NMWEO
New Millennium Women Empowerment Organization

New Millennium Women Empowerment Organization (NMWEO)

Gender Equality Plan (2025-2030)

September 2025

Addis Ababa, Ethiopia

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Introduction

New Millennium Women Empowerment Organization (NMWEO) is an indigenous, non-governmental, non-profit making humanitarian organization established in 2007 Addis Ababa, Ethiopia. The organization was previously registered at the Ministry of Justice under registration number 3018 and later registered and licensed by the Federal Charities and Societies Agency as an Ethiopian resident's charity in accordance with the Charities and Societal Proclamation No. 621/2009 by registration No. 0539. Currently NMWEO has been re-registered according to the civil Society Organizations Proclamation No.113/2019 with registration No. 0539.

Vision

NMWEO envision a country in which women and girls have an equal opportunity, claim their rights and free from any violence, and become an effective social change agent.

Mission

Our mission is to empower Ethiopian women, girls, and youth in economic, political, and social dimensions, help them to unlock their potential in decision making through capacity building, advocacy, leadership development, and humanitarian intervention programs.

Core Values and Believes

- Advocate for the elimination of Gender-Based Violence (GBV).
- To create education and health access for OVCs and marginalize women and girls.
- To promote reproductive health rights, community-based HIV/AIDS prevention, care, and support programs.
- To scale up the livelihood of marginalized women, girls and youths through capacity building trainings, income generating activities or job creation.
- To intervene in environmental protection, rehabilitation or promotion focusing on plantation and restoration of degraded lands.
- To strengthen membership, networking, and partnership with stakeholders to ensure sustainability

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Objectives

- To create education and health access for OVCs and marginalized youths.
- To scale up the livelihood of marginalized women, girls and youths through capacity building trainings, income generating activities or job creation.
- To promote reproductive health rights, community-based HIV/AIDS prevention, care and support programs and mitigation of gender-based violence /GBV/, child labor abuse, child trafficking and illegal migration.
- To intervene in environmental protection, rehabilitation or promotion focusing on plantation and restoration of degraded lands.
- To strengthen Membership, Networking and partnership with stake holders to ensure sustainability.

Geographic Presence

NMWEO has been implementing various projects in Addis Ababa city administration, Afar, Amhara, Oromia, Gambela, Tigray regional states in Ethiopia since its establishment.

Thematic areas

- Humanitarian response
- Peace and conflict resolution
- Gender-based violence prevention and response
- WASH
- Education
- Health and SRHRs
- Climate justices, natural resources conservation and agriculture
- Livelihood improvement programs
- CSO strengthening
- Advocacy

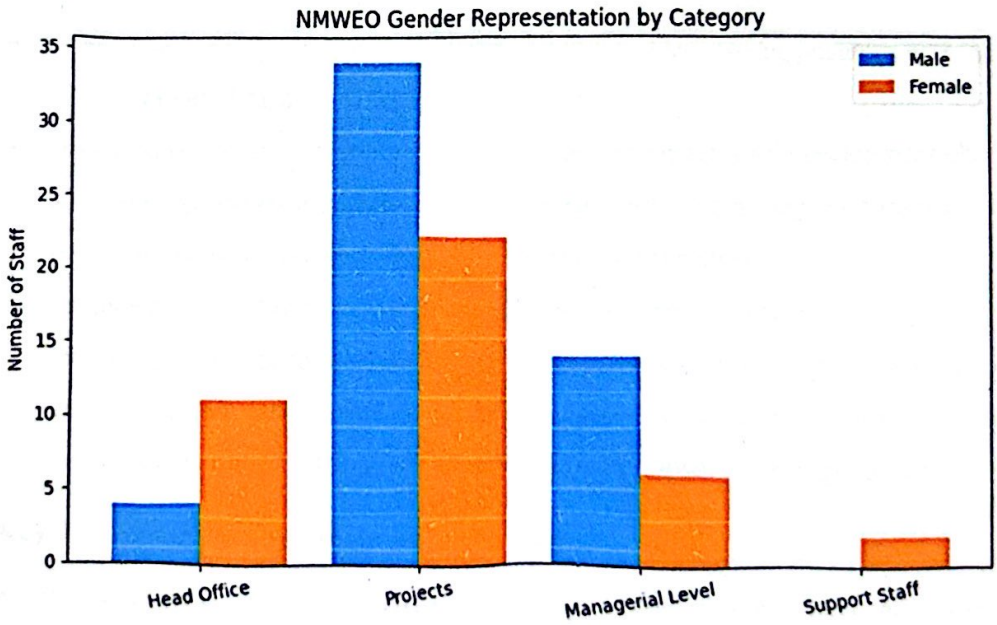
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Gender Analysis / Situation Assessment of NMWEO

This Gender Equality Plan of NMWEO has been developed based on the detailed analysis of the existing gender analysis of the women and men staff representation of the organization. To run the analysis existing staffing data was considered and analyzed.

The staffing data indicates that women are well represented in some operational and support areas, while men dominate several project and managerial positions. This highlights the need for targeted strategies to strengthen gender balance in leadership and technical roles through hiring potential female candidates.

Office locations	Male	Female
Head Office/Addis Ababa	4	11
Field level projects offices	34	22
Managerial Level	14	6
Support Staff	0	2



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As the above graph shows, the NMWEO has a total of 93 staff at head office and field-level offices. Coming to sex composition of staff female staff is comprised 41 (44,09%) and male staff is 52(55.91%). Beyond the variation in staff composition the scenario needs attention when the situation is analyzed from the perspectives of field level project staff which is composition of technical staff in which the representation of female staff is found minimal. The representation of female staff in the managerial positions was also found small compared to the male. To reverse this reality, NMWEO has developed a gender equality plan to be implemented in the consecutive five years of 2025-2030.

Objectives of the Gender Equality Plan (GEP)

The GEP plan was developed with the objectives to promote equal participation, representation, and leadership opportunities for women and men within NMWEO while fostering a safe and inclusive working environment.

Implementing strategies of the GEP

To ensure the objectives of the GEP, the following strategies will be implemented in the five years of the plan implementation.

- Increase women's participation in managerial and decision-making positions with inclusive and women targeted capacity building interventions.
- Ensure equal access to recruitment, promotion, and professional development opportunities.
- Strengthen gender-responsive workplace policies and safeguarding mechanisms.
- Promote work-life balance and inclusive organizational culture.
- Enhance gender mainstreaming across all programs and projects.
- Strengthening the potential pole of women applicants through engaging women in different volunteer-based assignments, capacity strengthening trainings provisions, strengthening networking existing staff to share experiences from those in a managerial position

Key Actions to be implemented in the GEP

- **Recruitment:** Apply gender-balanced recruitment practices and encourage women applicants. In the recruitment process vacancies will be posted using various posting mechanisms to increase the probability of women potential job seekers can get access of the

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vacancies. In every vacancy announcement schemes potential woman will be encouraged to apply and the policy based affirmative action support will be provided to women in Ethiopia will be applied in the screening and evaluation of the recruitment process.

- **Capacity Building:** Provide leadership, mentoring, and technical training for female staff. In the capacity building process of existing women staff of the organization, trainings will be arranged quarterly based and impacts of the trainings will be documented for further learnings of the process. NMWEO have potential online capacity building platforms, that will be effectively utilized to enhance the technical, leadership and decision-making capacity of women staff in the process the existing gender gap will be filled, and gender equality will be realized in the five years of the plan implementation time.
- **Policy:** NMWEO is women lead organization striving to empower women in socio-economic and political spheres of the community. To realize this, the human resource policy of the organization will be reviewed in a way that pull potential women in the staff hiring process. Accordingly, the human resource policy of the organization will be shaped in a way that gives room to balance live and work burden of women through creating flexible time management process and encouraging of women in the recruitment process. NMWEO also wants to create friendly working environment to women through realizing child corners in offices. NMWEO have zero tolerance to safeguarding issues and working environment in which women staff will not be exposed to harassment and exploitative situations. Safeguarding code of conduct is in place, and every staff knows and signs in the code of conduct.
- **Monitoring:** Track gender-disaggregated staffing and leadership data annually. Through tracking disaggregated data of staff way forwards to increase women staff will be indicated and implemented annually and improvements through the plan intervention time will be documented and learnings will also be captured.
- **Awareness:** Gender equality will be part of the capacity building schemes the organization. So, every training will be framed in a way that supports gender equality in the organization and beyond in the community. Evey staff of NMWEO will be shaped to be gender responsive and supportive working environment that encourage women staff will be created. Stand-alone training on gender equality, safeguarding and anti-harassment will be delivered annually.

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Success indicators of the GEP implementation

- Creating women friendly working environment and provoke gender equality
- Gender-balanced recruitment shortlists and hiring outcomes process
- Increase and ensure 50% of women staff hiring of NMWEO
- Women representation and participation in managerial positions increased.
- Annual staff satisfaction survey on inclusion and gender equality conducted.
- Regular reporting on gender-disaggregated staffing data captured, analyzed and way forwards to ensure equality captured.

Review and amendment of the GEP

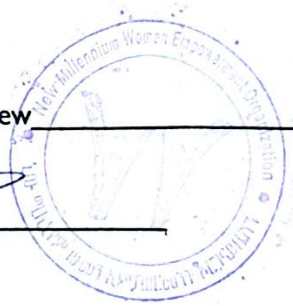
The GEP will be reviewed in two years of implementation period to grasp the achievement of the plan and way forwards for the amendment of the plan will be suggested based on the findings of the review.

Conclusion

NMWEO is committed to strengthening gender equality and inclusion through institutional reforms, equitable staffing practices, and gender-responsive programming.

Name:_____Tigist Alebachew_____

Signatures:_____



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