

# HOW TRANSFORMATION IN GESI IS MEASURED THROUGH RESULT- BASED FINANCING IN ETHIOPIA

Simret Simano, Chalachew Gebeyehu, Nyein  
Chan Win, Katharina Walker

13.06.2023



Photo: Helvetas  
Hagere, UP WOMEN graduate at Hawassa

# The team



**Simret Simano**

Helvetas Ethiopia  
Senior Project Manager  
UP Women

Simret has 13 years experience on development, micro and small enterprise, and skill and employment. She works for UP Women with gender transformative approach & implementing RBF.



**Chalachew Gebeyehu**

Helvetas Ethiopia  
Project manager SKY and  
Senior Expert for Skills  
Development & Employment

Chalachew has many years of practical experience in TVET, micro and small enterprise, and youth employment both in public, private and CSO environment. He has gained extensive experience in RBF, MSD, Blended learning, inclusiveness.



**Nyein Chan Win**

Helvetas Ethiopia  
Program Director, Skills, Job  
Income and Voice Inclusion and  
Cohesion

Nyein Chan has 14 years of experience in development and humanitarian projects in different functions. He has been overseeing skills development and employment projects for ten years, where different approaches are applied (on-the-job training, RBF, MSD, digitalization).



**Katharina Walker**

Helvetas Advisory Services  
Senior Advisor Skills  
Development

Katharina provides strategic and technical backstopping of projects, especially on dual VET, systems approach, upskilling/reskilling.

- Founded in **1955** as first private Swiss development organization
- Politically and denominationally **neutral** association
- Supported by **100,000 members** and private donors in Switzerland
- Projects and advisory services in **35 partner countries** in Africa, Asia, Latin America and Eastern Europe
- **1,436 staff members** worldwide
- **Skills, Jobs and Income** and **Gender & Social Equity** as key topics

# Helvetas' experience with RBF in vocational skills development





## The context in Ethiopia

- 70% under the age of 25
- High under and unemployment among young people (male 18.6%, female 30.9% in 2018)
- Vulnerable groups lack access to education and TVET, e.g. 3.5 million children (50% girls) do not have access to school due to conflict and different shocks
- High level of school dropouts
- Skills mismatch
- Internal migration (rural to urban)

# Unemployment



# SKY and UP Women in a nutshell

Project	Skills and Knowledge for Youth (SKY)	Unleashing the Potential of Young Women (UP Women)
Goal	To enable young women and men in the Amhara region to gain vocational skills and access to job linkage and enterprise development services that results in gainful employment and the realization of business ideas through performance-based public and private short-term TVET courses	To unleash the potential of disadvantaged young women and girls in Sidama region through improved knowledge and skills and building the capacity of training institutions leading to gainful and decent employment
Primary stakeholders	<p>Disadvantaged youths aged 15-29 who are school dropouts from grade 4-12 and who are unemployed/under employed</p> <p>3000 of which 80% are women and 20% of all are highly vulnerable once (single mothers, IDPs, youths with disabilities, youths living with HIV, etc.)</p>	<p>Disadvantaged, out of school, unemployed and under-employed young women between the age of 18-24 and those girls from 16-17 age group, who have never been to school</p> <p>3500 disadvantaged young women 1500 girls 1000 boys and men</p>
Funds	<p>CHF 1,5 mio (July 2022 - December 2025)</p> <p>JBS Solafrica, Helvetas own funds</p>	<p>CHF 3,580,534 (July 2021 – December 2024)</p> <p>Ursula Zindel-Hilti Foundation (UZH), Helvetas own funds</p>

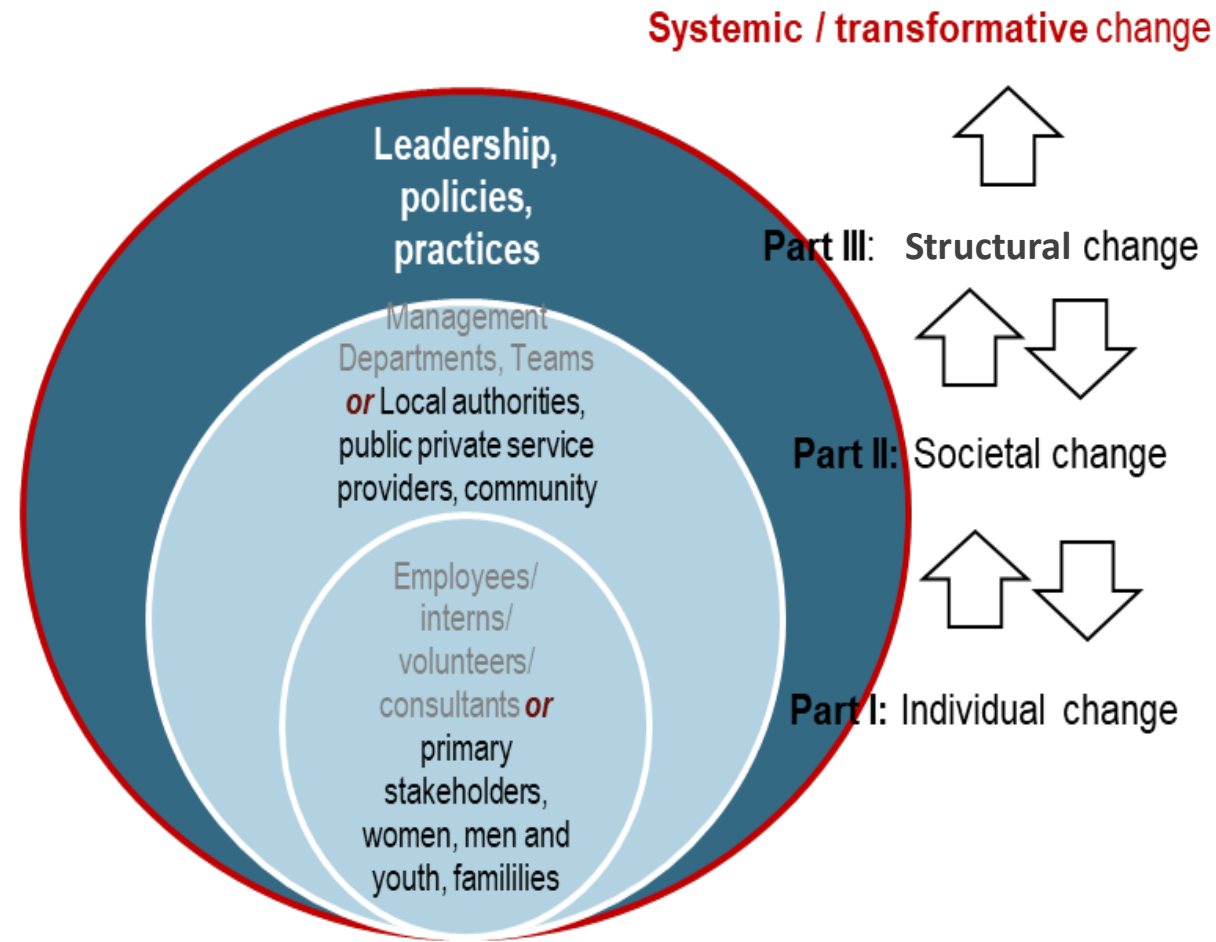
## Helvetas Ethiopia:

Transformation refers to change social norms to address inequalities in gender to free from destructive norms and provide equal opportunity which leads to gainful income and dignity for disadvantaged women and men (in case of UP Women young women and girls).

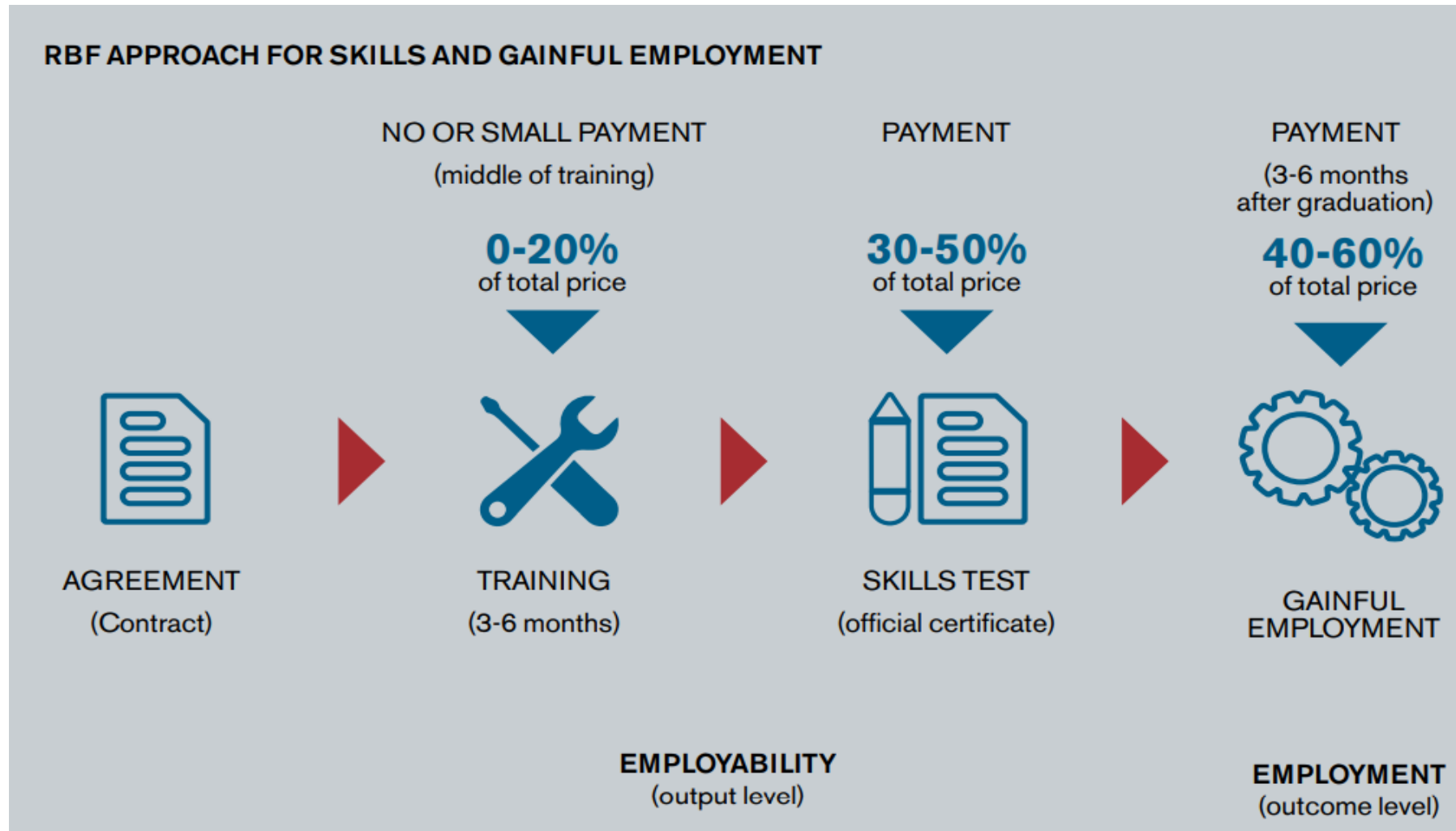
### Some illustration:

- Gender-transformative curricula
- Women-friendly training environments (e.g. flexible training schedules, kids corner, etc.)
- Differential pricing in RBF (incentives are based per target group)

Helvetas Gender and Social Equity (GSE) Strategy:  
**shifts at three levels for transformative change**



# RBF mechanism



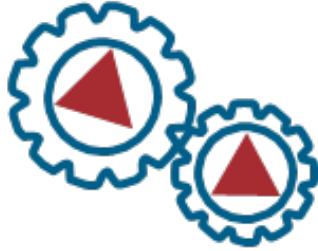


# Multi-stage results measurement system of RBF



INPUT

PRE-TRAINING  
MONITORING



PROCESS

PROCESS  
MONITORING



OUTPUT

OUTPUT  
MONITORING



OUTCOME

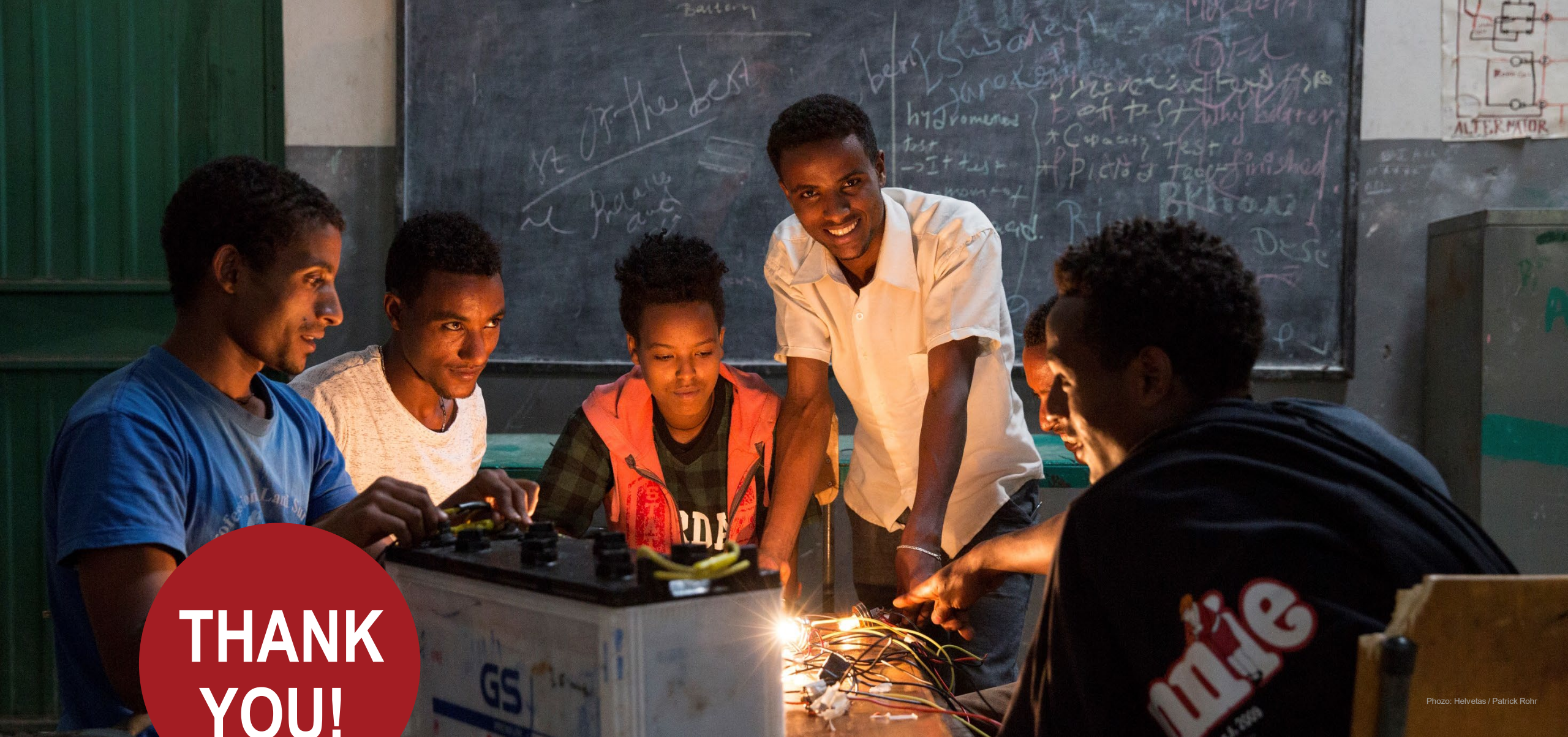
OUTCOME  
MONITORING



IMPACT

TRACER STUDIES  
AND IMPACT  
ASSESSMENT





THANK  
YOU!