmative action and women's empowerment to improve women work performances, knowledge and skill development, IPs community services and decision-making capabilities. So that gender responsive environment could be guaranteed or secured. It further addresses women centered issues covering the following:

- Ensure friendly environment for women/girls;
- Develop and empower women in the work area;
- Increase women's participation in decision-making;
- Institutionalize gender mainstreaming in organizational activities, and
- Create awareness of women staff in all levels in IPs on gender issues

III. MANAGEMENT ARRANGEMENT

For the purposes of this initiation plan, UNDP will serve as the implementing agency and carry out the activities in close collaboration with the Ethiopian Investment Commission, International Labor Organization and United Nations Population Fund (UNEP) as main responsible parties.

IV. MONITORING

Standard UNDP Reporting, monitoring and evaluation procedures will apply to this project.

V. LEGAL CONTEXT

The activities specified in the initiation plan will be implemented in accordance with the operational and financial rules and regulations of UNDP. In particular, Sub-section 2.5 under the Defining a Project section of UNDP User Guide 2.5 applies to this initiation plan as specified below.

The initiation plan outlines activities to be completed and budget required prior to the full implementation of the programme. Considering that most activities of the initiation plan is directly executed by the UNDP country Office, the UNDP Ethiopia may approve and sign the initiation plan, which serves as authorization to incur expenditures required to cover these preliminary activities that are considered as pilot intervention of the broader forthcoming Inclusive and Sustainable Industrial Development programme.

Project Expenditures Required for the "Initiating a Project "Process

The UNDP Resident Representative is authorized to facilitate the funding activities as documented in the initiation Plan.

Duration

The estimated project duration will be 6 months starting from 1 July 2019 and ending 31 December 2019.

Initiation Plan Budget: Inclusive and Sustainable Industrial Development_ Women Empowerment in Manufacturing Sector

Expected Outputs	Planned Activities	FY 2019 Budget (USD)				Planned Budget	Amount in USD
		Q1	Q2	Q3	Q4		
UNDAF Outcome 2: By 2020 private- sector driven manufacturing and service industry sector growth is inclusive, sustainable, competitive and job rich							
Baseline: Limited knowledge products on labor productivity skill enhancement							
Indicator: No of training modules/session plans developed	1.1 Activity: Course material development (updating and translation of training manuals and guide books)						
Target: 5 training modules/session plans developed	1.2 Activity: Visual aid development animation of videos for 6 soft skill training modules						
	1.3 Activity: Provision of labor productivity skill enhancement sessions. Training of Trainers (TOT) for 50 industry leaders and session trainings for floor 450 workers/park						
Baseline: Limited knowledge in labor productivity							
Indicator: No of labor force skill enhanced	1.4 Activity: Monitoring, evaluation, documentation of lessons learnt with introduction of intervention measurement instruments						
Target: 500 (450 industry floor workers and 50 industry leaders) skills developed							
Subtotal (Per Quarter)							
Subtotal (Per Half Year)							
Subtotal							
Activity: 2: Industrial parks (agencies and institutions within) become safe and gender friendly through institutionalizing inclusive systems in particular sexual and reproductive health awareness development that facilitate the promotion of gender equality and women empowerment							
Baseline: Limited knowledge in sexual and reproductive health (SRH)							
Indicator: No of women industry workers trained	2.1 Activity: Conduct peer education sessions to reach 1,600 women and youth using peer facilitators guide prepared for the target group						
Target: 1,600 women industry workers trained in SRH							
Baseline: Limited knowledge products on SRH and HIV-AIDS							
Indicator: No of printed knowledge products on SRH distributed to women industry workers	2.2 Activity: Develop, print and distribute knowledge products on HIV prevention, family planning and other SRH issues identified by existing evidences						
Target: 3,000 knowledge products printed and distributed							
Baseline: Limited knowledge products on SRH and HIV-AIDS							
Indicator: No of information box installed at piloted industry zones	2.3 Activity: Install information box in each industry zones for information dissemination and demand creation on Sexual and Reproductive Health (AVSRH), Sexual and gender-based violence (SGBV)						
Target: 4 information box installed at piloted industry zones							
Baseline: Limited knowledge products on SRH and HIV-AIDS							
Indicator: No of weekly radio spots transmitted on SRH to women industry workers	2.4 Activity: Disseminate weekly radio spot to raise the awareness of women and youth on Adolescent and Youth Sexual and Reproductive Health (AVSRH), Sexual and gender-based violence (SGBV) and other structural issues in the industry zones						
Target: 16 weekly radio spots transmitted on SRH to women industry workers							



Expected Outputs	Planned Activities	FY 2019 Budget (USD)				Source of Fund	Budget Description	Amount in USD	
		Q1	Q2	Q3	Q4				
UNDAF Outcome 2: By 2020 private- sector driven manufacturing and service industry sector growth is inclusive, sustainable, competitive and job rich									
Baseline: Limited coordination among stakeholders on strengthening sexual and reproductive health knowledge among industry workers					20,340.00	UNFPA	UNDP	Workshops	20,340.00
Indicator: No of consultative workshops held among stakeholders									
Target: 4 consultative workshops held among stakeholders									
Baseline: Non existent day care facility at industrial parks	2.6 Activity: Day care facility establishment at Bole Lemi and Hawassa industrial park				20,000.00	UNDP	UNDP	Procurement	80,000.00
Indicator: No of day care facilities established									
Target: 2 day care facilities established (each at Bole Lemi and Hawassa)									
Subtotal (Per Quarter)					46,500.00			139,340.00	
Subtotal (Per Half Year)								185,840.00	
Subtotal								185,840.00	
Output 3:Governance, Operation and Management Capacity enhancement: Labor Sourcing System Development									
Baseline: Non existent labor sourcing system at industrial parks	3.1 Activity: Labor Sourcing System Development to be piloted at Bole Lemi and Hawassa industrial park				20,000.00	UNDP	UNDP		60,000.00
Indicator: Existence of labor sourcing system									
Target: Labor sourcing system developed and tested at Bole Lemi and Hawassa Industrial Park					20,000.00			40,000.00	
								60,000.00	
								60,000.00	
Activity 4: Strengthen coordination mechanisms of women empowerment in the manufacturing sector: Gender Development Unit Establishment at Industrial Park Development Cooperation (IPDC)									
Baseline: Non existent Gender Development Unit Establishment at Industrial Park Development Cooperation (IPDC).	4.1 Activity: Strengthen coordination mechanisms of women empowerment in the manufacturing sector: Gender Development Unit Establishment at Industrial Park Development Cooperation (IPDC).				14,000.00	UNDP	UNDP	Procurement	14,000.00
Indicator: Existence of Gender Development Unit									
Target: Gender Development Unit established at IPDC									
Subtotal (Per Quarter)					14,000.00				
Subtotal (Per Half Year)								14,000.00	
Subtotal								14,000.00	
	Direct Project Costing (3.26%)							15,160.00	
Programme Total by Quarter					114,111.00			310,889.00	
Programme Total by Half Year								425,000.00	
Programme Total								425,000.00	

