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Distr.: LIMITED

ECA/ACGD/ETH.NAP/AGDI/2003/11

July 2003

**UNITED NATIONS  
ECONOMIC AND SOCIAL COUNCIL**

**Original: English**

**ECONOMIC COMMISSION FOR AFRICA**

**REPORT OF THE FIRST SENSITIZATION WORKSHOP FOR THE NATIONAL  
ADVISORY PANEL ON FIELD TRIALS OF THE AFRICAN GENDER AND  
DEVELOPMENT INDEX (AGDI) IN ETHIOPIA**

**22 May 2003**

**UNCC, Economic Commission for Africa  
Addis Ababa, Ethiopia**

**AFRICAN CENTRE FOR GENDER AND DEVELOPMENT  
(ACGD)**

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## **EXECUTIVE SUMMARY**

The report presents proceedings of a half-day sensitization workshop for the National Advisory Panel on field trials of the African Gender and Development Index (AGDI) in Ethiopia. The opening remarks were from Ms Gifti Abasiya, Minister of State in charge of Women's Affairs in Ethiopia.

The purpose of the sensitization workshop was to:

- Introduce the National Advisory Panel (NAP) to the GSI and the AWPS
- Indicate Terms of Reference and responsibilities of the NAP.

The Meeting was organized along the following lines:

- Introduction of members of the group
- Welcoming remarks
- Objectives of the meeting
- Background information on AWR/AGDI
- Presentation of the AGDI Methodology
- Presentation of the AGDI Structure
- Introduction of the Terms of Reference of the National Advisory Panel
- Introduction of the African Gender and Development Index
- Presentation of the Gender Status Index (GSI)
- Discussion of the GSI
- Presentation of the African Women's Progress Scoreboard (AWPS)
- Discussions of the (AWPS)
- Presentation of the Plan of Action of the Trials in Ethiopia
- Presentation of CERTWID Expectations from Government Ministries and other sources
- Schedule for next NAP meeting

Detailed notes of the discussions on the indicators of the GSI and AWPS are documented in this report.

## **1.0 INTRODUCTION**

This report documents the summary of presentations and places emphasis on the observations and comments made by participants in their deliberations. The report captures the discussions relevant to the collection of data for the indicators of the Gender Status Index (GSI) and the African Women's Progress Scoreboard (AWPS). The aim of this report is to produce a concise reference document that will facilitate the field trials.

### **1.1 Background<sup>1</sup>**

The development of the African Gender and Development Index (AGDI) is an input into the 2002/2003 African Women's Report. The African Women's Report (AWR) is one of ECA's four flagship publications and the only publication dedicated to gender issues at the continental level. The AWR is a strategic information and communication tool that provides for gender analysis of national, sub-regional and regional policy frameworks and also follows up and records progress, best practices and new priorities on the status of women in Africa.

The African Women's Report (AWR) for 2002/2003 will for the first time introduce an index to measure the progress in addressing the inequalities that exist between men and women and therefore allow for a more objective way to measure the achievements and limitations of the progress.

An African Gender and Development Index will be developed to measure progress made in addressing gender equality and equity within specific themes as per the Dakar and Beijing Platforms of Action. The AGDI will consist of a Gender Status Index and an African Women's Progress Scoreboard.

The working group and a panel of advisors have been introduced as part of the methodology of developing the AGDI and producing the AWR to ensure transparency and quality control of both the AGDI and the AWR. Whilst the working group is a hands on group assisting in defining the index, the panel of advisors validate the index and the AWR. Both groups are made up of external people as well as representatives from the Divisions in ECA.

## **2.0 THE WORKSHOP**

### **2.1 Objectives of the Workshop**

- **To launch the Ethiopia National Advisory Panel and to approve the proposed Terms of Reference.**

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<sup>1</sup> Background information was culled from the "Terms of Reference for the African Gender and Development Index Working Group"

- **To review the AGDI in terms of:**
  - relevance of the Gender Status Index (GSI) and the African Women's Progress Scoreboard (AWPS) in measuring progress in addressing gender inequalities in Africa;
  - relevance of the GSI and the AWPS in looking at factors that are specific to Africa;
  - the technical competence of the GSI and the AWPS;
  - the robustness and applicability of the GSI and the AWPS;
  - the choice of indicators and whether they incorporate all the fundamental variables to measure gender inequality in Africa as defined within the Beijing Platforms of Action.
- **Validation of the Ethiopia Plan of Action for undertaking the field trials of the AGDI**

## **2.2 Meeting Methodology**

The methodology was based on presentations by the AWR Task Manager, brainstorming and discussions.

## **2.3 Participation**

The meeting brought together 13 members of the Ethiopia Advisory Panel, the Task Manager of the AWR, the Ethiopia Chapter coordinator and two chapter coordinators from the Economic Commission for Africa (ECA).

## **2.4 Opening**

The Minister of State in charge of Women's Affairs in Ethiopia, Ms. Gifti Abasiya, officially opened and welcomed the facilitators and participants to the workshop. In her opening remarks, she stressed that:

- serious attention be paid to gender issues in order to attain sustainable development
- poverty reduction strategies should have a gender dimension, else the problem is not fully addressed.
- Women should be fully empowered to participate in poverty reduction.
- She also underlined the interlinkages of gender to poverty reduction efforts and the necessity of eliminating constraints that women face in participating in education and promoting their active participation in development endeavors.
- In trying to reduce inequalities, human rights should be observed
- She lauded AWR as a publication and expressed satisfaction with the indicators of the AGDI
- She further expressed her belief that the AWR, incorporating the AGDI, will help in measuring gender equalities and equities and assist African countries see how they are faring in closing the gender gap

She then handed over the chairing of the meeting to Ms. Latifa Abajobir, the general manager of the Ethiopian Women Development Fund. Participants introduced themselves. The Task Manager indicated that the Women's Affairs Ministry was to coordinate and chair all NAP meetings so as to facilitate their advisory role. Before the minister left, the Task manager thanked her and asked her to "push" and ensure that invited ministries do participate

### **3.0 Presentations**

#### **3.1 Background ECA**

The Task Manager noted that the UN Economic Commissions are in: Africa, Asia, Middle East, Latin America and Europe. The ECA has several divisions, which include: ACGD (Gender), which she said, is to mainstream gender and to ensure that the twelve Platforms for Action are implemented. The others are, ESPD (Economic and Social Policy), RCID (Regional integration), TRID (Trade), SSD (Sustainable Development) and DMD (Governance).

The ECA has four Flagships Publications include; Economic Report (ERA), Regional Integration (ARIA), Governance Report and the African Women's Report (A WR). She said each region makes a report.

#### **3.2 Objectives of AWR**

The objectives of the African Women are:

- Introduce an African Gender and Development Index (AGDI) as a measure of gender equality, equity and gaps between men and women.
- Provide a baseline for measuring progress on the impact of the implementation of the Dakar and Beijing Platforms for Action.
- Report regularly on progress, best practices and new priorities on the status of women in Africa.
- Stimulate the development of gender impact indicators

#### **3.3 Objectives of AGDI**

The objectives of the AGD are:

- Monitor and report on progress in the addressing gender inequalities and inequities that exist between men and women.
- Monitor and report on the progress on women's empowerment and advancement.
- Provide African policy makers, gender planners and politicians with an appropriate tool to measure the extent of the advancement in implementing programmes aimed at addressing gender inequalities and strengthening women's empowerment.
- Monitor the action being taken in implementing conventions that African Countries have ratified.
- Democratize statistics and monitoring tools by providing not only gender planners but also NGO's with a monitoring tool that is effective and easy to use.

- Provide a tool that not only measures progress quantitatively, but also in qualitatively.

**Ms. Ruzvidzo promised to circulate minutes of the Nov '02 meeting to the Advisory Panel.**

### **3.4 Methodology of AGDI**

The methodology to be used in the development of the AWR report will be:

- Definition of the theoretical framework of the AGDI
- Development of the draft indicators by consultants
- Further development of the indicators by a working group
- Validation of the AGDI by Panel Advisors
- Training of researchers from eleven countries
- Analysis of inputs from the field
- Writing of the draft AWR
- Review of the report by institutions
- Validation of draft AWR by the advisory group
- Finalization of the report
- Translation
- Production
- Launching of the AWR
- Dissemination
- Feed back from users

### **Discussion**

A question on why an African index was raised. The task manager indicated to the Panel that they should familiarize themselves with chapters 1 and 2 of the AGDI document which reviews other indexes which information builds up to answer why an African Index. This index intends to address African issues which the other indices failed to address. Even though Africa is not homogeneous, there are issues that are common in all African countries.

Another question was then paused, why the consultants were not African. It was then clarified that consultants with both gender and statistics were sought for in Africa but none with such expertise could be identified. The search was then broadened to consultants from outside Africa but who have vast experience in Africa, and the two consultants were identified.

The Panel wanted to know the composition of the Regional Advisory Group, which is composed on representatives from the 13 countries undertaking the field trials plus representatives from UN agencies. The representative in the Regional Advisory Panel also sits in the National panel to facilitate exchange on information between the two bodies.

Lastly, the Panel sought clarification on the AGDI and the AWR. Previously the AWR was based on themes eg the 1998 report was on Peace and Security. The 2002/3 Report will introduce the AGDI, measuring the status of women in Africa.

### **3.5 Structures for AGDI**

The structure of the process has the ECA- AGCD as the highest body, then the Regional Advisory Panel, The National Advisory Panel, then the research institution which for Ethiopia is CERTWID (the research institution in the country including the research team).

#### **NOTE.**

- The Ministry of State in charge of Women's Affairs chairs the meetings
- The National Advisory Panel plays an advisory role to CERTWID.

### **4.0 Terms of Reference of the National Advisory Panel**

- To support the research institutions in the collection of national data that is accurate of high quality.
- To assist facilitate institutions in accessing the relevant data
- To review the institutions' methodology for collecting data
- To review the data collected by the National Institution
- To review the National report prepared by the research institutions, which includes the AGDI data before it is submitted to the ECA.

The National Advisory Panel will have three meetings:

- ii) **First meeting:**
  - briefing on the AGDI
  - briefing on the TOR of the Advisory Group
  - discuss the methodology of data collection:
  - identify sources of data and how the relevant institutions will assist in data collection.
- ii) **Second Meeting**
  - Receive status report from institutions and review progress
- iii) **Third meeting**
  - Review data collected for the GSI and the AWSB
  - Review national report



## **Discussion**

It was agreed that Ms. Zenebework Tadesse of the Forum for Social Studies sits in the Regional Advisory Panel.

Clarification was sought on the linkages between the Index and the research. The Task Manager indicated that this would be answered adequately as the AGDI is presented. However, the task at hand is the assessment of government on gender equity and equality which assessment can only be carried out by an independent institution because the government cannot assess itself. The NAP is to validate the country report when they are satisfied that it reflects the true picture of the situation prevailing in Ethiopia.

### **5.0 The African Gender and Development Index (GSI)**

The African Gender and Development Index consists of two parts, the Gender Status Index (GSI) and the African Women's Progress Scoreboard (AWPS). The combination of the GSI and AWPS is called the African Gender and Development Index (AGDI).

The Gender Status Index is a measure of relative gender equality that captures those issues related to women's empowerment that can be measured quantitatively. The GSI is based on three blocks, social power, economic power and political power. Each block of the GSI is divided into various components, which again are subdivided into a number of sub-components and then into indicators or variables. The indicators will only deal with gender issues that relate to the relations between women and men.

There after the facilitator led the participants through a discussion in each of the blocks.

### **5.2 SOCIAL POWER CAPABILITIES**

#### **Primary Enrolment**

- Looking at the primary enrollment and particularly the number of boys and girls. The document provides for enrollment age as 6-11 years. However, in Ethiopia, the official age bracket for primary is 6-12 years. The research is therefore expected to produce three data sets the 6 – 11 as required by ECA, the 7 – 12 that they follow and data on general enrolment.

#### **Tertiary Enrollment**

- Tertiary education was defined as any level above secondary Education. These include, Universities, Colleges, Technical Institutions, and Teacher Training Colleges etc.
- There was concern of the Ministry of Education not having adequate information on private Universities. The researchers were urged to cross check the information from both the Universities and Ministry of Education in order to avoid double

counting and they should as much as possible relay on the Ministry of Education for the information.

- For tertiary Institutions age was not considered to be important.
- No dropout is to be calculated

### **Secondary Enrollment**

- The age bracket of those in secondary to be obtained
- Combined ratio to be used.

### **Drop out rate**

- Primary and Secondary proxies will be calculated by the enrollment rate and those who actually complete the primary circle. It was also noted that researchers should take note on how the Ministry of Education calculate the dropout rates.

### **Literacy**

- This was defined as the ability to read and write in any language.
- Notes should be provided in all the cases.
- The data is on primary education completed.

### **Comments**

- Absolute numbers are used due to weighting that is still to be done at the consolidation of the AWR.
- Data on **Repetition rates** to be collected also.
- National data comes from the Bureau of statistics, where it is not available Ministries complement the Bureau.

### **Health**

- **Stunting.** This was defined in terms of a child who is under weight and height for his or her age.
- Clarity was sought on why the age of stunting and underweight should be calculated at 3. It was also raised that it is un-African for mothers to discriminate their children on gender when they feed them, and therefore the indicator should have no place in the AGDI unless it was in Asia. The Task Manager noted that children are easy to feed above 5 years but those 3 and below are at higher risk of stunting. She further noted that the study will also help bring out the situation on the ground between boys and girls.
- Ethiopia is therefore going to extrapolate data for under 3s on stunting and underweight.
- There was a question on why stunting and underweight were put under health yet they are nutrition indicators. Nutrition indicators have been put under health since health and nutrition are interrelated.

- On why reproductive health was not included under the GSI, it was indicated that it was a purely women's issue and was better addressed in the Scoreboard.

### **HIV infection**

- Data will be collected from the relevant Aids Information Centers.
- In order to get the rate of new infections, data to be collected is for the preceding year.

### **Time spent out of work**

- Time spent out work is mainly collected in Time use surveys. The Panel indicated that such as study was carried out in Ethiopia on four peasant communities. The study was not nationally representative and it included women only.
- The findings of this study should be included in the report as a box.
- On why time spent out of work was put under health, this is because leisure is important for good health
- All the information should be gender disaggregated

## **5.3 ECONOMIC BLOCK**

### **Wages**

- It was noted that data relating to wages in agriculture is not available.
- Extrapolate data based on the original questionnaire.
- Comments from South Africa to be circulated to all countries.
- Include data and information on pastoralists.
- The challenge for this indicator is to be able to value women's work.

### **Wages in civil service**

#### **Income**

This is to consider income from the informal sector. A fear was raised for the data not being available because of the nature of income.

#### **Income Remittances**

- Data on remittances may not be easily available.

#### **Time Use**

- Members reported that there was no Time Use study done in Ethiopia.

#### **Paid Employment**

It was agreed that for those years where time use has not been employed proxies would be used.

## **Ownership of urban plots houses or land Access to family labour**

It was noted that data on this might not be available.

## **Access to family Labour**

### **Access to Credit**

This is to determine who has access to credits and the data must be gender disaggregated.

### **Freedom to dispose own income**

Members said there was no existing information on the above.

### **Management**

This is to assess who are in the management positions giving gender disaggregated data and the areas to be looked at will include;

### **High Civil Service Positions (A class)**

- There was debate on the classification of civil servants whether to follow the International classification or not.
- Use international classification, while considering the practical classification in Ethiopia.
- Census and Labour Surveys follow international classification.
- It was agreed that researchers have to extrapolate this data and classify high civil servants (Class A) starting from Heads of Departments.
- **Members of Professional Syndicates** e.g. Accountants, Engineers, Doctors, Lawyers etc. The salary difference should also be reflected including Administrative, Scientific and Technical disaggregate data to be provided

## **5.3 POLITICAL POWER AGENCY**

### **• Public sector**

The numbers for women and men will be considered in this area

- Members of Parliament
- Cabinet Ministers (Commissioners and General Managers are political appointees equivalent to the Minister).
- High and Supreme Court Judges
- Local government Leaders
- High Positions in Civil Service (including government institutions, regional governors and Ambassadors, Commissioners, Heads of Departments/Directors
- Universities

- Banks
- Head of faculties
- Directors of government institutions.

### **Civil Society**

Under this the researchers will be looking at the following areas;

#### **Political parties**

The high positions held in the political parties and also look at the structure and committees.

#### **Trade Unions**

The people in decision making in this area will be looked at and their number. These will include professional bodies.

#### **Employers Associations**

#### **Professional syndicates**

#### **Non-Governmental Organizations**

The researchers will focus on the heads of these organizations and they should be broken down in the following

- Women's Organizations
- Developmental

#### **Heads of Community based organizations or unions**

- It was agreed that religious leaders are movers and shakers in Ethiopia and they should be added to the civil society group.
- It was suggested that there would be need to write to the clergy/church requesting for such information.

**NOTE:** Evidence should be attached in all cases

### **6.0 African Women's Progress Scoreboard (AWPS)**

The African women's Progress Scoreboard looks at women's advancement and Empowerment, and as the GSI it is made of blocks.

It has the horizontal and vertical axis. The horizontal Axis is the measurement and vertical is what is measure

### **Measurements.**

The countries will be assessed for the work done in the advancement and Empowerment of women and the score will be from 0-2. 0 will mean that nothing has been done, 1 something is being done and two all is done.( see annex Scoreboard ).

Each block will be looked at and scored with the horizontal Axis and the following are some of the additions to the that is already on the scoreboard to be looked at or measured. Due to time limitations the Task Manager just ran through the indicators in the Scoreboard, but there was not time for further discussions. It was suggested that more discussions could be raised at the second NAP meeting.

### **7.0 Development of the Action Plan**

The Research team leader, Ms. Emebet Mulugeta presented the Ethiopia research team plan of action.

### Plan of Action for Development of AGDI: Ethiopia

Activity	Time Frame	Indicators of Success	Responsible body
1st National Advisory Panel meeting	22 May, 2003	Meeting held	National Advisory Panel/ECA/CERTWID
Develop contractual obligation of the research team	26-30 May, 2003	TORs/Contracts in place	Project leader
Meeting of Research team	23 May, 2003	Meeting held	Project leader
Identification of sources	24-31 May, 2003 (1 week)	Sources identified	CERTWID team
Data Collection	1-30 June, 2003 (1 month)	Data collection completed	CERTWID team
Meeting of Research Team	13 June, 2003	Meeting held	CERTWID team
2 <sup>nd</sup> National Advisory Panel meeting	18/19 June	Meeting held	WAO/CERTWID
Analysis of Data	1 <sup>st</sup> July – 15 July (2 weeks)	Data Analyzed	CERTWID team
Write up	16 July 30 July (2 weeks)	Write up completed	CERTWID team
Review among the group	1-4 August	Review completed	CERTWID team
Submission of draft report to the National Advisory Panel	6 August	Draft report submitted to National Advisory Panel	CERTWID team
3 <sup>rd</sup> National Advisory Panel (validation meeting)	18/19 August	Meeting held	WAO/CERTWID
Finalization of Report	20-25 August	Report finalized	CERTWID team
Submission of final report to ECA	26 August, 2003	Report submitted	Project leader

## 8.0 Expected Support from the Ethiopia National Advisory Panel

Ms. Emebet Mulugeta presented on expected support from members of the National Advisory Panel as indicated below:

INSTITUTION/MEMBER	EXPECTATIONS
Women's Affairs Office	<ul style="list-style-type: none"> <li>• Chair the National Advisory Panel</li> <li>• Take lead in informing other ministries and institutions about the process of AGDI</li> <li>• Provision of introduction letters to ministries and other relevant institutions</li> <li>• Identification of sources and provision of information to the Research Team.</li> <li>• Verification of information, particularly the Scoreboard</li> <li>• Validation of the AGDI country report</li> </ul>
<b>Selected Government Ministries</b> Ministry of Finance and Economic Development Ministry of Justice Ministry of Health Ministry of Education Ministry of Agriculture Ministry of Foreign Affairs Ministry of Labour and Social Affairs Ministry of Industry and Trade Ministry of Federal Affairs	<ul style="list-style-type: none"> <li>• Participation in the National Advisory Panel meetings</li> <li>• Commitment to the development of the AGDI</li> <li>• Provision of relevant information</li> <li>• Guide/Advise the Research Team</li> <li>• Technical support</li> <li>• Identification of sources of Information</li> <li>• Verification of Information</li> <li>• Validation of the AGDI country report</li> </ul>
<b>Central Statistical Authority</b>	<ul style="list-style-type: none"> <li>• Participation in the National Advisory Panel meetings</li> <li>• Provision of Data</li> <li>• Processing identified data when need arises</li> <li>• Technical support</li> <li>• Identification of other sources of information</li> <li>• Verification of information</li> <li>• Validation of the AGDI country report</li> </ul>
<b>Relevant Government and Non-Government Organisations</b> Ethiopian Women Lawyers Association HIV Secretariat Election Board UNAIDS	<ul style="list-style-type: none"> <li>• Participation in the National Advisory Panel meetings</li> <li>• Provision of relevant information</li> <li>• Identification of other sources of information</li> </ul>



INSTITUTION/MEMBER	EXPECTATIONS
Science and Technology Commission Parliament Supreme Court Civil Service Commission	<ul style="list-style-type: none"> <li>• Verification of Information</li> <li>• Validation of the AGDI country report</li> </ul>

## 9.0 Conclusion

The workshop Chairperson thanked the members for the time and reminded them of the task that they are to undertake with a very tight time frame. The Task Manager thanked the participants for agreeing to be members of the Ethiopia NAP. She noted that their contributions were not only valuable to Ethiopia, but to the overall development of the AGDI. She also thanked the chairperson and colleagues from ACGD for their facilitation of the workshop.

## 10.0 ANNEX: LIST OF PARTICIPANTS

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ECONOMIC COMMISSION FOR AFRICA  
COMMISSION ECONOMIQUE POUR L'AFRIQUE

INTEROFFICE MEMORANDUM — MEMORANDUM INTERIEUR

To: Mr. Urbain Zadi , OIC  
A: OPC

Date: 10 July 2003

Through: Josephine Ouedraogo, Director  
S/C De: African Centre for Gender and Development

Ref.: ACGD/0190

From: Thokozile Ruzvidzo,  
De: Senior Economic Affairs Officer, ACGD

Subject: Report of the First Sensitization Workshop for the National Advisory Panel on Field  
Objet: Trials of the African Gender and development Index (AGDI) in Ethiopia

Please find attached Ms. Thokozile's report of the Meeting held in Addis-Ababa, Ethiopia on 22 May 2003.

cc: Mr. K.Y. Amoako, Executive Secretary  
Ms. Lalla Ben Barka, Deputy Executive Secretary  
Mr. Ali Todaro, Special Assistant to the Executive Secretary  
Ms. Jo Buttler, Secretary to the Commission