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Proposal for Rehabilitation of Vulnerable Women

1. Basic Information

The project title:	Rehabilitation of Vulnerable Women
Name of the Implementing Partner requesting funding:	Abraham's Oasis
Description of the project:	
<ul style="list-style-type: none"> • <u>What</u> are you planning to do 	The goal of the project is to support women who have been traumatised to provide group therapy through self-help groups, teaching and financing upon completion of one year monthly sessions plus training in small business with some simple form of micro-enterprise endeavours.
<ul style="list-style-type: none"> • <u>Why</u> does it need to be done 	In North-western Zone there are lone women trying to re-establish themselves after rape, divorce, abandonment by spouse, attacks by family and other disasters such as childbirth injuries and violence; both psychological and physical.
<ul style="list-style-type: none"> • <u>Where</u> will it be 	The project will be carried out in each woreda in close collaboration with the Women's Affairs Offices of each Woreda; meeting once a month for one day and a final two day micro-enterprise training session.
<ul style="list-style-type: none"> • <u>Who</u> will benefit 	Eight vulnerable and marginalised women selected by the eight Woreda Women's Affairs Offices, totalling 64 women per annum or possible 192 women for the duration of the project (3 years)
<u>Head</u> of implementing partner:	Catharina Van Den Bosch - Director
Person <u>managing</u> this project:	To be assigned
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Website:	www.abrahamsoasis.org
Registration number	Ethiopian Resident Charity - No. 0905
Name of local partners	Women's Affairs Bureau of Tigray / 8 Women's Affairs Offices
Duration	Three years

Location of project area (district, town, region, country)	Northern zone of Tigray
Date of proposal draft	January 2016

3. Problems / Issues to be addressed

Women in rural Ethiopia may be victims of trauma, violence, rape, divorce, abandonment, attack, fire, death of spouse, fleeing early marriage, prostitution, child-birth injuries to name but a few of the problems faced by women.

Abraham's Oasis has become expert in helping vulnerable and marginalised women and this project is aimed at supporting women towards post-traumatic rehabilitation. In line with government mandate post-trauma rehabilitation is an area that Ethiopian Resident Charities may assist vulnerable and marginalised women. This is to support and guide women towards a sustainable state wherein they are able to help themselves and each other and to thus find dignity in how they feel and what they do.

4. Project Overview

In close collaboration with the Woreda Women's Affairs Offices eight vulnerable women will be selected; monthly meetings will be held for one day with the Abraham's Oasis Expert; other meetings may also be held by local Women's Development Groups and civil societies in the intervening weeks.

The Abraham's Oasis Expert will guide the sessions to enable the women themselves to seek their own solutions for their problems. Older women will have the wisdom, younger girls will have the education and with help from the staff of the Women's Affairs Woreda and Abraham's Oasis Expert the women can and do come up with their own solutions.

The role of Abraham's Oasis is to act as a catalyst; supporting each member of the self-help group with a small stipend (EB 300) at each meeting, that the woman can use to buy what she needs or save up to start small business. In the past the women have start making and selling tea at bus stations, or busy intersections. Others have made spices to sell, starting small and growing their business. A few were employed as advocates by government.

The Abraham's Oasis Expert will go every month to each woreda of which there are eight, s/he will work closely with the Women's Affairs Office who selects the eight women. A register is kept and defaulters may be requested to leave if absences are regular. The project will be for one year in order to have a broader impact on more vulnerable and marginalised women over the three year project period.

The regular meetings provide steps to be taken towards recovery, enabling the women to see progress towards the healing of their pain and shame. Women with physical problems will be

helped with Kebele Letters (Letters for the Poor) to seek medical help. Women with Obstetric Fistulae will be assisted to attend the Fistula Hospital in Mekelle. Women requiring psychiatric help will be directed to the psychiatrist. School age youngsters will be encouraged and helped to return to school.

The final phase after eleven months / sessions is a time of training in micro-enterprise and the qualifying woman will be given a lump sum to start a small business. This is what the Ethiopian Government wants to see for rehabilitated women some form of economic support and we have seen that this is effective but only when the women are ready for this stage. A few may need to carry on into year two.

In the past Abraham's Oasis started with sixty four women of whom four left early to take jobs and fifty four attended the final sessions for training in money management and small business. All but two continue with their business and these two have been very ill due to HIV / AIDS.

5. Risk Analysis

What could go wrong and affect the project?	How would you rate this risk? Is this something that happens often and has a large impact on the project?	What can you do to reduce the chance this will happen or reduce the problems it will cause if it happens?
Government support for women's activities stops	Very low because priority is given to women and children by FDRE	Work closely with government and be guided by the mandates coming from FDRE concerning women
Political instability	Very low because in the area of the Horn of Africa Ethiopia is one of the most stable countries with excellent economic growth.	Elections have just occurred this year so that the government will remain stable for next few years
Uninvolved government structures	Very Low – the Women's Affairs Bureau asked us to continue the work among women as heretofore.	Keep a close ear to any change regarding activities among women
Donor fatigue	High Risk – Donors are weary due to the high number of refugees flooding into their countries.	Keep the donors we have well informed, encourage them to visit and 'see for themselves'
Donor demands	High Risk – The required paperwork for many donor agencies is becoming a speciality skill where smaller NGO cannot compete.	Include one expert in each project at the expense of the donor to deal only with the demands of the said donor agency
Availability and loss (due to resignation etc.)	Medium Risk – the remoteness of Abraham's Oasis and the proximity of major agencies (multilaterals etc.) does lead to loss of staff.	Ensure adequate salary and working conditions so that staffs want to stay.
Availability of qualified staff who speak Tigrinha	Low Risk - Abraham's Oasis tend to advertise locally so this becomes less of a problem.	Continue to advertise locally.
Availability of qualified staff who speak and write English	Medium Risk – Staff say they speak good English but when interviewed the level is very poor.	Provide written and spoken examinations BEFORE employing those who need to draft reports etc.

6. Beneficiaries

Category	Number of people						Remark
	Direct year	Direct 3 years	Indirect 1 year	Indirect 3 years	Total 1 year	Total 3 years	
Woreda Women's Affairs Staff	96	288	-	-	96	288	<i>Staffs gain from the AO Expert intervention; vulnerable women gain as do their dependents average three per woman.</i>
Vulnerable women	768	2304	2304	6912	3072	9216	
Totals	864	2592	2304	6912	3168	9504	

The project would welcome any form of feedback from beneficiaries in any way possible. The feedbacks would be integral parts of the project and hence; significant attention would be given to feedbacks for the sake of effective and efficient project performance. Feedbacks would be gathered in any form (formally or informally) and anytime. All project staff would be made to react positively to any feedback concerning the project.

Government stakeholders will also be involved in facilitating project implementation and coordination with other stakeholders.

The various government offices/stakeholders are there to help the implementation of national development plans and strategies in collaboration with all concerned bodies. Hence, as long as the project remains in line with the national policies and strategies; all concerned government stakeholders would be working in coordination with the project to achieve common goal. Besides, they would safeguard the overall implementation of project objectives in the project areas.

7. Stakeholder Analysis

Who are the main people and groups involved in the community development process?	How will they affect the project, and what role will they play in bringing about the desired changes?	How will the project ensure that they will be positively engaged in the process?
Bureau of Women's Affairs, Mekelle	Facilitate and help the smooth functioning of project	Quarterly reports, feedback and face to face contact with the Bureau by Abraham's Oasis Expert
Woreda Women's Affairs Offices	Key to selection the women and arranging the self-help focal group sessions with the Abraham's Oasis Expert.	Two staffs from each woreda attend each session (x16)
Women's Association	To support the Association with equipment to enable vulnerable women to learn skills in their skills centre in Shire.	Discussions and communication systems will be in place
Women's Development Groups	Essential to grass roots women's change in behaviour within each given community.	Encourage them to be involved in the lives of vulnerable women and to collaborate in the selection of women to be part of the self-help focal groups.
Kebele Administration	Involving the male leaders towards change in behaviour to the women folk will make inroads in societal modifications	Discussions and communication systems will be in place

8. Project Summary Information - Logical Framework

Objectives	Indicators	Evidence	Risks or Assumptions
Goal/Impact			
Regained dignity for post traumatised women and girls (PTW&G)	-	-	Full FDRE Ministry of Women's Affairs support
Purpose(s)/Outcome(s)	Indicators	Evidence	Risks or Assumptions
1. Affirmed merit of women and girls in general and vulnerable ones especially	1. One awareness raising session per Woreda with government officials (x8)	Official women's affair's offices reports	Continuous and active cooperation of concerned government offices
2. Established contact with selected women and girls	2. Eight woredas will select eight women each plus two representatives of the offices for each self-help group.	Abraham's Oasis records Woreda statistics Minutes	Willingness of women's affairs offices to release their staff for sessions and training sessions
3. Strengthened discussion and dialogue among vulnerable women and girls	3. Quarterly session in each Woreda thirty two session per year	Training and workshops attendance records	
4. Provided stipend at each session enabling means to self-improvement	4. Submission of stipend to 64 women / girls x 4 = 256 amounts of EB 200 = EB 51,200; plus 16 staff DSA = EB 3,200	Requisition slip Logistics receipts	Preparedness for post trauma women and girls to regain their dignity through rehabilitative means
5. Trained in money management for successful small business	5. One day training in Shire Town in money management DSA (EB 200)for 2 travel days one study day 80 women is: EB 200x 3 x 80 =48,000 Cost of study day = EB 6,000	Audit reports Annual and quarterly reports	
6. Assisted transportation costs for women with childbirth injuries to reach specialised care and employment of selected long term obstetric fistula women	6.1 Number of women referred to Mekelle for medical support 6.2. Number of women employed at Abraham's Oasis		

Outputs	Indicators	Evidence	Risks or Assumptions
<p>1.1 Improved understanding among government officials of the role of women / girls</p> <p>1.2 Enhanced value applied to women and girls within community leaders via the Women's development groups</p> <p>2.1. <i>Selected women / girls willing to be part of the self-help focal group</i></p> <p>2.2 <i>Selected experts from woreda women's affairs offices enthusiastic about the activity</i></p> <p>2.3 <i>Readiness to start the first session with Abraham's Oasis Expert.</i></p> <p>3.1. Prepared documentation of Highly Vulnerable Women & Girls and general guidance manual</p> <p>3.2. Carefully planned sessions with each pre-printed plan</p> <p>3.3. Involved experts and women and girls in each session</p> <p>4.1. <i>Prepared payment sheets for each session</i></p> <p>4.2. <i>Discussion of how money was spent / used</i></p> <p>4.3. <i>Encouraged members that have used money well</i></p> <p>5.1. Completed training in money management</p> <p>5.2. Each graduate to receive EB 2,000</p> <p>5.3. Review of results of training after six months</p> <p>6.1 Cured women with childbirth injuries</p> <p>6.2. Long term obstetric fistula women gainfully employed and able to attend school</p>	<p>1.1. Eight meetings with government official</p> <p>1.2. At leader eight meetings with community leaders through workshops (4 per year / 2 woredas together)</p> <p>2.1. <i>Woreda Women's Affairs Offices will select eight vulnerable women together with the Women's Development Groups per Woreda.</i></p> <p>2.2. <i>Each woreda will appoint two experts from their Offices to attend regularly the sessions for future sustainability of the project.</i></p> <p>2.3. <i>Abraham's Oasis will employ a psychologist who is passionate about women's issues to run the project.</i></p> <p>3.1 – The actual manual complete and ready for use in English and Tigrinha; to be on hand for each session and each expert involved.</p> <p>3.2. Plan presented to team leader for approval</p> <p>3.3. Description of dialogue and activity recorded by AB Expert.</p> <p>4.1 <i>Signed receipts of each recipient</i></p> <p>4.2. <i>Record of how money was used</i></p> <p>-</p> <p>5.1. Manual of training/ workshop preparation, reports and results of Training</p> <p>5.2. Receipts (EB 128,000 end project)</p> <p>5.3. By telephone or physical visit the benefits of the training to be assessed</p> <p>6.1. Feedback after cure</p> <p>6.2. Payroll and evaluations</p>	<p>Woreda Women's Affairs Office reports</p> <p>Photos</p> <p>Abraham's Oasis records /reports</p> <p>Minutes from management</p> <p>Quarterly and annual reports of AO</p> <p>Training and workshop attendance records</p> <p>Evaluation reports</p>	<p>Apathy from Woreda women's Affairs Offices.</p> <p>Vulnerable women fail to attend</p> <p>Lack of funds</p> <p>Poor preparation by Experts</p>

Activities		Risks or Assumptions
<p>1.1.1 Field trip by AO Team to each Woreda Administration to contact each about the project among women and girls.</p> <p>1.1.2 Clear message with pre-printed documentation of the role of women and girls according to FDRE Guidelines and UN Resolutions for women, preferably in Tigrinha, suggest it be posted in their offices.</p> <p>1.2.1 Four field trips with selected Women’s Affairs to meet with randomly selected Women’s Development Group members to discuss the plight of women in their communities.</p> <p>1.2.2 Four randomly selected communities selected for obtaining information from community leaders</p> <p>1.2.3. While in the various communities the expert should take advantage of awareness raising regarding the value of women</p> <p>2.1.1 Provide criteria for selection of women / girls to be part of self-help focal groups to Women’s Affairs Office</p> <p>2.1. 2. Assess and short list if needed to the women / girls most likely to benefit from the project</p> <p>2.2.1. Employ psychologist and social worker to run the project, they should be passionate about women’s issues.</p> <p>2.2.2. Selection of involved experts from Women’s Affairs Offices willing to participate regularly at each session.</p> <p>2.3.1. Decide with the various government offices on dates and times for meetings, plan accordingly.</p> <p>3.1.1. Prepare all required documents, FDRE papers and mandates regarding women, guidelines, session steps, aid towards helpful dialogue etc.</p>	<p>INPUTS AND RESOURCES REQUIRED:</p> <p>Personnel: <u>Management staff:</u> Director, Advisor, Finance officer <u>Technical staff:</u> Team Leader, psychologist and Social Worker, Auditor, Legal Advisor <u>Other staff:</u> Driver, logistics expert, purchaser and guard</p> <p>Material input:</p> <ul style="list-style-type: none"> ● Cost of stationary materials, office furniture, computers, teaching supplies, teaching tools, Vehicle, fuel and maintenance costs <p>Overall Budget summary:</p> <ul style="list-style-type: none"> ● Project cost plus 25% administration costs ● Travel and training costs ● All-terrain vehicle ● Teaching supplies 	<p>Stable government structures</p> <p>Commitment and cooperation of Women’s Affairs Bureau and Offices in North-western Zone.</p> <p>Availability of qualified staff</p> <p>Adequate funds for the project</p> <p>Commitment of partners and stake holders</p>

3.1.2. Have documents translated into Tigrinha after approval in English, and send to printers.

3.2.1. Presentation of one year worth of action plan for each year broken down into monthly plans and individual session.

3.2.2. Obtain required tools for each session, drawing, pictures, DVDs etc.

3.3.1 Maintain communication via telephone with offices, WDG and be ready to assist in the event of emergencies, post-rape etc.

4.1.1 Be ready before every session with names and money to be issued to each woman / girl.

4.1.2. Be sure it goes to the correct person

4.2.1 Feedback from the women about the use of money, if they have small business, photos would be good

4.2.3 A small bonus for money well used could be considered to encourage each woman / girl to move ahead when they have done well.

5.1.1. Use of prepared training manual for money management

5.1.2. Involved Head of Finance to do the training

5.2.1 Provide start-up funding for graduate

5.3.1. Team visit a random selection of women in consultation with the Woreda Women's Affairs Offices to see the outcome of the training and money spent.

6.1. Payment of travel costs for twenty women or more who are referred by hospitals or come of their own accord with confirmed childbirth injury to travel to Mekelle.

6.2. Employment based on skill and educational status of women with childbirth injuries

9. Impact and Sustainability

This project will be committed to assure sustainability of its goals and objectives by the involvement of the larger community, local institutions and local stakeholders. By the involvement more particularly of regular representatives of the Women's Affairs Offices in each Woreda and through discussion with grass root Women's Development Groups; the Abraham's Oasis Team is able to hand on to government staffs the skills of working alongside vulnerable women.

Local NGOs such as The Women's Association is another group with whom Abraham's Oasis would collaborate specifically in Shire Town, where various trainings for vulnerable women are conducted.

10. Project Management and Learning

10.1 Management

Abraham's Oasis manages its project activities in such a way that appropriate and effective services would be delivered. The organization has a director and an advisor with whom a management team is established. There is a project coordinator under whom project teams of varied professional backgrounds with their own Team Leaders, are established. The project coordinator report to the director and decisions are made through consensus with the management team. The finance, administration, and logistics department works in line with all the projects facilitating services of finance, material resource supplies, and transportation and logistics services.

Similarly, the new project be developed with this premise reporting to the director via the Team Leader and Project Coordinator; major decisions are made through the management team in which the director and its advisor are included. The team will work in collaboration with the coordinator and other line departments of the organization. The finance, administration and logistics department of the organization will consistently work hard to provide timely and proper services needed for project goal achievement. Therefore, the new project will be added as one of the projects of the organization with similar structure and service delivery systems.

The project will be run by the existing leadership and management capacity of the organization under which other related projects are being managed to achieve project objectives and goals sustainably. The finance, personnel and logistics department will be adjusted in such a way that they will render effective services for this new project like other projects.

10.2. Learning, monitoring and evaluation

This project has learned lessons from the previous project which has been working in women's activities in the entire Zone of North-western Tigray. Accordingly, it is found out that this project should work in collaboration with the Women's Affairs Bureau and local Women's Affairs Offices that can effectively facilitate for self-help focal groups in each woreda.

Monitoring framework will be developed by the project and be used to check project's progress, take remedial actions and update plans. The monitoring framework will stick to the log-frame of the project and used consistently for better project goal achievement.

Abraham's Oasis will carry out monitoring of project progress as its core management responsibility. To enable continuous monitoring of project implementation in relation to established activity plans and targets and facilitate evaluation of the program activities' relevance and efficiency in achieving overall objectives, and assessing impacts, performance indicators have been established. Abraham's Oasis is responsible for day-to-day implementation, monitoring and evaluation of the project.

Abraham's Oasis will follow the following monitoring procedures:

a) Monitoring through progress reports: - project managers and coordinators are required to generate periodic progress reports on their execution of the implementation process. Reports will be prepared on a quarterly basis that includes both narrative and financial reports as per the standard reporting formats.

b) Monitoring through field visits: – AO's Programming, monitoring and evaluation staff will make quarterly field visits to make their own assessments to supplement reports coming in through the operational departments. All incoming information and reports are channelled through to the director where it is checked, consolidated, and all necessary internal and external reports are generated and circulated.

c) Tracking inputs to monitor progress: - A centralized system of tracking inputs will be in place to monitor project and program progress. Financial tracking should be linked with specific program activities enabling those using these records to pinpoint areas requiring special attention. If input supplies are falling behind what is expected, this can be a clue to potentially significant problems. Keeping records of all inputs is critical, including cash and non-cash inputs.

d) Performance monitoring by project participants: - Project participants and work groups will assess and record what they have done, what has gone well, what was not accomplished and why. The performance of individuals and groups will also be assessed. This method of performance monitoring assists to motivate people, maintain group cohesiveness and improve performance.

Assessments will occur on a weekly basis with periodic evaluations at the completion of each week and at the completion of the work plans.

Thus, monitoring progress towards meeting objectives using a well-structured format and appropriately designed system that reflects the flow of resources and achievements of selected critical indicators is an arm of management that allows reviewing the status of projects and taking well-informed decisions.

Abraham's Oasis will arrange and conduct mid-term evaluation in the middle of project implementation period (i.e. 18 months after the commencement of the project); whereas the terminal evaluation will be conducted by the end of project period and will be done by an external

evaluator. In addition to these two main evaluation sessions, the internal (on-going) evaluation will also be conducted. The internal evaluation is designed for internal consumption and is conducted by project managers and concerned staff themselves. This is done with the necessity of examining a project's continued relevance or the overall effectiveness of the intervention strategies adopted.

11. Annual Work Plan - Logical Framework based plan

Purpose	Activities for the year	Q1	Q2	Q3	Q4	Outputs
1. Affirmed merit of women and girls in general and vulnerable ones especially	1.1.1 Field trip by AO Team to each Woreda Administration to contact each about the project among women and girls.	X				1.1. Improved understanding among government officials of the role of women / girls
	1.1.2 Clear message with pre-printed documentation of the role of women and girls according to FDRE Guidelines and UN Resolutions for women, preferably in Tigrinha, suggest it be posted in their offices.	x	X			
	1.2.1 Four field trips with selected Women's Affairs to meet with randomly selected Women's Development Group members to discuss the plight of women in their communities.	x	x	x	X	
	1.2.2 Four randomly selected communities selected for obtaining information from community leaders	x				1.2. Enhanced value applied to women and girls within the community leaders.
	1.2.3. While in the various communities the expert should take advantage of awareness raising regarding the value of women	x	x	x	x	
2. Established contact with selected women and girls	2.1.1 Provide criteria for selection of women / girls to be part of self-help focal groups to Women's Affairs Office	X				2.1. Selected women / girls willing to be part of the self-help focal groups
	2.1. 2. Assess and short list if needed to the women / girls most likely to benefit from the project		x			
	2.2.1. Employ psychologist and social worker to run the project, they should be passionate about women's issues.	X				2.2. Selected experts from WWAO enthusiastic about the project
	2.2.2. Selection of involved experts from Women's Affairs Offices willing to participate regularly at each session.	X				
	2.3.1. Decide with the various government offices on dates and times for meetings.		x			

Purpose	Activities for the year	Q1	Q2	Q3	Q4	Outputs
3. Strengthened discussion and dialogue among vulnerable women and girls	3.1.1. Prepare all required documents, FDRE papers and mandates regarding women, guidelines, session steps, aid towards helpful dialogue etc.	x				3.1. Documentation Prepared in Tigrinha and English
	3.1.2. Have documents translated into Tigrinha after approval in English, and send to printers.	x	x			
	3.2.1. Presentation of one year worth of action plan for each year broken down into monthly plans and individual session.	x	x	x	x	3.2. Planned sessions and equipped fully
	3.2.2. Obtain required tools for each session, drawing, pictures, DVDs etc.	x	x	x	x	
	3.3.1 Maintain communication via telephone with offices, WDG and be ready to assist in the event of emergencies, post-rape etc.	x	x	x	x	3.3 Full involvement of participants
4. Provided stipend at each session enabling means to self-improvement	4.1.1 Be ready before every session with names and amounts to be issued to each woman / girl.	x	x	x	x	4.1. Payment sheets prepared and issued
	4.1.2. Be sure it goes to the correct person					
	4.2.1 Feedback from the women about the use of money, if they have small business photos would be good	x	x	x	x	4.2.1. Payments made, feedback checked
	4.2.3 A small bonus for money well used could be considered to encourage each woman / girl to move ahead when they have done well.		x		x	4.2.3. Bonus paid to good use of funds

Purpose	Activities for the year	Q1	Q2	Q3	Q4	Outputs
5. Trained in money management for successful small business (end of one year)	5.1.1. Prepare training manual for money management					5.1. Trained in money management and small business
	5.1.2. Involved Head of Finance to do the training					
	5.2.1 Provide start-up funding for graduate					5.2. Start-up fund
	5.3.1. Team visit a random selection of women in consultation with the Woreda Women's Affairs Offices to see the outcome of the training and money spent.					5.3. Six month review of investment
6. Assisted transportation costs for women with childbirth injuries to reach specialised care and employment of selected long term obstetric fistula women	6.1. Payment of travel costs for twenty women or more who are referred by hospitals or come of their own accord with confirmed childbirth injury to travel to Mekelle.	X	x	x	x	7.1 Cured women with childbirth injuries
	6.2. Employment based on skill and educational status of women with childbirth injuries					7.2. Long term obstetric fistula women gainfully employed and able to attend school

12. Project Budgets

Please find completed **Excel spreadsheet** entitled **Financial Proposal Template** attached herewith

13. Bank Details

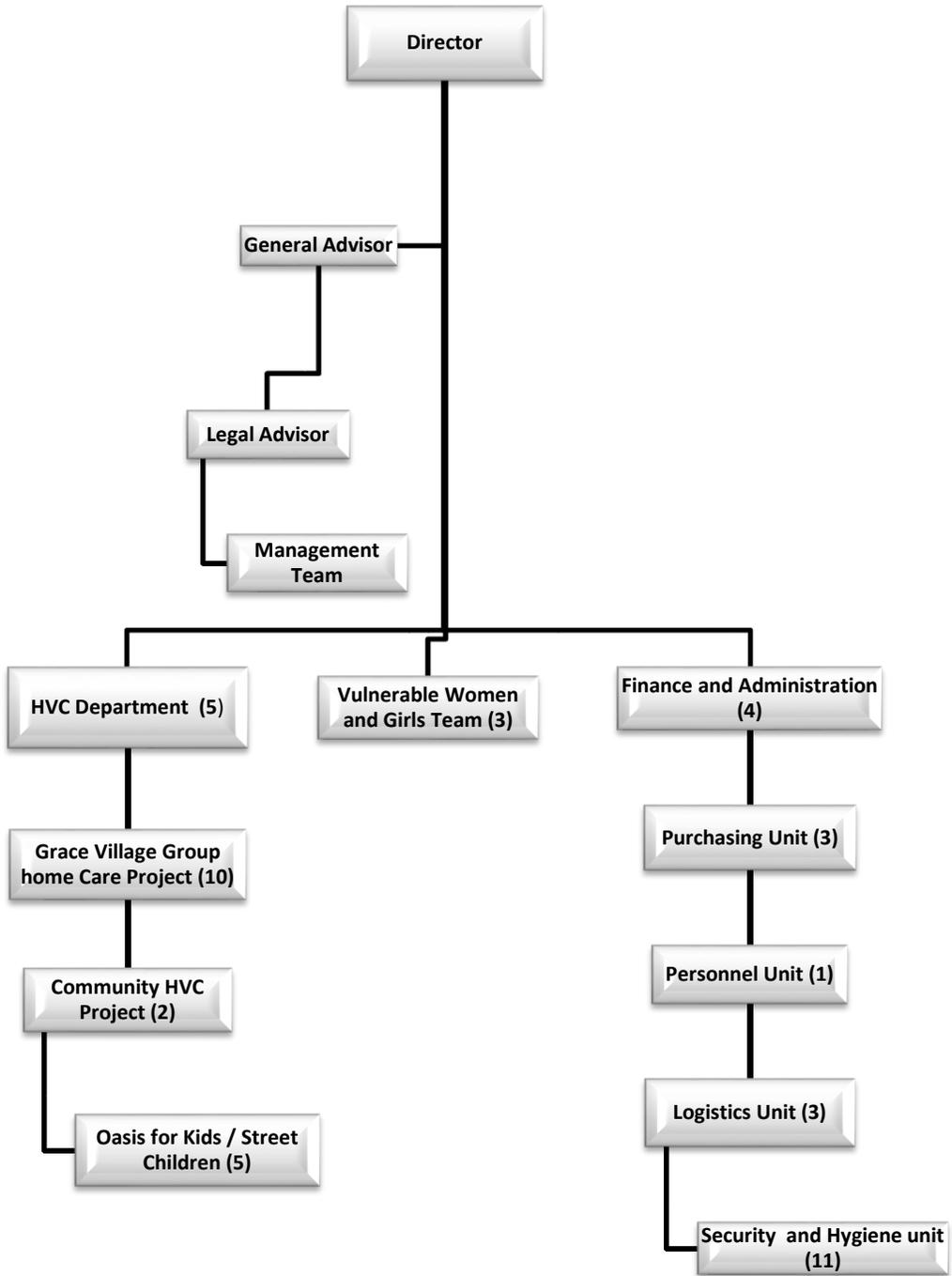
Account Name	Abraham's Oasis
Account Number	1000023479919
Bank Swift Code/BIC number	CBETETAA
Currency of Bank Account	Ethiopian Birr
Name of Bank	Commercial Bank of Ethiopia CBE
Address of Bank	Shire-Endasselassie, North-western Zone, Tigray, Ethiopia, Africa.
Other information required: (if applicable)	Endasselassie Branch

Monitoring and Evaluation Framework

Monitoring and Evaluation Framework					
Specific objectives	Outputs	Indicators	Information collection methods	When and by whom	How to report and use
1. Affirmed merit of women and girls in general and vulnerable ones especially	1.1 Improved understanding among government officials of the role of women / girls 1.2 Enhanced value applied to women and girls within community leaders via the Women's development groups	1.1. Eight meetings with government official 1.2. At leader eight meetings with community leaders through workshops (4 per year / 2 woredas together)	Observation Field visits Inspection Supervision Receipts Payroll Requisition slips Log books	During project life, by project team and staffs, quarterly and annually by Management	Quarterly project reports Monthly management meetings Weekly project team meeting reports Training planning meetings Annual reports Annual Evaluation Supervision reports Annual Audit
2. Established contact with selected women and girls	2.1. <i>Selected women / girls willing to be part of the self-help focal group</i> 2.2 <i>Selected experts from woreda women's affairs offices enthusiastic about the activity</i> 2.3 <i>Readiness to start the first session with Abraham's Oasis Expert.</i>	2.1. <i>Woreda Women's Affairs Offices will select eight vulnerable women together with the Women's Development Groups per Woreda.</i> 2.2. <i>Each woreda will appoint two experts from their Offices to attend regularly the sessions for future sustainability of the project.</i> 2.3. <i>Abraham's Oasis will employ a psychologist who is passionate about women's issues to run the project.</i>			
3. Strengthened discussion and dialogue among vulnerable women and girls	3.1. Prepared documentation of Highly Vulnerable Women & Girls and general guidance manual 3.2. Carefully planned sessions with each pre-printed plan 3.3. Involved experts and women and girls in each session	3.1 – The actual manual complete and ready for use in English and Tigrinha; to be on hand for each session and each expert involved. 3.2. Plan presented to team leader for approval 3.3. Description of dialogue and activity recorded by AB Expert.			

4. Provided stipend at each session enabling means to self-improvement	<p>4.1. <i>Prepared payment sheets for each session</i></p> <p>4.2. <i>Discussion of how money was spent / used</i></p> <p>4.3. <i>Encouraged members that have used money well</i></p>	<p>4.1 <i>Signed receipts of each recipient</i></p> <p>4.2. <i>Record of how money was used</i></p> <p>-</p>			
5. Trained in money management for successful small business	<p>5.1. Completed training in money management</p> <p>5.2. Each graduate to receive EB 2,000</p> <p>5.3. Review of results of training after six months</p>	<p>5.1. Manual of training/ workshop preparation, reports and results of Training</p> <p>5.2. Receipts (EB 128,000 end project)</p> <p>5.3. By telephone or physical visit the benefits of the training to be assessed</p>			
7.1. Helped with transportation costs for women with childbirth injuries and employment of select of these at AO	<p>7.1.1. Cured obstetric fistula</p> <p>7.1.2. three former fistula women employed at AO</p>	<p>7.1.1. receipt and feedback</p> <p>7.1.2 Payroll and evaluation</p>			

Organisational Chart



Stakeholder relationship table

Who are the main people and groups involved?	How will they affect the project, and what role will they play in bringing about the desired changes?	How will the project ensure that they will be positively engaged in the process?
Vulnerable women and girls	The selection of vulnerable women is key to the success of the project, they must be willing and ready for change	The whole project evolves around their vulnerability and requirements for regaining dignity.
Self Help Focal groups	The beneficiaries will be involved in discussion and finding solutions for themselves guided by professionals	A positive and exciting session will give each member hope that success is possible.
Women's Development Groups	The selection criteria will enable the WDG to select women most likely to profit from the project	They will be guided in the selection together with WWAO and AO.
Women's Affairs Offices	The WWAO are the Woreda Offices providing ultimate authority for the selection at Woreda level.	Two experts from the WWAO will be fully engaged in the quarterly sessions
Women's Affairs Bureau	Authorisation and approval is given to AO by the Women's Affairs Bureau.	Quarterly reports / Annual Audit. Face to face visits and verbal reports.

Policies and legal documents supporting project goal

S/N	Policies/legal documents	Responsible body	Specific Article	Remark
1	Constitution of Ethiopia	FDRE Government	Art. 18.1,2	Protection against cruelty, trafficking, compulsory labour.
2	Constitution of Ethiopia	FDRE Government	Art. 24: 1,2,3	Right of honour and Reputation
3	Constitution of Ethiopia	FDRE Government	Art. 35: 1-9	Rights of women
4	Constitution of Ethiopia	FDRE Government	Art. 37: 1,2	Right of access to justice
5	Revised Family Law	FDRE 2000	Art 6	Consent to marriage
6	Revised Family Law	FDRE 2000	Art. 7 Art. 31	Age for marriage Dissolution if under age
7	Revised Family Law	FDRE 2000	Art. 14 Art. 35: 1,2	Invalid marriage when by violence
8	Revised Family Law	FDRE 2000	Art. 62	Common Property
9	Revised Family Law	"	Art. 76	Conditions for divorce

BUDGET rehabilitation of Vulnerable women (Abraham's Oasis) 2016

BUDGET LINES	UNITS (indicate the reference unit e.g. day, month, number)	UNIT COST in Ethiopian Birr	No. OF UNITS	TOTAL COST	Total cost in Euro	APPLICANT'S OWN FUNDING	FUNDS REQUESTED FROM Global Giving	Funds requested in Dollar (1 Dollar = 22.33) (29 nov 2016)
1. HUMAN RESOURCES (e.g. , Wages to employees, allowances to freelance consultants, reimbursements to volunteers etc.)				yearly salary				
Team leader (sociology degree)	12 months x 7362 salary	88,348.00	1.00	88,348.00	3,743.56	44,174.00	44,174.00	1,978.24
Sociologist (BA degree)	12 months x 5750 salary	69,000.00	1.00	69,000.00	2,923.73	0.00	69,000.00	3,090.01
Psychologist (BA degree)	12 months x 5750 salary	69,000.00	1.00	69,000.00	2,923.73	0.00	69,000.00	3,090.01
Driver	12 months x 3220 salary	38,640.00	1.00	38,640.00	1,637.29	0.00	38,640.00	1,730.41
Subtotal 1		264,988.00	4	264,988.00	11,228.31	44,174.00	220,814.00	9,888.67
2. TRAVEL AND TRANSPORTATIONS	Based on previous years expenses				0.00			
Fuel, lubricants. Tires, insurance, service	Average cost per annum	350,000.00	1.00	350,000.00	14,830.51	0.00	350,000.00	15,673.98
Travel expense for staff (hotel, food etc)	96 visits * 3 days * 3 staff = 864	300.00	864.00	259,200.00	10,983.05	0.00	259,200.00	11,607.70
Subtotal 2		350,000.00		609,200.00	25,813.56	0.00	609,200.00	27,281.68
3. EQUIPMENT AND SUPPLIES (food, educational supplies and resources, drugs etc.)								
Stationary cost	average cost per woman	100.00	64.00	6,400.00	271.19		6,400.00	286.61
Printer cartridge	nr of cartridges	1,000.00	4.00	4,000.00	169.49		4,000.00	179.13
Printing paper	nr of reams	90.00	10.00	900.00	38.14		900.00	40.30
Laptop	nr	15,000.00	3.00	45,000.00	1,906.78	45,000.00	0.00	0.00
Office furniture (desk & chair, shelf)	1 office for 2 people & 1 teamleader office	60,000.00	3.00	180,000.00	7,627.12	180,000.00	0.00	0.00
Subtotal 3		76,190.00		236,300.00	10,012.71	225,000.00	11,300.00	506.05
4. OUTREACH & AWARENESS (conferences, publication etc)					0.00			
Planning session 8 areas X 3 government representatives of the area	24 persons	300.00	24.00	7,200.00	305.08	0.00	7,200.00	322.44
Subtotal 4		300.00		7,200.00	305.08	0.00	7,200.00	322.44
5. TRAINING (training courses, on-the-job training, scholarships, etc.)					0.00			0.00
Focal group session: 8 areas * 8 women * 12 visits per year	64 women * 12 sessions = 768 participants	200	768.00	153,600.00	6,508.47	0.00	153,600.00	6,878.64
Refreshments		30	768.00	23,040.00	976.27	0.00	23,040.00	1,031.80
Subtotal 5				176,640.00	7,484.75	0.00	176,640.00	7,910.43
6. OTHER COSTS (please, provide details)					0.00			0.00
Seed money for the assisted women	64 women	2500	64.00	160,000.00	6,779.66	0.00	160,000.00	7,165.25
Referral fund for medical and psychiatric care	(estimated) 10 women	3000	10.00	30,000.00	1,271.19	0.00	30,000.00	1,343.48
Subtotal 6		2500		190,000.00	8,050.85	0.00	190,000.00	8,508.73
7. OVERHEADS COSTS* (bills, rent, management and secretary costs, administrative charges, stationery etc...)	AO standard deduction	Subtotal 1 - 6			0.00			0.00
Administrative charge	15 % of project cost	1,215,154.00	0.15	182,273.00	7,723.43	0.00	182,273.00	8,162.70
Subtotal 7				182,273.00	7,723.43	0.00	182,273.00	8,162.70
TOTAL				1,666,601.00	70,618.69	269,174.00	1,397,427.00	62,580.70