

Acronyms

AWP	Annual Work Plan
BCPR	UNDP Bureau of Crisis and Conflict Prevention
CoM	Council of Ministers
CSO	Civil Society Organization
GoE	Government of Ethiopia
HoF	House of Federation
HoPR	House of People Representatives
MoFA	Ministry of Federal Affairs
NEX	National Execution
NPC	National Project Coordinator
SNNPR	Southern Nations, Nationalities and People Region
ToT	Training of Trainers
ToP	Training of Practitioners
UN	United Nations
UNDAF	UN Development Assistance Framework
UNDP	United Nations Development Programme
UNDP CO	UNDP Country Office (as referred to UNDP Ethiopia Country office)
UN OCHA	UN Office Coordination of Humanitarian Affairs

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Section I- Project Description

1.1 Situation analysis

1.1.1 Context

Ethiopia is a diverse nation of 70 million people with over 80 different ethnic groups. Bordered by Sudan, Eritrea and Somalia, countries that experienced chronic instability in the past 20 years, Ethiopia is in a fragile geo-political context and has been a recipient of refugees from neighboring countries and has had wars with its neighbors in 1977 (Somalia) and 1998 (Eritrea.)

Resource-based and ethnic conflicts have characterized the nation for much of the century. Community conflicts over water rights in particular in the arid regions of Somali and Afar, ethnic conflicts in the western part of the country on the border of Sudan and the multi ethnic South, and arguments on borders delineation between regions and ethnicities have been sparked in some parts of the country.

In 1991, the Federal Democratic Republic was established with the overthrow of the regime of Mengistu Hailemariam by revolutionary forces. A federation of the country's "nations, nationalities and peoples" was enshrined in the new Constitution, which celebrates diversity in Ethiopia by creating a form of ethnic federalism. The Constitution protects the rights of each nation, nationality and people in particular, rights to use their own language, practice self-determination, and administer affairs within their own territory. The Constitutional rights for different ethnicities as well as the Government of Ethiopia's ratification of all the major International Conventions on Human Rights will serve as the cornerstone of any future National Conflict Policy in Ethiopia.

1.1.2 Outline of project support

The project document focuses on providing adequate technical support to ensure sustainable capacity of federal and regional governments to develop mechanisms and manage interregional and interethnic conflicts.

Support is predominantly directed to:

- The HoF and the MoFA, at the federal level
- Regional States of Gambella; Beneshangul-Gumuz; Somali and Afar (under jurisdiction of the MoFA), at the Regional Level.

On the basis of these criteria, the project will consist in providing technical assistance in the following areas:

1. Development of conflict transformation mechanisms to reduce ethnic/political confrontation and antagonism
2. Enhancement of Civic Responsibility.

1.1.3 National and Institutional Framework

For almost two decades Ethiopia has been a *Federal Democratic Republic*.

The 1995 constitution, which established the country as a federation of multi-ethnic nations, identified nine states as the sub-national identified that constitute the Ethiopian Federation.

Principles of rule of law, self-determination, popular (or ethnic) sovereignty, inter-ethnic and inter-religious equality, and gender equality are stipulated as basic rights of Nations, Nationalities and Peoples.

The federal constitution established a two-house parliamentary system of government with HPR-House of Peoples' Representatives, as the supreme political organ in the country.

The upper House, called the HOF-House of Federation is a representative organ whose members are representatives of Nations, Nationalities and Peoples¹. The constitution remits the HoF as the legislative governmental organ responsible for conflict mitigation. The House is responsible for issues relating to the rights of Nations, Nationalities and Peoples. It can decide on the right of self-determination, including the right to secession and it can identify solutions to disputes or misunderstandings that may rise between states. The HoF can order Federal interventions if any State endangers the constitutional order, violating the constitution. As part of its responsibilities, it can also determine the division of revenues derived from joint Federal State and State tax resources and the subsidies that the Federal Government may provide to the States.

The constitution, envisaged other institutions dealing with human rights defense and investigation such as the Human Rights Commission, the Institution of Ombudsman.

With regard to executive organs dealing with conflict and dispute resolutions, the proclamation no. 471/2005 provides definition of power and duties of MoFA.

With particular respect to regional disputes, the MoFA can facilitate resolution of misunderstandings arising among Regional States, cooperating with concerned federal and regional state organs in maintaining public order. In accordance to the relevant laws and the constitution, and upon request of Regional States, it devises and implements sustainable political solutions for misunderstanding and conflicts arising between Regional states. As part of its prerogatives MoFA can also coordinate the implementation of decisions, authorizing the intervention of the Federal Government in the affairs of Regional States and/or providing direct assistance to regional states and particularly to the emerging regions ones. MoFA serves as a focal point in creating good federal-regional relationship and thereby strengthening the federal system. It can coordinate and integrate support of other federal organs to the emerging Regional States.

1.1.4 Current Situation

In recent years, Ethiopia has been a key player in two major regional conflicts including successive border wars with Eritrea and conflict in Somalia in support of the Transitional Federal Government (TFG), mainly related to the mandates of the Ministry of Foreign Affairs and the Ministry of Defense. Moreover, other internal conflicts managed by both the HoF and MoFA, are present in the country including the regional states of Gambella, Oromiya and Somali.

The causes of internal conflict are both multidimensional and complex including: 1. competition for resources such as land, pasture, and water; 2. clashes due to livelihoods competition between sedentary farmers and pastoralists; 3. heightened awareness of ethnic identity; and 4. political issues such as language rights and perceptions of disenfranchisement.

Some of the main internal conflicts, can be summarized as follows²:

Gambella Region: there are a range of inter-ethnic conflicts over political disenfranchisement, particularly disagreement over the composition of the regional council and the weight of different ethnic groups in the regional government conflicts (involving Anuak and Nuer, and Anuak and Highlanders) and intra-ethnic conflict primarily been based on competing resources between the Lou and Jikany Nuer.

Community peace initiatives initiated mainly by regional and federal government, international and national NGOs. More recently, UN OCHA PCI has been involved in facilitating peace

¹ Each nation, nationality and people is represented in the HoF by at least one member, plus one more representative for every million members of that nationality. At present 69 nationalities are represented in the HoF.

² OCHA, 2007

accords between the Nuer with a cross-border peace-building meeting planned for March 2007.

Somali Region: conflict over political disenfranchisement and territorial rights persists between Ogadeni and non-Ogadeni clans. In particular, violent conflict has ensued between the Sheikash and Ogadeni/ Reer Abdile clans forcing the former to seek a territory of their own. Recurrent drought and other natural hazards as flooding have also exacerbated conflict over scarce resources, especially among pastoral communities and between pastoral and sedentary farmers.

Due to the recent conflict in neighboring Somalia, Somali refugees have reportedly sought asylum in Somali Regional State where many of their Ethio-Somali kin reside.

Afar Region: competition over natural resources, such as pasture and water points, and land claims can be considered as the major causes of conflicts affecting Afar and Somali bordering woredas.

SNNP Region: conflict over access to scarce natural resources persists among different ethnic groups in the region, including incursions from South Sudan (the main groups involved include: Mursi and Ari in South Omo zone; and, Suri-Dizi, Suri-Meenit, Tpossa/Nyangatom-Suri in Bench Maji zone).

Oromiya Region: Conflict induced displacement has erupted in Borena and Guji zones in the south, and West Harerge zone along the northeastern border with Somali Region. The migration of the Guji into lands traditionally inhabited by the Borena sparked the conflict. Tensions have not deflated and the potential for future violent conflict remains. This referendum exacerbated feelings of insecurity, particularly for groups living in communities in which they were a minority resulting in violent conflict in some instances and segregated displacement.

Grassroots peace-building initiatives have also been facilitated by the government at regional levels including a reconciliation conference during the Borena-Guji conflict and in response to religious clashes in Jimma in 2006.

Other humanitarian partners actively involved in conflict mitigation activities include USAID, GTZ, PACT, Zoa Refugee Care, Accord, Mekane Yesus and UN OCHA PCI.

1.1.5 Reason for UNDP support

UNDP can play a key role in conflict prevention and peace building, being well placed to address the structural, systemic and longer-term root causes of violent conflict through its regular programming on governance-related issues of decentralisation - including grassroots participation – and technical assistance to Federal, Regional and Local Governments.

Through an established partnership with national key authorities (such as MoFa and HoF) as well as dialogue with other donors, UNDP has identified conflict prevention as a priority for the coming years, as part of the Governance Strategic areas of intervention.

In this respect the Government of Ethiopia, already committed to democratic governance in both UNDAF and PASDEP, has agreed to include programming on conflict prevention as part of the UNDP CPAP-Country Action Plan for 2007-2011.

In the CPAP, Conflict Prevention and Transformation is indicated as one of the strategic areas to deepen democratisation. In particular, assisting the process of strengthening intra and international governments on issues of federalism and supporting agreed mechanisms that will enhance transparency and accountability between different levels of Government and stakeholders.

Some of the acknowledged relevant comparative advantages of UNDP include: i) UNDP's accepted role of neutrality to work on such issues; ii) UNDP being the key mandated UN organisation to work on democratic governance and its existing partnership with all relevant government institutions; iii) UNDP's ability to refer to a globally networked knowledge base for tapping into other countries' experiences of democratic governance; iv) UNDP experience in strengthening capacity of national, local governments and civil society for conflict

transformation. In this respect UNDP's areas of support include: capacity building to convene problem-solving discussions as an alternative to violence; raising awareness of contentious issues for development planners and policymakers to integrate prevention measures into the long-term development agenda; development of tools and methodologies, gender equality, knowledge networking, strategic planning and programming, and policy and standard setting.

1.2 Project Strategy

1.2.3 Methodology

UNDP key partners in this project include: MOFA and the HoF, at the Federal level; and at the Regional level, the 4 regions of Afar, Somali, Beneshangul-Gumuz and Gambella, for which MoFA gives particular attention.

With regard to the HOF, UNDP is in the process of finalising a multi-donor five-year Capacity Building Programme with the House of Federation and strengthening the members' capacity in conflict resolution skills features prominently in the action plan.

The overall strategy for the 2005-2010 period is to develop the capacity of the HoF to play effectively the roles assigned to it by the Federal Constitution, that is, enforce the primacy of the constitution and rule of law; adjudication of federal disputes and the regulation of conflict and decide on the formulas for the allocation of subsidies to the constituent states.

Within a multi-donor assistance programme, UNDP could support the HoF in developing capacity-building approaches to conflict prevention, through national mechanisms and criteria for representations of nationalities currently excluded, effective implementation of the right to self-determination in multi-ethnic states, conflict prevention internal capacity building.

The decision of the MoFA to seek UNDP support follows UNDP previous involvement in decentralisation activities.

Specifically, UNDP and the Ministry of Federal Affairs have cooperated in 2002-2006 on a decentralisation programme focused on the four emerging regions.

The Ministry of Federal Affairs is also mandated to intervene in conflicts between regions or in conflicts within regions that have surpassed the capacity of the region, according to decisions taken by the HoF.

UNDP will support MoFA in designing a national conflict assessment and policy and in conflict prevention capacity building activities, aimed at training MoFA (ToT) and Regional civil servants of the Afar, Benishangul-Gumuz, Gambella, and Somali regions, and other stakeholders in conflict prevention techniques (ToP). The conflict prevention component would be integrated into the existing Decentralisation programme to reap the benefits of existing relationships within the emerging regions.

UNDP has been a key actor in donor coordination, and has been in discussion with other critical actors and donors in conflict prevention programming. It is expected that UNDP Conflict Prevention programme will complement the work of other donors, to ensure sustainability.

During programme design, geographic and administrative division has assisted in avoiding overlapping with other ongoing initiatives. UNDP Governance and Capacity Building programs have focused on the Emerging Regions in its previous decentralisation programme (Afar, Benishangul-Gumuz, Gambella, and Somali regions). Therefore, there is an interest to sustain results achieved in these areas in order to reap the benefits of existing regional partnerships, in particular with the UNDP decentralisation Program.

In summary, the general aspects of UNDP support strategy throughout the duration of the project are two-pronged as follows:

1. Conflict Transformation
2. Enhancement of Civic Responsibility

1. Conflict Transformation

1.1 Formulating a National Policy/strategy on conflict prevention and transformation to provide peace-building actors with a national framework.

At present, Ethiopia does not have an approved national framework to guide peace-building actors to implement conflict prevention and transformations activities. Some of the main obstacles include: overlap of mandates and responsibilities of the HoF (as legislative organ) and the MoFA (as executive organ); inadequate application and/or interpretation of procedures to appeal to Regional and Federal organs.

As result of this, lack of coordination of resources and activities can lead in some cases to time-consuming responses and controversial peace-building results.

In this regard, the MOFA, has recently drafted a concept paper, preparatory to the formulation of a national policy/strategy.

The concept paper is, in the process of being submitted to the Council of Ministers for its final approval.

MoFA has requested UNDP to technically assist them in formulating a National Policy/Strategy, according to submitted and approved concept paper. To this end UNDP will fund an International Expert (see ToR in annex 1) based in MoFA –in the recently established Department of Conflict Prevention and Security Affairs Coordination, who will assist the MoFA in close consultation with the HoF, and will assist in developing a policy document to be presented to the Council of Ministers for its final approval.

1.2 Developing and consolidating a comprehensive conflict assessment and mapping of peace building actors and capacity, to determine existing resources to cope with current/future conflicts.

At present Ethiopia does not have any approved national comprehensive conflict analysis and mapping of existing peace building actors and capacity. The project will assist MoFA and HoF in consolidating existing analysis and conduct further surveys and consultations to develop a comprehensive mapping of conflicts, actors and existing capacity in conflict prevention and transformation. The conflict analysis will help both MoFA and HoF to coordinate and design activities to prevent and/or transform conflicts. In this view, the recommendations of the conflict analysis will also help the formulation of the national policy/strategy.

This can be considered as the first phase of the project, and as preparatory work for the formulation of an adequate National policy (see component 2).

1.3 Fostering Regional cooperation, through the organization of study tours to other countries, which have successfully developed national conflict prevention strategies/policies.

1.4 Facilitating dialogue and consultations between Federal and Regional stakeholders

It has been reported that lack of further elaboration in the constitutions of assigned mandates and responsibilities with regard to conflict resolution, which can lead in some cases to overlapping and inefficient responses to resolving cases presented by the Regions.

On this basis, both MoFA and HoF have agreed in starting consultations, aimed at clarifying roles and responsibilities. The results and/or recommendations of the consultations can provide additional inputs to the formulation of the National Policy (see above paragraph).

1.5 Developing transparent criteria for the inclusion of additional Nationalities in the HoF

At present 69 out of 80 estimated nations and nationalities, are represented in the HoF. Eleven new nationalities are requesting to join the HoF and new Nationalities might request to join the HoF in the future.

In this respect, the project will assist the HoF in conducting a study to develop agreed transparent criteria for the inclusion of new nationalities, through a short-term international consultant who will be working with the relevant department.

1.6 Supporting the effective implementation of the right of self-determination within multi-ethnic regions (HoF)

The HoF has "the power to decide on issues relating the right of Nations, Nationalities and People to political, cultural, administrative self-determination" [Proclamation no.251/2001], including the right to secession.

Questions related to self-determination can be submitted to the HoF under the condition of being first submitted by the state concerned (who should make a decision within 2 years). Despite stipulated procedures, the HoF is still directly receiving complaints from Nationalities, without previous Regional consultations. In order to develop effective mechanisms to ensure the regional participation and observation of procedures, the project will technically support the HoF through a short-term national consultant, who will work closely with the relevant Department of Legal Studies. The results and/or recommendations can provide additional inputs to the formulation of the National Policy (see above paragraph).

1.7 Building conflict prevention and transformation capacity within MoFA (ToT), HoF and Regional States (ToP).

Trainings and capacity building activities will be closely linked to the development of the National policy and strategy, as part of the consultative process of formulation.

Envisaged joint activities will include the following stakeholders:

1. Federal Level, targeting a) HoF and b) MoFA
2. Regional Level c), focusing on relevant Regional Bureaus and regional actors.
3. Other stakeholders (i.e. CSOs, and pilot target communities) included in agreement/consultation with project's partners.

a) HoF

The decisions taken by HoF with regard to conflict issues, involve mainly two Departments of the Secretariat: the Socio-Economic Studies Department and the Legal Studies Department.

Both Departments are managing conflict-related issues, collecting complaints coming from the MoFA, Regions or Nationalities (which cannot be resolved at the Regional level); undertaking studies and investigation –also through direct data collection in the Regions- (respectively from a legal and socio-economic point of view) and developing strategies and options for their solution or transformation, that would be eventually approved by the Members of the House and would be executed by the MoFA.

Complaints processed by the HoF are usually related to: inter-regional conflicts (borders definition); political representation in the Regions; self-determination; human rights violation.

Despite the high number of complaints annually received both departments have never received any training on conflict issues, therefore the project will support them with the provision of training conflict management.

b) MoFA

MoFA is working on conflict issues as executive organ, through the Department of Conflict Prevention and Security Affairs Coordination, which collects complaints from the Regions or Nationalities, carries out investigations and studies; develops strategies from their solutions (also in accordance to the HoF), acts as conflict mediator.

MoFA facilitates the implementation of resolutions taken by HoF such as: interregional border disputes; regional interventions; minority rights.

Complaints processed by MoFA usually include: inter-ethnic and intra-ethnic regional conflicts; inter-regional conflicts; individuals and/or organizations.

MoFA focuses its interventions to the 4 Emerging Regions mainly, but in case of interregional disputes or explicit regional requests, it also intervenes in other regions if needed.

Although MoFA has received an introductory training on conflict prevention and transformation by GTZ and USAID, UNDP will complement implemented activities supporting further ToT including participants from Regional States and CSOs on peace building management, in order to develop the capacity of Regional relevant Bureaus of the four emerging regions.

c) Regions of Somali, Afar, Gambella and Beneshangul-Gumuz

Questions related to self-determination, and in general intra and inter-ethnic conflicts within a Region, can be submitted to the Federal level only under condition that they have not been given due solution by Regional organs within two years, in accordance to the law issued by regional states (art. 20, proclamation no 251/2001).

In this respect, relevant regional offices active in conflict resolution include: the bureaux of Justice, Security/ Admin. Affairs.

MoFA will be supported in providing training of practitioners (ToP) of Regional administrative organs on conflict management and transformation in the four emerging regions.

Following the ToT provided to the staff of MoFA, it is envisaged that MoFA will be able to directly train the regional staff, including other peace-building actors such as CSOs.

1.9 Technical Backstopping, monitoring and evaluation of UNDP/BCPR, through annual missions.

At the end of the first year the expected deliverables of this component will be:

- Overall agreement on National Framework by Regional and Federal partners
- Clear strategic plan for National Policy document formulation, including consultations; capacity building and training activities. In this respect women and civil society participation will be pursued through the organization of training and workshop specifically targeting women and/or women associations.
- Mapping peace building key institutions and organizations, including women association and organizations.

2. Enhancing Civic Responsibility

2.1 Developing a Communication strategy for peace building (HoF)

As guardian of the constitution the HoF will be assisted by UNDP to assist them in developing a communication strategy to promote awareness on peace building and rights of Nation, nationalities and peoples (i.e translation of the constitutions in different languages).

To this end UNDP will fund a national consultant who will support the HoF/Department of Press and Communication to develop a strategy and WP.

2.2 Funding Peace Building information and education program and activities (HoF).

In order to implement the communication strategy (see above) the project will support the HoF with an annual grant, to be earmarked for activities identified in the communication strategy. These would include: production of promotional/awareness material on the constitution such as: translation and publication of the constitution (at the moment available only in 4 languages); organization of awareness (i.e booklets,

1.3.1 Implementation arrangements

Based on the development of the current CPAP (2007-2011) this project will be formally implemented by the HoF and MoFA, which will sign the AWP.

The project will be nationally implemented through National Execution Modalities.

Therefore the HoF and the MoFA will implement respective project activities.

The National execution will provide an opportunity for the project's partners to benefit from UNDP management practices.

In all administrative and operational aspects of the project implementation, the UNDP Country Office will provide support and facilitate the implementation of activities by MoFA and HoF.

1.3.2 Financial Arrangements

The overall value of the project is USD 1,348,344 for two years (for budget details see Annex 2, p. 26).

Based on BCPR's guidelines, the present proposal is to initially request funds for the 1 year of the project, equal to USD 612,172 (TRAC 3). The UNDP Country Office will be supporting some activities –as indicated in section 3 the work plan & budget (page 20; see activities under "TRAC 2 Fund")- which are considered complementary to on-going governance activities in support to the MoFA and the 4 Emerging Regions.

The project will be implemented using UNDP contributions. The funds will be directly channeled respectively to the HoF and the MoFA according to AWP signed by MoFED. Funds will be disbursed quarterly, on the basis of the submitted WPs.

To this end the national implementing agencies (MoFA and HoF) will respectively produce quarterly progress and financial reports according to standard UNDP procedures and FACE-format and/or as required by UNDP Country Office.

Budget revisions will be processed when deemed necessary and at least quarterly to ensure financial monitoring effectiveness and accuracy in project accounts.

1.3.3 Coordination/Management Arrangements

The project implemented by MoFA and HoF, will be coordinated through the establishment of:

-A Project Steering Committee comprised of representatives of the MoFA, target Regions and UNDP –with regard to MoFA component;

-A Project Steering Committee comprised of the HoF, UNDP and other donors involved in the larger intervention in support to the HoF (including the present conflict component) –with regard to HoF activities. Donors' coordination meetings will be held as per coordination modalities indicated in the larger umbrella proposal in support to Democratic Institutions.

The steering committees will be responsible for providing strategic guidance and oversight of the project and for reviewing progress implementation periodically.

In order to provide a unifying umbrella and to ensure a broad ownership for this initiative MOFA, UNDP and HoF will meet on a bi-monthly basis and as required.

At operational level a UNDP funded International Advisor based in the MoFA to technically advise and manage the project component in support to MOFA (see draft ToRs in annex 1). To this end he will be supported by a national project-coordinator appointed by the MoFA as focal point for the project, to define immediate project orientations and activities.

Preparation of Annual Work Plans

The international project coordinator in consultation with the national assistant-coordinators designated by HoF and the MoFA relevant departments will prepare a detailed work plan for the implementation of the project. The work plan shall be formally reviewed and endorsed at least once a year by those concerned.

Project Review, Reporting and Evaluation

Progress reports with financial status will be prepared by the Implementing Agencies –HoF and MoFA- every three months. They will be sent to the UNDP and MoFED in the standard GoE UN EXCOM format on the disbursement of advances. The Reports will update UNDP with regard to the progress on project implementation and results achieved and will include both narrative report and financial update. The MoFA and HoF and the target Regions will meet bi-annually to review the progress of the project and make recommendation accordingly.

Monitoring, Evaluation, Audit

UNDP Country Office will closely monitor the project activities. To this effect a Programme Officer from the Governance Unit will backstop the project and support both the HoF and MoFA' National Project Coordinators and International Expert in achieving project outcomes. In addition UNDP/BCPR will also play a key role in monitoring and technically backstopping the project, through annual missions. An independent final evaluation of the project will be conducted. At the end of the project, a terminal report will be prepared and distributed to all parties and discussed during a terminal review meeting.

1.3.4 Risks

Local Election Timetable:

Local District/Woreda elections are likely to take place November 2007/January 2008, and could slow the implementation of the activities at the Regional level.

Census:

The national Census, scheduled for May 2007, may slow implementation.

Conflict in Somalia:

The conflict in Somalia may make access to the Somali region of Ethiopia difficult, however, will further accentuate the need for a conflict transformation programme.

Financial Resource Mobilization:

The scope of the project might require financial support from other donors beyond 2008 (as outlined in the Results & Resources Framework herewith attached). Financial gaps between the required funds could hinder the coherence and effectiveness of the project. This risk is mitigated by the fact that this project in support to the HoF is a part of a larger parliament proposal in support to the capacity development of the HoF funded by other donors and where UNDP is funding technical assistant; with regard to the MoFA different donors have expressed already interest in supporting a technical assistance to MoFA.

Section II - Project Results and Resource Framework

2.1 Intended Outcome

The intended outcome of the project is to deepen peace and inter-ethnic conflict resolution in Ethiopia by increasing effectiveness of HoF, MoFA and Regional Governments to transform conflict, and serve as a guardian of the Constitution.

2.2 Intended Outputs

Intended outputs are three-fold:

1. Improved Conflict Transformation mechanisms to reduce ethnic/political confrontation and antagonism while fostering dialogue
2. Achieved sensitization of Regional Governments and population to actively engage on Peace building

See following logical framework on pages 16 to 19.

2.3 Results and Resources Framework Table

<p>Strategic areas of support: Conflict transformation and management</p> <p>Intended outcome: Deepen peace and conflict resolution in Ethiopia by increasing effectiveness of HoF, MoFA and Regional Governments to transform conflict</p> <p>Outcome indicators: Number of cases successfully taken to, and dealt with by, the HoF and MoFA on conflict resolution; the level satisfaction by the regions on the decisions made by the HoF and MoFA</p> <p>Partnership strategy: The first and foremost partners and recipients of technical assistance will be the MoFA- Ministry of Federal Affairs and HoF- House of Federation. However strong partnership will be developed with a wider range of stakeholders, including target Regional states, GoE, civil society organisations. Finally, coordination activities will foster a special relationship with donor partners ensuring collaboration and harmonisation.</p> <p>Project number and title:</p> <p>Strengthening National Mechanisms and Capacities for Conflict Transformation , ATLAS #</p>

Intended Outputs	Output Targets	Indicative Activities	Responsible Parties	Inputs
<p>1. Conflict Transformation Improved Conflict Transformation mechanisms to reduce ethnic /political confrontation and antagonism</p>	<p>1.1 National policy/strategy on conflict prevention and transformation formulated and presented to HoPR for approval</p>	<p>-Draft consultancy ToRs for Int. Advisor, Proj. Coord. and National Expert -Identify and recruit 1 Int. Expert and 1 National Expert</p>	MoFA	<p>- Int. Team Leader/ Proj Coord. - National Consultant</p>
	<p>1.2 Conflict assessment and peace building actors and capacity mapping formulated/ consolidated in selected regions -including consultations with communities and inclusions of women associations</p>	<p>-Develop an advisory support time table -Draft consultancy ToRs -Identify and recruit consultant -Facilitate the organization of Regional consultations and workshops to present the assessment and its recommendations</p>	MoFA	-National consultant/ Learning costs
	<p>1.3 Regional Cooperation fostered</p>	<p>-Propose a study tour plan on National policy/strategy formulation process successfully conducted in other countries</p>	MoFA	- Learning Costs

		<ul style="list-style-type: none"> -Organise study tour in the Region -Arrange for HoF-MoFA participation to seminars and workshops 		
<p>1.4 Dialogue and consultations facilitated between Federal and Regional stakeholders, including women leaders</p>		<ul style="list-style-type: none"> - Organise joint MoFA-HoF workshop on respective roles and responsibilities with regard to conflict management and resolution and develop agreed action plan accordingly - Develop structured consultation process for National Policy/Strategy; organise and coordinate Federal and Regional consultations with different stakeholders (GoE, CSOs, etc) accordingly 	MoFA/HoF	-Learning Costs
<p>1.5Transparent criteria for inclusion of Nationalities in the HoF established</p>		<ul style="list-style-type: none"> - Study on transparent criteria for inclusion of Nationalities - Consultative workshops with regions to present and discuss criteria for inclusion of Nationalities 	HoF	-National Expert /Learning Costs
<p>1.6 Effective implementation of the right to self-determination within multi-ethnic regions</p>		<ul style="list-style-type: none"> -Study on mechanisms for the effective implementation of the process of right to self-determination within multi-ethnic regions and matters related to self determinations -1 workshop to present the mechanism (1 year)+ 1 workshop to follow-up on implementation of mechanism (11 year) 	HoF	-National Expert /Learning Costs

<p>1.7 Joint trainings on conflict prevention and transformation, in support to MoFA; HoF and Regional permanent staff in order to plan, prepare and conduct conflict prevention activities in support to Regional States</p> <p>a) MoFA</p> <p>b) HoF</p> <p>c) 4 <i>Emerging Regions'</i> relevant bureaux and stakeholders, including training/capacity building in 3 pilot communities and training for women/women associations</p>	-Develop WP and time-table	MoFA	-Contractual Services- Training and Education
	- Conduct ToT on Conflict Prevention & Transformation		
	-Develop ToT plan and finalise manual		
	-Develop WP and time-table supported by NPC		
	- Conduct technical Training on Conflict Management and Prevention	HoF	-Contractual Services- Training and Education
	-Draft Skills training plan and adapt training manual to Regional contexts		
	-Identify participants at the regional level	MoFA	-Contractual Services- Training and Education
	-Conduct ToP training sessions		
	-Develop an advisory support time table		
	-Draft consultancy ToRs		
-Identify and recruit consultant			
-Facilitate the organization of Regional consultations and workshops to present the assessment and its recommendations			

<p>2. Enhancement of Civic Responsibility Achieved sensitization of Regional Governments and population on Peace building</p>	<p>c) 4 Emerging Regions' relevant bureaux and stakeholders, including training/capacity building in 3 pilot communities and training for women/women associations</p>	<ul style="list-style-type: none"> -Support drafting mission ToRs, according to technical needs -Conduct mission -Inclusion of mission's recommendation in WP -Identify specific area of support -Develop an advisory support time table -Draft consultancy ToRs -Identify and recruit consultant 	<p>MoFA</p>	<p>-Travel</p>
	<p>2.1 Communication strategy for peace building</p>	<ul style="list-style-type: none"> -Develop an operational plan to fund activities identified in the communication strategy -Set up disbursement mechanism to implement activities 	<p>HoF</p>	<p>-National Expert -Contractual Services -- Communication</p>
	<p>2.2 Peace Building information and education grant set-up</p>		<p>HoF</p>	<p>-National Expert -Contractual Services -- Communication</p>

Section III – The Total Work plan and Budget: Year I (from May 2007 to April 2008)⁴

Proj. ID	Expected Output	Key Activities	Planned Budget											
			Year I				Resp. Party	Fund	Donor	Budget Description	Amount USD			
			Q 1	Q 2	Q 3	Q 4								
1. Conflict Transformation		1.1 National Policy/strategy (Advisory & Proj. coordination service)		X	X	X	X	MoFA	TRAC 3	UNDP	71100 ALD Employee	150,480		
				X	X	X	MoFA	TRAC 3	UNDP	71300 National Consultant	25,692			
				X		X	MoFA	TRAC 3	UNDP	63400 Learning Costs	35,000			
				X		X	MoFA	TRAC 2	UNDP	63400 Learning Costs	40,000			
		1.2 consolidation/formulation of conflict assessment and mapping of peace building actors consolidated – including consultations with communities and inclusions of women associations												
		1.3 Regional Cooperation			X		MoFA	TRAC 3	UNDP	63400 /Study Tour	30,000			
		1.4 Dialogue/National Consultations, including women leaders			X		HoF	TRAC 3	UNDP	63400 Learning Costs/seminars	10,000			
					X	X	MoFA	TRAC 3	UNDP	63400 Learning Costs/HoF/ MoFA & Regional consultations	45,000			

⁴ Please note that though the present proposal is to request funds for 12 months (based on BCPR's guidelines), the full proposal is for 11 years as per work-plan and budget herewith attached as Annex 2

1.5 Study on criteria for inclusion of Nationalities in the HoF	1.6 Assessment on effective implementation of the right to self-rule within multi-ethnic regions (HoF)	1.7 Joint trainings on conflict prevention and transformation in support to MoFA; HoF and Regional permanent staff in order to plan, prepare and conduct conflict prevention activities in support to Regional States							HoF	TRAC 3	UNDP	71200 National Consultant	25,500																																					
														a) MoFA	X	X	X	X	X	MoFA	TRAC 3	UNDP	63400 Learning Costs	35,000																										
															X	X	X	X	X	MoFA	TRAC 3	UNDP	72200 Equipment	10,000																										
															X	X	X	X	X	HoF	TRAC 3	UNDP	63400 Learning Costs	35,000																										
															X	X	X	X	X	HoF	TRAC 3	UNDP	72200 Equipment	25,000																										
															b) HoF	c) 4 Emerging Regions' relevant bureaux and stakeholders, including training/capacity building in 3 pilot communities and training for women/women associations	1.8 Monitoring and Evaluation/Technical Backstopping BCPR						MoFA	TRAC 2	UNDP	63400 Learning Costs	100,000																							
																												X	X	X	X	X	MoFA	TRAC 2	UNDP	63400 Learning Costs	100,000													
																												2. Enhancement of Civic Responsibility	2.1 Communication strategy for peace building	2.2 Peace Building information program and education grant set-up						UNDP	TRAC 3	UNDP	63400 Travel	10,000										
																																									X	X	X	X	X	UNDP	TRAC 3	UNDP	63400 Travel	10,000
																																									597,172	X	X	X	X	X	HoF	TRAC 3	UNDP	71300 Loc. Consultant
X	X	X	X	X	HoF	TRAC 3	UNDP	72100 Contracts-Communication	150,000																																									
										Total	752,172																																							

HoF	286,000	286,000
MoFA	466,172	326,172
Grand Total	752,172	612,172
		140,000
		140,000

ANNEX 1 –ToR of Project Coordinator

Country Office:	UNDP Ethiopia
Project:	Strengthening National Mechanisms and Capacities for Conflict Transformation
Post Title:	Policy Advisor on Peace and Development
Post level:	LD4/5
Duty station:	MoFA Addis Ababa, Ethiopia
Supervisor:	MoFA-UNDP RR, Ethiopia
Duration:	12 months (with possible 1-year extension)

Job Profile

Under the supervision and guidance of the MoFA and UNDP Country Director, the Policy Advisor will function as:

- Technical advisor of the UNDP's supported project *Strengthening National Mechanisms and Capacities for Conflict Transformation*
- and the principle adviser to MoFA on the design and implementation of the national policy/strategy of conflict prevention and transformation, as well as providing coordination of other cross cutting conflict analysis and activities of UNDP's funded programme.

More specifically, based in the Department of Democratization of the MoFA, he/she will:

- Coordinate and provide substantial inputs to the implementation of the UNDP supported MoFA programme *Strengthening National Mechanisms and Capacities for Conflict Transformation*, as per approved project proposal. To this end he will be supported by a National Expert and one national focal points/assistant-coordinator appointed by the MoFA (Department of Democratisation);
- Facilitate the process of formulation of the national policy/strategy on conflict prevention and transformation in support to MoFA; ensuring continuous coordination with the HoF and consultation with other regional and non-governmental actors;
- Provide technical advice to the MoFA in the formulation of Work Plans on conflict prevention and transformation activities, ensuring full coordination with decentralization activities implemented by MOFA's departments of Pastoral and Rural Develop. supported by UNDP;
- Support, through training, facilitation of workshops and training, knowledge networking and technical advisory, the creation a critical mass of MoFA and HoF permanent staff with the necessary skills and knowledge to respond to the development challenges in conflict situations, including the design and roll out of conflict transformation training for local regional partners of the 4 emerging regions;

- Oversee the strategic coherence, planning and impact Ethiopia's conflict prevention and peace-building strategies and programmes supported by UNDP;
- Support the UNDP Ethiopia CO and MoFA in mobilizing resources for peace and development initiatives;
- Maintain close liaison with relevant donors and other actors supporting UNDP/UN peace and development efforts.
- Maintain close contact with relevant staff in UNDP Headquarters, contributing to BCPR corporate policies in conflict prevention and peace-building as necessary.

Required Skills and Experience:

Qualifications:

- Advanced university degree in social sciences with a focus on economics, international relations, political science, development studies or related fields;
- 5 - 10 years substantive policy expertise in area-based and preventive development (at an international level), as trainers and facilitators of training on conflict prevention and transformation;
- Extensive field and programming experience;
- Full working knowledge of English, including excellent writing skills,
- Proven ability to facilitate and manage complex ideas and operations and to maximize the synergies effectively;
- Strong communication and advocacy skills;
- Knowledge of UNDP and NEX, coordination and programming in crisis and post-crisis situations would be an asset.

Competencies:

- 1) Professional Capacity:
 - a) Excellent conflict analysis / conflict assessment skills;
 - b) Able to exercise sound judgment;
 - c) Capably works in a highly pressured environment and ready to take on a wide range of tasks;
 - d) Ability to work in a team
 - e) Self-motivated and able to recommend options for resolution of issues;
 - f) Able to handle confidential and politically sensitive issues in a responsible and mature manner;
 - g) Applies protocol appropriately.
- 2) Technical Skills:
 - a) Able to draft well and edit project documents and proposals, correspondence, briefings and speeches, etc. in English;

- b) Able to facilitate workshops and trainings related to conflict prevention;
 - c) Able to communicate effectively, orally and in writing, with a wide range of people, within UNDP, in Governments, UN Agencies, Donors etc;
 - d) Excellent computer skills. Knowledge of geographic information systems and the UN system would be assets.
- 3) Communication and Inter-Personal Skills:
- a) Communicates effectively with staff at all levels of the organization and is outgoing and comfortable in handling external relations at all levels;
 - b) Demonstrates sensitivity, tact and diplomacy;
 - c) Is culturally sensitive and demonstrates appreciation for different cultures and practices;

The policy adviser will report to MoFA and UNDP Ethiopia on a day-to-day basis.

ANNEX 2 - The Total Work Plan and Budget: Year I & II (from May 2007 to April 2009)

Proj. ID	Expected Output	Key Activities	Timeframe								Resp. Party	Planned Budget						
			Year I				Year II					Fund	Donor	Budget Description	Amount USD			
			Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4								
1. Conflict Transformation		1.1 National Policy/strategy (Advisory & Proj. coordination service)	X	X	X	X	X	X	X	X	X				71100 ALD Employee	300,960		
			X	X	X	X	X	X	X	X					71300 National Consultant	51,384		
			X	X												63400 Learning Costs	75,000	
																	63400 /Study Tour	30,000
																	63400 Learning Costs/seminars	20,000
		1.2 consolidation/formulation of conflict assessment and mapping of peace building actors consolidated – including consultations with communities and inclusions of women associations	X	X											63400 Learning Costs/HoF/ MoFA & Regional consultations	90,000		
		1.3 Regional Cooperation													71200 National Consultant	25,500		
		1.4 Dialogue/National Consultations, including women leaders	X	X	X	X	X	X	X									
		1.5 Study on criteria for inclusion of Nationalities in the HoF						X										

	1.6 Assessment on effective implementation of the right to self-rule within multi-ethnic regions (HoF)					X				HoF	71200 National Consultant	30,500
	1.7 Joint trainings on conflict prevention and transformation in support to MoFA; HoF and Regional permanent staff in order to plan, prepare and conduct conflict prevention activities in support to Regional States											
	a) MoFA	X	X	X						MoFA	63400 Learning Costs	60,000
	b) HoF	X	X	X	X	X	X			MoFA	72200 Equipment	10,000
		X	X	X						HoF	63400 Learning Costs	70,000
		X	X	X						HoF	72200 Equipment	50,000
	c) 4 Emerging Regions' relevant bureaux and stakeholders, including training/capacity building in 3-pilot communities and training for women/women associations				X	X	X			MoFA	63400 Learning Costs	200,000
	1.8 Monitoring and Evaluation/Technical Backstopping BCPR				X	X				UNDP	63400 Travel	30,000
											Sub Total	1,043,344
2. Enhancement of Civic Responsibility	2.1 Communication strategy for peace building				X					HoF	71300 Loc. Consultant	5,000
	2.2 Peace Building information program and education grant set-up		X	X	X	X	X			HoF	72100 Contracts-Communication	300,000
											Sub Total	305,000
											Grand Total	1,348,344
		Year I	752,172									
		Year II					596,172					

	Year I	Year II	Total
HoF	286,000	245,000	531,000
MoFA	466,172	351,172	817,344
Grand Total	752,172	596,172	1,348,344