

Women Children and Youth Affairs Directorate

I. Trainees:

- All colleges' undergraduate new entry students
- Summer in-service students'
- University staffs'

II. Topics of Life skills training:

- Experience Sharing: Transition in to University life
- Academic skills
- Goal setting
- Assertiveness
- Time management,
- Communication skills
- Conflict resolution
- Risky behavior, peer pressure...etc)
- Panel Discussion on:-

✚ *“Women are the bridge for inclusive Development in Ethiopia!”*

✚ *Women, Culture and Society;*

✚ *Sexual Harassment in Higher Education;*

✚ *Women and Leadership;*

III. Trainers' Selection Criteria:

The trainers have been selected based on their education back ground thus Staffs of AAU and out of AAU who hold MA or Above with related education back ground such as Social Science, education etc and those have long experience since the beginning of the program. Moreover, their motivations to share their campus life experiences are get consideration. Gender sensitiveness and willingness to support the directorate is also other supplementary criteria set to select.

IV. Roles of Coordinators' and Facilitators':-

The Coordinators' and Facilitators of the training are responsible to prepare schedule, upload the training announcements, facilitated the provision of materials for trainees, facilitate training place and rooms, facilitate and serve refreshment, take attendances, give evaluation paper for trainees' and collect etc.

V. Time of training: -

Oct/8,26-27/2019, Nov,03/2019,Nov,10/ 2019, Nov,16-17/2019, and also include other weekend days of October /2019 to –December /2019.EC

N.B:- Due to regular academic programs overlap the training has been offered in the weekend.

VI. Out come

As per the planned activities, the directorate of Women, Children and Youth affairs has been offered life skills training for new entry undergraduate students of all collages and university staffs' on Oct/8,26-27/2019, Nov,03/2019,Nov,10/ 2019 and Nov,16-17/2019. Based on the feedback collected from students, the office supposed that the training was too important to empower new entry undergraduate students of the university by addressing the challenges that affect the academic performance and their social wellbeing in and off campus. Particularly, life skills training has been uphold them:-

- To increase self-awareness, self-esteem, self-confidence, and strengthen interpersonal skills and students reveals that it used them as stepping point to develop assertive behavior
- To be inspired to leadership particularly, female trainees inform that most of them were highly motivated
- To manage their time properly by preparing time; daily time schedule
- To increase their communication (social skills) and increase their ability to cope with stress in a healthy manner.

More over the office recognized from their feedback that the trainees have been decided to work in order to put off sexual harassment in campus via standing for common well being and protecting each other from harassment and sexual violence. Furthermore, they have been aware to protect themselves and friends from drugs like chat, cigarette and alcohol that have been the main challenges of the campus students of the University. Students also get awareness about reproductive health and HIV/AIDS.

VII. Budget utility

Generally, 2,412 people were participated on life skills training.

- Total budget used (cost of) for life skills training of Undergraduate new entry students is **234,300 in birr**
- Total budget used (cost of) for life skills training of Summer In-service is **17,800 in birr**
- Total budget used(coast of) for life skills training (awareness creation) via panel discussion is **42,670 in birr** the sum total is 294, 770 in birr.

Challenges

The directorate of Women, Children and Youth Affairs has been encountered different challenges throughout the implementation of the plan (in collaboration with Sida project) to revised gender policy and prepare the document of implementation guide line, particularly during continuous life skills training related to budget delay.

1. Overlap of regular academic programs (class time) that made difficult to get free time to offer training for students; thus we scheduled all programs in weekend.
2. Lack of commitment that some colleges were not facilitate time for training soon
3. Shortage of facility(like car to move training materials and trainers to different colleges')
4. Lack of willingness of students to attend the training due to awareness gap about the important of life skills training



Photo's from life skills training for new entry students



Photo's from Panel discussion

Annual activity/ Procurement Reports: 01 July / 2019 to 31 Dec, 2019(Plan towards Result) of WCYAD

| Responsible center / person | Planned Activity / Procurement | Time | Outcome expected including targets | Performance indicator of outcome | Cost (SEK for Swedish side and ETB for Ethiopian side) | Outcome result observed in 01 July 2019 to 31 Dec 2019 | Activities done in 6 month to obtain outcome | Remark |
|--|--|--------------|--|--|---|---|--|--------|
| I. Life Skills Training | | | | | | | | |
| Women, children and youth Affairs Director Mrs. Matebie Tarekegn | Orientation /life skills training, harassment .etc | Oct,26, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for Education and Behavioral studies of new entry students | Honorarium for Trainers, Coordinators & Facilitators =18,000.00(birr) Refreshment pay=1,620.00 birr 19,620.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 42 F and 46 M and total 88 | The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that the training helped them:- ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill &developing assertive behavior ✓ Inspired to leadership ✓ Manage their time properly by preparing daily time schedule ✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner | |
| | Orientation /life skills training, harassment .etc | Oct,27, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for Commerce new entry students | Honorarium for Trainers, Coordinators & Facilitators =29,500.00(birr) Refreshment pay=3,330.00 birr Total= 32,830.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 65 F and 35 M and total 100 | The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that the training helped them:- ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill &developing assertive | |

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|-----------------------------|--|--------------|--|---|--|---|--|--------|
| | | | | | | | <ul style="list-style-type: none"> behavior ✓ Inspired to leadership ✓ Manage their time properly by preparing daily time schedule ✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner | |
| | Orientation /life skills training, harassment .etc | Nov,03, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for AAiT New entry students | Honorarium for Trainers, Coordinators & Facilitators =39,500.00(birr) Refreshment pay=4,350.00 birr) Total= 43, 850.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 127 F and 200 M and Total 327 | <p>The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that the training helped them:-</p> <ul style="list-style-type: none"> ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill & developing assertive behavior Inspired to leadership ✓ Manage their time properly by preparing daily time schedule ✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner | |

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|-----------------------------|--|--------------|--|--|---|---|--|--------|
| | Orientation /life skills training, harassment .etc | Nov,10, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for Social Sciences College New entry students | Honorarium for Trainers, Coordinators & Facilitators =24,500.00(birr) Refreshment pay=3,030.00 birr) Total= 27,530.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 66 F and 116 M and Total of 182 | The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that the training helped them:- ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill &developing assertive behavior ✓ Inspired to leadership ✓ Manage their time properly by preparing daily time schedule ✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner | |
| | Orientation /life skills training, harassment .etc | Nov,10, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for HLJC College New entry students | Honorarium for Trainers, Coordinators & Facilitators =16,500.00(birr) Refreshment pay=3,030.00 birr) Total= 19,530.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 93 F and 53 M and Total of 146 | The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that the training helped them:- ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill &developing assertive behavior ✓ Inspired to leadership ✓ Manage their time properly by preparing daily time | |

| Responsible center / person | Planned Activity / Procurement | Time | Outcome expected including targets | Performance indicator of outcome | Cost (SEK for Swedish side and ETB for Ethiopian side) | Outcome result observed in 01 July 2019 to 31 Dec 2019 | Activities done in 6 month to obtain outcome | Remark |
|-----------------------------|--|--------------|--|---|---|---|---|--------|
| | | | | | | | <p>schedule</p> <p>✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner</p> | |
| | Orientation /life skills training, harassment .etc | Nov,16, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for Business& Economic College New entry students | Honorarium for Trainers, Coordinators & Facilitators =48,500.00(birr) Refreshment pay=8,000.00 birr) Total= 56,500.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 632 F and - M and Total of 632 | <p>The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges</p> <p>Refreshment and other essential facilities were facilitated</p> <p>Finally:- feedback of the training have been collected and we realized that the training helped them:-</p> <ul style="list-style-type: none"> ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill &developing assertive ✓ Inspired to leadership ✓ Manage their time properly by preparing daily time schedule ✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner | |
| | Orientation /life skills training, harassment .etc | Nov,17, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering awareness creation training for Health Science College New entry students | Honorarium for Trainers, Coordinators & Facilitators =32,000.00(birr) Refreshment pay=2,440.00 birr) Total= 34,440.00 Birr | Awareness creation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 45 F and 116 M and Total of 161 | <p>The topics for life skills training is identified from module, training time schedule was Prepare , trainers were selected by committee, the trainees(students) called from the colleges</p> <p>Refreshment and other essential facilities were facilitated</p> <p>Finally:- feedback of the training have been collected and we realized that the training helped them:-</p> <ul style="list-style-type: none"> ✓ Increase self-confidence, self-esteem & self-awareness ✓ strengthen interpersonal skill &developing assertive behavior ✓ Inspired to leadership ✓ Manage their time properly by preparing daily time schedule | |

| Responsible center / person | Planned Activity / Procurement | Time | Outcome expected including targets | Performance indicator of outcome | Cost (SEK for Swedish side and ETB for Ethiopian side) | Outcome result observed in 01 July 2019 to 31 Dec 2019 | Activities done in 6 month to obtain outcome | Remark |
|---|--|--------------|--|---|---|---|---|--------|
| | | | | | | | ✓ Increase their communication (social skills) & ability to cope with stress in a healthy manner | |
| 1.1 Life skills Facilitation Training for Summer In-service Students | | | | | | | | |
| | Orientation /life skills training, harassment .etc | August, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering Facilitation training for Social Sciences College Summer In-service students | Refreshment pay is covered from gov't budget Honorarium for Trainers, Coordinators & Facilitators =8,400.00(birr) | Facilitation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 173 Female and 159 Male and Total = 332 | The topics for life skills facilitation training is identified from module, training time schedule was Prepare , trainers were selected, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that:- ✓ They are able to facilitate life skills training for their respective elementary/high school's students when they back to work/teaching from their summer courses so as to the academic and Social problems of their respective school's | |
| | Orientation /life skills training, harassment .etc | August, 2019 | Offering Life skills training on assertiveness and academic skills.... | Offering Facilitation training for Education & Bhrl studies College Summer In-service students | Refreshment pay is covered from gov't budget Honorarium for Trainers, Coordinators & Facilitators =9,400.00(birr) Total= 17,800.00 Birr | Facilitation training offered on Assertiveness -Academic skills -Risky behavior -Gender based violence Peer pressure for 28 Female and 75 Male and Total of 103 | The topics for life skills facilitation training is identified from module, training time schedule was Prepare , trainers were selected, the trainees(students) called from the colleges Refreshment and other essential facilities were facilitated Finally:- feedback of the training have been collected and we realized that:- ✓ They are able to facilitate life skills training for their respective elementary/high school's students when they back to work/teaching from their summer courses so as to the academic and Social problems of their respective school's | |

| Responsible center / person | Planned Activity / Procurement | Time | Outcome expected including targets | Performance indicator of outcome | Cost (SEK for Swedish side and ETB for Ethiopian side) | Outcome result observed in 01 July 2019 to 31 Dec 2019 | Activities done in 6 month to obtain outcome | Remark |
|--|---|---|---|--|---|--|---|--|
| 1.2 Panel discussion on Assertiveness and campus life, leading for learning and Sexual Harassment in Higher Education | | | | | | | | |
| | Orientation /life skills training, harassment(Panel discussion) | Nov,8, 2019 | Offering Life skills training on assertiveness , Leadership and harassment through Panel discussion | Awareness creating for the Whole community of Addis Ababa University | Refreshment pay =7,670.00 birr Honorarium for Trainers, Coordinators & Facilitators =35,000.00(birr) Total= 42,670.00 Birr | Awareness creation through Panel discussion held on Assertiveness Leadership Gender based violence(harassment, for 194 Female and 105 Male and Total of 299 | The topics for Panel discussion for life skills awareness creation is identified from module, discussion time schedule was identified, Panelists were selected, the announcement is uploaded for interested participant in all campus, and guests were invited. Refreshment and other essential facilities were facilitated | |
| 2. Workshop for Policy Implementation Guide line Preparation | | | | | | | | |
| | Workshop for Policy implementation guide line preparation | It is started in 4 th quart of budget year | Selecting experts for guide line preparation | | - | | Yet it is ongoing activity of the directorate | It has not complete /ongoing activity/ |
| 3. Gender Research center Supplies, Tracer Study | | | | | | | | |
| | Gender Research center Supplies, Tracer Study | | Pre- process and preparations has been stated | | - | | It is ongoing activity of the directorate | It has not complete /ongoing activity/ |

Result Based Management (RBM) WCYAD

| Activity /Procurement | Out puts | Out comes | Performance indicators | Baseline | Planned/Result | Data sources | Data collection strategies | Assumptions |
|---|--|--|---|--|---|--|--|---|
| Objectives I: Improving academic performance and attrition rate of students via orientation and life skills training | | | | | | | | |
| | Provide training for New entry students | Increase the academic performance of the students; | Increase number of graduate class students; | Before six month 2300 and +2,412 Total = 4,712 are trained 2019(01 July/2018 to 30 December, 2019) | New entry students will be trained in 2019/2020 | From Women, Children & Youth Affairs Directorate , and stack holders | Training attendance Evaluation &M | Improved services and university female students graduate to be models for others by way of demonstrating their new accretive mindset |
| Objectives II: Expand female researchers’; | | | | | | | | |
| | selected Graduate female scholarship students;& trace 4 Graduate female scholarship students to present their research | Participate female researchers’ | Raise participate of female researchers’ | - | selected Graduate female scholarship students;& trace 4 Graduate female scholarship students will be present their research in 2020 | From Women, Children & Youth Affairs Directorate | presentation workshop attendance | Promote the participation of female researcher’s of University |
| Objectives III: Empowering Women based on the Gender Policy implementation guidelines | | | | | | | | |
| | Implementation be developed by responsible persons and offices named M and E strategy developed strategy of user satisfaction methods developed resources for implementation | Users satisfaction from gender support ensured female student exercise their right | Improved services and university female students graduate to be models for others by way of demonstrating their new accretive mindset | 0 | Change of gender balance, gender equity, gender policy improved from the exercise of implementation (feedback collected) | Based on guidelines from different stakeholders’ and Women, Children & Youth Affairs Directorate | Quarterly; monthly reports of different duties | M & E based on implementation of gender policy guidelines; |

