



*Embassy of Italy in Addis Ababa*

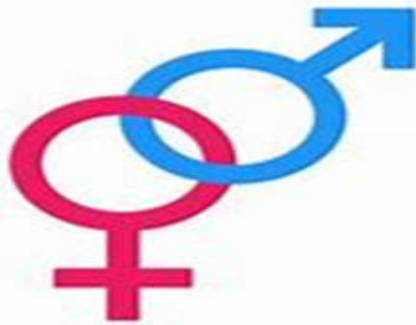
**SINCE**

Stemming **Irregular Migration**  
in Northern and Central Ethiopia



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## “Stemming Irregular Migration in Central and Northern Ethiopia – SINCE”



**Final Conference  
Gender Mainstreaming**

**Addis Ababa – December 16, 2020**





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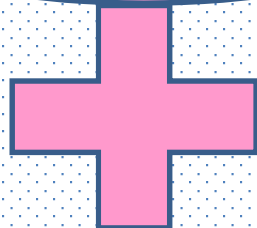


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## Gender Mainstreaming Achievements

Identification of  
gender barriers to  
female participation  
in SINCE program

Tools Development  
(GM, GA, GMG &  
GMC)



- Meetings, discussions, field mission conducted with IP's for better understanding the barriers
- Development of Gender Matrix, Gender Action plan, Gender monitoring checklist and Gender mainstreaming guideline tools



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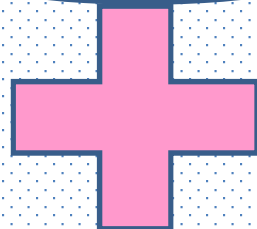


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## Gender Mainstreaming Achievements

Capacity Building  
Training on Gender  
for IP's and field  
staffs.

Tools familiarization  
and regular monitoring  
and follow up on the  
application



- Two rounds of intensive gender trainings organized to IP's including field staff
- Familiarization workshop on GMG organized
- Soft and hard copy of GMG disseminated
- Gender implementation progress tracked periodically



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## Tackling gender barriers (I)



- **Have gender sensitive beneficiary selection criteria**
- **Orientation session organized in a way to tackle gender stereotypes and challenge negative cultural norms**
- **Inclusion of gender component in the life skill manual**





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## Tackling gender barriers (II)



- Inclusion of gender issues as an agenda for discussion in meetings, PPP platforms, PSC, sectoral meetings, etc.
- Inclusion of gender awareness in all technical capacity building trainings
- Inclusion of gender issues in MoUs





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## Tackling gender barriers (III)

**Cultivating positive norms in the promotion and communication materials**





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## Challenges



- Limited awareness and capacity limitation on gender at all levels
- Sex based job segregation (limited participation of females in male dominated job)
- Inconsistencies in the application of gender mainstreaming guideline
- Limited prospects of decent work principles application





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## SINCE – Best Practices



- Construction of day care facility and separate wash room in TVET (e.g. the case of lot 4)
- Additional allowances for female trainees who have children under 5 (for day care facility)
- SME like Kabbana to provide incentives (e.g. day care facilities) for female employees with children under 5







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## Way Forward for future programming

- **Have inclusive, non-discriminatory and gender-sensitive beneficiary selection criteria and selection process (“think beyond figure”)**
- **Consistently cultivate positive norms that tackle existing cultural stereotypes during any events and forums**
- **Consistently incorporate gender components as an agenda item in all meetings and PPP forums**
- **Consistently promote gender equality that portray male & female beneficiaries equitably & fairly, through ad-hoc promotion and communication materials**





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On behalf  
of SINCE Team

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