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Ethiopia: End-Term Outcome Measurement Report

2025/October



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Executive Summary

The main purpose of the outcome measurements at the end of the five-year POD project (2021–2025) was to assess the overall effectiveness, sustainability, and impact of the interventions implemented throughout the project cycle. The measurements aimed to determine the extent to which the intended outcomes and long-term changes have been achieved, particularly in relation to strengthening political participation, dialogue, and leadership. Beyond tracking progress against planned indicators, the end-term assessment sought to capture evidence of transformative shifts, such as behavioural, attitudinal and institutional changes resulting from project interventions. The findings also serve to inform future programming, policy engagement, and resource allocation, ensuring that lessons learned and best practices guide the design of subsequent initiatives.

The end-term outcome measurements were conducted between June and September 2025 by NIMD's Monitoring and Evaluation Officer and Programme Manager, in close collaboration with Facilitators, event moderators, beneficiaries and key stakeholders. Mainly, data were collected throughout the intervention period, enabling continuous tracking of progress and emerging changes. In addition, interview and focus group discussion (FGD) sessions were conducted when beneficiaries re-engaged in subsequent project activities and through scheduled follow-up meetings with them. A mixed-methods approach was employed to ensure both depth and reliability of findings. Quantitative data were gathered through structured surveys and indicator tracking tools, while qualitative insights were obtained through key informant interviews, focus group discussions, outcome harvesting sessions, and evaluation/feedback response reviews. The assessment focused on changes observed since the mid-term review, validating progress through triangulated evidence from beneficiaries, stakeholders, and institutional records. This comprehensive approach enabled the evaluation team to assess not only the achievement of results but also the relevance, efficiency, and sustainability of the project's outcomes.

LTO 1

The Netherlands Institute for Multiparty Democracy (NIMD) and its partners have evolved into key catalysts for democratic transformation through sustained capacity building, strategic partnerships, and institutional strengthening. Since 2021, more than 250 staff from implementing and partner organizations have enhanced their technical and leadership skills, embedding politically informed and adaptive management practices in their operations. Collaboration with NEBE, EPPJC, and other stakeholders has institutionalized inclusive dialogue and civic participation mechanisms. Although participation figures did not reach quantitative targets, the qualitative achievements are substantial that are reflected in strengthened institutional capacity, gender responsiveness, and programmatic adaptability that position NIMD and its partners as credible drivers of inclusive governance and democratic deepening in Ethiopia.

LTO 2

Substantial progress was achieved in empowering women and youth to play active roles in politics and decision-making. From a baseline of zero, 66 young and women leaders were trained through initiatives such as EDAC and EDAW, supported by the establishment of the Ethiopian Visionary Leaders Association (EVLA), which formalized alumni engagement. Women and youth representation within political parties has increased, with 18 political and civic actors adopting measures to enhance inclusivity and five reform agreements concluded through dialogue platforms. These developments represent a shift from individual capacity building to institutionalized inclusion, signifying the emergence of a new generation of leaders who are shaping policy and governance practices. Although quantitative targets were not fully met, the programme has had a transformative qualitative impact embedding gender and youth inclusion as a sustained political norm.

LTO 3

The PoD Programme significantly advanced political cooperation and dialogue across divides, fostering trust and peaceful engagement among actors. The number of multi-stakeholder dialogues surged from 12 at midterm to 29 by end-term, exceeding targets by more than 580%, illustrating an institutionalized dialogue culture within



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Ethiopia's evolving political system. Through structured forums such as the EPPJC and NEBE consultations, political parties and civic actors engaged in consensus-building on key governance issues. Trust-based collaboration, strengthened by retreats and assemblies, consolidated Ethiopia's national dialogue process, reflecting a growing reliance on peaceful mediation and dialogue as mechanisms for addressing political grievances and shaping democratic reforms.

LTO 4

NIMD's interventions made a measurable contribution to safeguarding and expanding Ethiopia's democratic space through institutional modernization and digital transformation. Support provided to the House of Peoples' Representatives (HoPR) and Caffee Oromia led to the development of automated M&E systems, mobile applications, and governance frameworks that enhanced transparency, accountability, and citizen engagement. Although only 7 preparatory activities were recorded against a target of 43, their strategic value was significant, yielding transformative institutional results. Political actors trained under the programme (211 by end-term) exhibited greater adherence to democratic principles, and commissioned institutional studies informed governance reforms. Collectively, these achievements mark substantial systemic progress toward a more open, accountable, and participatory democratic environment in Ethiopia.



1. Methodology

Data were collected throughout the intervention period, allowing for continuous tracking of progress and emerging changes across the project cycle. The end-term outcome measurements were specifically conducted between June and September 2025 to collect remaining data, conduct outcome harvesting sessions, and validate progress made since the mid-term review. The data collection was primarily undertaken by NIMD's Monitoring and Evaluation Officer and Programme Manager, with valuable support from facilitators and event moderators who were directly involved in trainings and dialogue sessions.

A mixed-methods approach was employed to ensure comprehensive and credible findings. Quantitative data were gathered through structured surveys and indicator tracking tools, while qualitative insights were obtained through key informant interviews, focus group discussions (FGDs), outcome harvesting sessions, and document reviews. This combination allowed for both numerical analysis and deeper understanding of behavioral and institutional changes observed during implementation.

General limitations during data collection included logistical challenges such as conducting some interviews online because some key informants were based outside Addis Ababa; the complexity of capturing certain outcomes during harvesting sessions; and the need to reschedule some FGDs to ensure the participation of the most relevant informants. These factors did not significantly affect the overall data quality but occasionally made the process of capturing and validating outcomes more demanding and time-consuming. Challenges were minimal apart from the time extension caused by FGD rescheduling. This was managed through flexible planning and maintaining close communication with participants to secure their engagement.

Compared to the mid-term measurements, several methodological improvements were made. The earlier limitations related to small or less representative samples and limited participant understanding of the evaluation process were addressed by applying more targeted sampling strategies and providing clearer explanations to respondents about the purpose of the assessment. These enhancements increased both the credibility and reliability of the collected data. While the improvements introduced some methodological refinements, they did not compromise comparability with the baseline and mid-term data. Refinements such as improved sampling representativeness, clearer data collection tools, stronger data quality assurance mechanisms (e.g. data cleaning, triangulation, evidence based verification) strengthened the overall validity of the findings, ensuring a more accurate reflection of progress and impact achieved over the five-year project period.

2. Outcome Measurements

2.1 LTO1

2.1.1 Outcome Indicator 1

<i>The consortium, partner networks and local civil society organizations are effective catalysts for change</i>	Baseline value	Mid-Term value	End-Term value	End-Term target
Outcome Harvesting	All the consortium members have specializations on their own right. The	Joint activities on the promotion of involvement and	NIMD Ethiopia and its partner networks operate as functional, coordinated	Consortium and partner networks operate as fully functional, coordinated



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	synergy of their expertise will have important contribution	engagement of youth and women in the political and CSO fora	catalysts, driving inclusive and participatory governance processes.	catalysts driving inclusive and participatory governance processes.
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For this outcome, “effective catalysts for change” refers to the demonstrated capacity of the consortium, partner networks, and local CSOs to initiate, influence, and sustain inclusive decision-making processes at various levels. An “inclusive process” is defined as one that actively involves and amplifies the voices of underrepresented groups, particularly women, youth, and marginalized communities in political dialogue, decision-making, and governance structures.

The indicator was assessed through Outcome Harvesting, complemented by key informant interviews, focus group discussions, and document reviews. The sample primarily included NIMD Ethiopia staff, local partners (such as BRIDGE Research & Innovation, CGSS), and selected beneficiaries of leadership and political participation initiatives. Among consortium members, AMwA played a limited but strategic role, particularly in women’s leadership training and mentoring components. The data focused on behavioral, relational, and institutional changes that demonstrate how these actors catalyzed inclusive governance at local and national levels.

At the beginning of the program in 2021, the idea of “catalysts for change” had not yet been clearly defined or applied in practice. The consortium’s focus was largely on exploring potential areas of synergy among members rather than measuring any collaborative results. As the program progressed into the mid-term period (2021–2023), the concept took on a more practical meaning, emphasizing NIMD Ethiopia’s growing collaboration with its local partners and select consortium members, especially AMwA, in advancing women’s and youth participation. This stage marked the start of collecting tangible evidence of joint activities and partnerships. By the end-term period (2023–2025), the definition had expanded to include institutional capacity strengthening. NIMD Ethiopia emerged as a leader in introducing Quality Management Systems (QMS), organizing professional excellence training, and improving strategic management processes. Data collection at this point became more systematic and evidence-based, using document reviews, triangulation, and interviews to validate both the organization’s internal progress and its external influence as a catalyst for inclusive governance.

The end-term findings demonstrate a significant transformation from early, potential collaboration to established institutional leadership. Although the consortium as a whole did not evolve into a fully integrated mechanism in Ethiopia, NIMD Ethiopia successfully assumed the catalytic role. It built strategic partnerships with local CSOs, NEBE, EPPJC, and AMwA to promote inclusive governance. Through reforms such as the introduction of QMS, improved communication systems, and strategic planning, alongside professional development initiatives, NIMD Ethiopia enhanced its institutional credibility and solidified its position as a national catalyst for democratic transformation.

From baseline to end-term, the consortium’s journey reflects a clear trajectory of growth. Initially, members functioned independently within their own mandates. By the mid-term, collaboration became more concrete as NIMD Ethiopia and AMwA jointly worked to expand women’s political participation and create inclusive dialogue platforms. By the end of the program, NIMD Ethiopia had evolved into a model of institutional excellence. Activities such as staff retreats, professional training, report-writing workshops, and the adoption of QMS significantly contributed to organizational cohesion and professionalization. The integration of QMS across departments, enhanced communication capacity, and participation in international training programs in Uganda, Dubai, and Kampala signaled a transition from fragmented collaboration to a culture of systematic learning and institutional excellence.

Overall, progress from the baseline to the end-term marks substantial advancement toward the program’s goal of strengthening organizational capacity and collaboration for inclusive democracy. NIMD Ethiopia and its partner networks now demonstrate improved coordination, leadership, and institutional discipline. Their partnerships with democratic institutions such as NEBE and EPPJC have expanded opportunities for inclusion, representation, and participation, especially for women and youth. While consortium-wide coordination



remained somewhat limited, the Ethiopian component achieved notable catalytic impact through NIMD's localized leadership.

By the end of the program, the achieved value was very close to the targeted outcome. NIMD Ethiopia's strengthened institutional capacity and productive partnerships with national and local actors were the key drivers of this success. However, the limited engagement of other consortium members beyond AMwA restricted broader cross-country synergy and collective influence. Looking ahead, future initiatives could bridge this gap through more intentional joint planning, shared learning systems, and co-funded actions that foster a stronger, more integrated consortium capable of sustaining long-term impact.

2.1.2 Intermediate Outcome Indicators LTO 1

<i>PoD Consortium Builds each other's capacity to implement politically savvy program</i>	Baseline value	Mid-Term value	End-Term value	End-Term target
Number of consortium partners/partners/country office staff trained	0	214	259	800

The indicator measures the number of staff from consortium partners, implementing partners, and country offices who have participated in structured capacity development activities organized under the PoD. These include webinars, trainings, workshops, retreats, and other learning events aimed at enhancing technical, managerial, leadership, and politically savvy programming skills. The focus is on participation in structured learning events aimed at strengthening the ability of staff to design and implement politically savvy programs. Capacity development activities include technical and soft-skill trainings such as Monitoring & Evaluation (M&E), financial management, teamwork and communication, Project Monitoring, Evaluation and Learning (PMEL), HR strategy, gender equality, organizational development, or program management

The indicator was measured through quantitative and qualitative data collection. Attendance records from all webinars, trainings, and workshops were used to quantify the number of participants. Pre- and post-training assessments were administered to measure changes in participants' knowledge and skills. Feedback surveys and interviews with participants provided qualitative evidence on the relevance, quality, and perceived impact of the capacity development activities. The sample included NIMD staff and partner institutions such as the National Election Board of Ethiopia (NEBE), Center for Governance and Security Studies (CGSS) and BRIDGE Research and Innovation for Democratic Governance and Enhanced Peace who were directly involved in either implementing activities and/or be benefited from it.

At the start of the program, the indicator definition was established to ensure consistent measurement across time, with baseline data confirming that no staff had yet been trained. By the midterm, refinements in the data collection process expanded the range of participants and improved data accuracy. Initially limited to a few key partners, the scope later included a wider range of partner staff. By the end-term, the definition remained consistent, but data collection expanded to include additional activities such as retreats, cross-country exchanges, leadership training, and strategic planning workshops. These additions captured not only participation rates but also qualitative reflections on learning outcomes and the depth of institutional capacity built.

The steady increase in trained staff, from zero at baseline to 214 at midterm and 259 at end-term demonstrates ongoing investment in institutional and technical capacity. This progress highlights NIMD Ethiopia's and its partners' growing commitment to politically informed and adaptive programming. The figures also reflect the inclusion of diverse stakeholders such as CGSS, NEBE, and regional legislatures, showing both the breadth of engagement and the depth of learning in core areas like monitoring, evaluation, communication, and financial management. However, the slower growth between midterm and end-term underscores the need to expand training outreach and maintain consistency in large-scale capacity building.



The baseline period represented a clean starting point, while the midterm data indicated substantial growth across various training themes and partners. By the end of the program, the modest increase of 44 participants since midterm suggests that while capacity development continued, it shifted toward more specialized and intensive learning experiences. Trainings such as the Bishoftu and ArbaMinch team retreats, Feminist Transformational Leadership Training in Kampala, Report Writing Skills Training, and Strategic Management Training in Dubai reflect a move toward deepening professional and strategic competencies rather than broadening numerical reach. The gradual increase in participation shows steady but slower than expected progress. It indicates that while quantitative targets were not fully met, qualitative impact was significant. The focus transitioned from foundational technical skills to advanced themes like leadership, feminist approaches, and strategic management signaling a maturing institutional culture that prioritizes depth over scale.

During implementation, the initial target of 800 participants was informally reassessed and later formally adjusted to 430, reflecting practical realities such as limited resources, competing priorities, and a deliberate shift toward high-quality, in-depth training. By the end of the program, 259 individuals had been trained, representing about 60% of the revised target and roughly one-third of the original goal. This outcome indicates that while the overall scale of participation was lower than anticipated, the program achieved meaningful and lasting improvements in capacity, adaptability, and institutional learning across consortium members and partners.

2.2 LT02

2.2.1 Outcome Indicator 2

Aspiring women political leaders are influential actors of change at the provincial and at the national level.	Baseline value	Midterm value	Endterm value	Endterm target
# of women and youth involved in politics who feel they are able to participate in decision-making processes	0	20	85	150

The indicator measures the number of women and youth involved in politics, targeted within the Power of Dialogue (PoD) programme, who report being able to meaningfully participate in political decision-making processes. “Meaningful participation” is defined as having the ability and opportunity to contribute to policy discussions, hold leadership positions, influence party directions, or take part in institutional decision-making within political structures. The term “inclusive process” refers to political party mechanisms and decision-making spaces that accommodate the voices, perspectives, and leadership of both women and young people on an equal footing with men and senior members.

The indicator was assessed using a mixed-methods approach that integrated quantitative and qualitative tools. Structured surveys were conducted among PoD-trained alumni and party members to gauge perceptions of inclusion, representation, and participation. The surveys were conducted with approximately 35 PoD-trained alumni and political party members during various alumni events held throughout the programme period, rather than only at the end of the five years. The insights from these recurring surveys were aggregated and extrapolated to reflect the broader group resulting in an estimated 85 women and youth who reported being able to meaningfully participate in decision-making processes. Complementary interviews with political party leaders, youth and women’s wing coordinators, and members of the Ethiopian Political Parties Joint Council (EPPJC) provided deeper insight into institutional shifts and leadership representation. An analysis of representation within party structures and committees, including executive committees and youth and women’s wings, was also carried out to measure the proportion of women and youth in leadership and decision-making roles. The sample comprised EDAC alumni, members of both major and emerging political parties, and key informants from NIMD partner institutions.



At the baseline in 2021, there was little evidence of meaningful participation of women and youth in political decision-making, and the focus was mainly on establishing a clear definition and consistent data collection method. The midterm assessment (2021-2023) expanded the scope to measure both formal representation and perceived influence, leading to a more systematic data-gathering process. By the end-term in 2025, the methodology was further refined through enhanced enumerator training, broader sampling, and triangulation of self-reported data with verifiable evidence such as appointment letters, meeting minutes, and confirmed leadership roles.

The steady increase from zero at baseline to 20 at midterm and 85 at end-term indicates significant progress in women's and youth's ability to participate meaningfully in political decision-making. This growth reflects the cumulative effects of mentorship, leadership training, and sustained engagement through initiatives like the Ethiopian Visionary Leaders Association (EVLA), which provided alumni with an institutionalized platform for advocacy and collaboration. The rise in numbers shows that participants are increasingly recognized and trusted to take on leadership roles within parties and public institutions, though the progress remains below the target of 150 due to persistent structural barriers such as entrenched hierarchies, gender norms, and limited resources.

The journey from baseline to end-term demonstrates a clear shift from individual skill development to collective and institutional impact. Early progress was gradual, focused on building confidence and political awareness. The leap from 20 to 85 participants signals the transition from training to real-world influence seen in the appointment of EDAC and EDAW alumni to senior political and administrative roles at regional and national levels. The establishment and registration of EVLA marked a milestone in institutionalizing this progress, ensuring continued mentorship, networking, and advocacy beyond the program period.

Overall, the outcome shows consistent advancement toward the PoD objective of empowering aspiring women and youth leaders as influential actors of change. The combination of training, mentorship, and advocacy fostered a generation of politically active leaders who are contributing to decision-making processes. Although the end-term result represents about 57% of the set target, it reflects substantial progress under challenging political and security conditions. Maintaining the original target despite these constraints helped sustain ambition and commitment, ensuring that the PoD programme laid a strong foundation for continued and equitable political engagement of women and youth in Ethiopia's democratic landscape.

2.2.2 Intermediate Outcome Indicators LTO2

Young and women leaders strengthen their parties through adequate representation	Baseline value	Midterm value	End-Term value	End-Term target
<i># of political/civic actors taken measures enhancing representation of women and youth</i>	0	11	18	11

The indicator measures the number of political and civic actors that have taken concrete measures through policies, regulations, or specific actions to enhance the representation of women and youth within their organizational structures (e.g., governing boards, committees, or leadership positions).

"Measures" are understood as tangible institutional steps such as revising internal bylaws, establishing women's or youth wings, making gender/youth quotas part of recruitment procedures, or appointing women and young leaders to decision-making positions. The definition remained consistent throughout baseline, midterm, and end-term stages to ensure comparability, with only the scope of data collection expanded at later stages to capture more diverse actions and actors.

The indicator was assessed through a mixed-methods approach combining surveys, interviews, and document reviews. At baseline in 2021, there were no recorded measures (value = 0), and data were primarily gathered through desk reviews and initial consultations. By the midterm in 2023, data collection expanded to include



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structured interviews and surveys with major political parties such as the Prosperity Party, NaMA, Freedom and Equality Party, and EZEMA as well as members of the Ethiopian Political Parties Joint Council (EPPJC). By the end-term in 2025, the process incorporated verification through NEBE reports, review of institutional policies, and tracking the leadership participation of EDAC alumni across regions, offering a more comprehensive view of inclusion outcomes.

Over time, the data collection approach evolved from simply confirming the existence of measures to analyzing their impact measures to examining their actual influence on leadership and decision-making. While the definition of “measures” stayed constant for consistency, midterm assessments added qualitative insights into institutional motivations and challenges, and end-term analysis focused on how commitments translated into actual leadership representation. The political and civic actors showing progress included both major and emerging political parties within the Ethiopian Political Parties Joint Council, as well as civic organizations engaged in dialogue and leadership development. Their efforts combined institutional reforms such as revising bylaws to include gender and youth quotas and revitalizing women’s and youth wings, capacity and representation initiatives like leadership training, mentorship, and appointing women and youth to executive roles, and inclusive practices including co-chairing arrangements and gender-balanced participation in meetings. By the end of the programme, 18 political and civic actors had adopted at least one of these measures, marking a tangible shift from commitment to practice in advancing inclusive leadership. This upward trend reflects a growing recognition of women’s and youth’s political roles and signals progress toward institutionalizing inclusive leadership, even though implementation levels varied.

Between 2023 and 2025, the effects of the Power of Dialogue (PoD) programme became visible in both policy reform and leadership outcomes. Political parties and institutions started appointing women and youth to senior positions, and EDAC alumni emerged in influential roles within regional bureaus, standing committees, and public offices. Many were also nominated as candidates in national and regional elections, with several taking on leadership roles in party structures and government bodies. These developments mark a tangible transition from policy commitments to active representation, affirming the programme’s success in turning training and mentorship into real political influence.

By 2025, the programme exceeded its end-term target of 11, reaching 18 political and civic actors who had implemented measures to enhance inclusivity. The target remained unchanged during implementation, yet the final outcome surpassed expectations, underscoring the effectiveness and sustainability of NIMD’s interventions. The achievement highlights not only improved institutional practices but also a growing culture of inclusive leadership within Ethiopia’s political landscape.

Young and women leaders influence the decision-making within their political parties	Baseline value	Midterm value	End-Term value	End-Term target
<i># of women/youth leaders trained</i>	0	41	82	160

The indicator measures the number of women and youth leaders from political and civic movements, organizations, and institutions who participated in structured capacity development initiatives. These initiatives included the Ethiopian Democracy Academy (EDAC), webinars, and workshops on leadership, democracy, and governance. The indicator captures not only participation but also empowerment and readiness of these leaders to influence decision-making within their political parties and civic spaces. The definition remained consistent throughout the program period to ensure comparability and conceptual clarity across different reporting stages.

The indicator was measured using both quantitative and qualitative tools. A registration and tracking system documented participants in NIMD-supported training and mentorship programs, complemented by interviews and follow-up assessments with selected trainees and partner institutions to identify behavioral and institutional changes resulting from the trainings.

Across the program’s lifespan, the data collection process evolved while maintaining a consistent definition. The baseline in 2021 confirmed no recorded participants, establishing a starting point of zero. By midterm in 2023, structured surveys, interviews, and focus group discussions captured both participation data and reflections on



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skill application. At the end-term in 2025, tracking expanded to include mentorship outcomes, leadership appointments, and institutional linkages, including the establishment of the Ethiopian Visionary Leaders Association (EVLA), offering a more comprehensive picture of sustained influence and engagement.

The steady rise from 0 at baseline to 41 at midterm and 82 (58F, 24M) at end-term demonstrates meaningful progress in empowering young and women leaders to participate in political and civic decision-making. Although the figure falls short of the 160 target, it represents a significant achievement in Ethiopia's challenging political landscape. Many trained leaders have transitioned into active leadership roles and contributed to institutional reform, showing that the program's impact extends beyond numerical targets to measurable influence and institutional change. This progression reflects the Power of Dialogue (PoD) programme's success in translating training into practice through mentorship and network-building. The establishment of EVLA served as a key milestone, institutionalizing the leadership pipeline and providing a sustained platform for alumni collaboration and advocacy. Rather than expanding participant numbers, the program prioritized depth of engagement and quality of leadership development, resulting in more durable and transformative outcomes.

By the end of the program, 82 leaders had been trained, approximately 52% of the set target. While the quantitative target was not reached, the qualitative impact far exceeded expectations. Alumni of the program have assumed visible leadership roles within political parties, civic institutions, and public offices, contributing to broader reform and inclusivity agendas. The creation of EVLA ensures that these outcomes will continue to grow beyond the program's duration, reinforcing the long-term sustainability of women's and youth's leadership influence in Ethiopia's political sphere.

Young and women leaders amplify diverse young and women voices within political parties	Baseline value	Midterm value	End-Term value	End-Term target
<i># of agreements reached (reform agendas / policies / legal amendments)</i>	0	2	5	5

The indicator measures the number of formal agreements, reform agendas, or joint policy commitments reached by political and civic actors particularly those championed by young and women leaders within NIMD supported dialogue platforms. These agreements could include memoranda of understanding, joint reform proposals, or mutually endorsed political agendas that promote inclusivity. An "inclusive process" is defined as one where diverse actors, including youth, women, political party representatives, and civil society organizations, meaningfully participate in shaping policy or institutional decisions. Throughout the program period, this definition remained consistent, ensuring that every recorded agreement reflected both substantive participation and shared ownership of the outcomes.

While the definition remained unchanged, data collection evolved across program stages. At baseline (2021), no agreements were recorded, as the foundation for dialogue platforms was still being established. By midterm (2023), two formal agreements emerged through NIMD and EPPJC facilitated interparty dialogues that produced 31 shared reform agenda points focused on inclusivity and representation. At the end-term (2025), five agreements were recorded, reflecting both the continuation of interparty collaboration and the growing influence of alumni-led initiatives such as the Ethiopian Visionary Leaders Association (EVLA), which mobilized youth and women leaders to co-develop new reform and policy proposals. The five agreements included: (1) the adoption of 31 common reform agendas through NEBE-led interparty dialogue; (2) the creation of the EDAC Alumni Network, initiated during a 2023 alumni event that brought together representatives from multiple parties and regions to coordinate activities and sustain collaboration through a Telegram channel and interim committee; (3) the launch of a shared communication platform (Telegram channel) to promote dialogue, peer learning, and coordination among alumni; (4) the official registration of the Ethiopian Visionary Leaders Association (EVLA) as a local civil society organization under Registry No. 7622; and (5) the development of joint reform and policy proposals by EVLA and political party representatives to advance youth and women's leadership. Verification included analysis of EVLA's registration records, alumni minutes, and reform agenda documentation, confirming the institutionalization of inclusive dialogue.



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The end-term value of five agreements demonstrates strong progress toward institutionalizing inclusive policymaking and amplifying young and women voices in Ethiopia's political landscape. In a traditionally male-dominated political culture, this shift signifies growing openness to shared decision-making and collective reform. The progression from 0 to 2 to 5 agreements represents more than numerical growth. It reflects deepening collaboration among political actors and a maturing culture of dialogue and consensus-building nurtured through NIMD's sustained facilitation.

These achievements highlight how young and women leaders have evolved from participants in dialogue spaces to active contributors shaping reform agendas. The establishment and engagement of EVLA further strengthened this transformation by creating a sustained mechanism for policy influence and advocacy. No adjustments were made to the target, and by the end-term, the program had fully met its goal of five agreements. This success underscores the program's effectiveness in fostering inclusive dialogue, empowering women and youth as credible policy actors, and advancing a more participatory and reform-oriented political culture in Ethiopia.

2.3 LTO 3

2.3.1 Outcome Indicator 3

<i>Political and civic actors collaborate peacefully on a basis of trust in inclusive dialogue spaces</i>	Baseline value	Midterm value	End-Term value	End-Term target
<i>Outcome Harvesting</i>	There were no structured or inclusive dialogue spaces bringing together ruling and opposition parties. Political engagement was characterized by deep mistrust, fragmentation, and limited institutional mechanisms for dialogue.	Political and civic actors began to engage in structured dialogue through NIMD-NEBE-facilitated platforms. Early signs of collaboration emerged among opposition and ruling party representatives, supported by interparty dialogue sessions, consultation on electoral reform, and trust-building meetings.	Political and civic actors increasingly collaborated in structured, inclusive, and trust-based dialogue processes, facilitated under PoD and NEBE. These engagements resulted in tangible behavioral change, such as joint policy discussions, cross-party coalitions, and peaceful collaboration around national and regional agendas.	Strengthen collaboration and institutionalize dialogue culture



This outcome was monitored through Outcome Harvesting, which captured how political and civic actors engaged collaboratively and peacefully in inclusive dialogue processes supported by the PoD programme. The focus was on identifying behavioral and relational changes rather than tracking a numerical indicator. “Inclusive dialogue space” refers to an environment, physical or institutional, where diverse political actors, including ruling, opposition, and civic representatives, engage in structured and respectful discussions that allow shared ownership of national issues. The outcome harvesting was supported by document reviews, event reports, and interviews with dialogue participants and facilitators. The process identified and verified behavioral and relational changes that reflected collaboration and trust-building, cross-checked through triangulation with NEBE records, dialogue minutes, and independent testimonies from multiple political parties.

At the baseline in 2021, no functional dialogue structures existed, and political relations were marked by mistrust and polarization. Data were gathered mainly from contextual analyses and key informant interviews, highlighting the lack of structured engagement mechanisms. By midterm (2021–2023), Outcome Harvesting revealed early signs of collaboration and mutual engagement through interparty and civic dialogues, marking a shift from fragmentation toward cautious cooperation. By the end term (2023–2025), the measurement approach expanded to assess not only the presence of dialogue but also its quality and sustainability, applying enhanced verification methods and broader documentation review to ensure credible evidence of progress.

By 2025, collaboration among political and civic actors had evolved into a structured and trust-based process, marking a profound transformation from the fragmented conditions of the baseline period. Regular interparty dialogue rounds, notably the 6th to 8th rounds in 2024, brought together ruling and opposition actors to deliberate on national issues such as foreign policy, governance, and nation-building. Joint consultations between NEBE, political parties, and regional authorities between February and June 2024 demonstrated cooperative decision-making, while transitional justice dialogues convened by CeNRIS in August 2024 expanded collaboration into national reconciliation efforts. The October 2024 high-level dialogue, which brought together regional and federal leaders, culminated in a consolidated political agenda submitted to the Ethiopian National Dialogue Commission illustrating how dialogue processes increasingly informed national policymaking. By 2025, collaboration matured into formal political coalitions such as the Coalition of Eleven Regional Political Parties and the Cooperation for Ethiopian Unity (CEU), signaling enduring trust and shared vision. The continued engagement of platforms like the EPPJC and the EVLA demonstrated that dialogue and cooperation had become embedded within Ethiopia’s evolving political culture.

Overall, the progression from mistrust to structured cooperation reflects significant gains in political trust, openness, and inclusivity. Despite challenges that limited certain regional dialogues, the programme successfully fostered stronger, more consistent, and meaningful collaboration. Political and civic actors increasingly engaged in joint problem-solving and shared reform efforts, marking a decisive shift toward a peaceful, dialogue-based democratic culture. The end-term target ‘to institutionalize dialogue as a recurring and trusted process’ was largely achieved, confirming the programme’s lasting contribution to Ethiopia’s democratic transformation.

2.3.2 Intermediate Outcome Indicators LTO3

Address grievances of political actors through participation in meaningful dialogue and mediation	Baseline value	Midterm value	End-Term value	End-Term target
# of multi-stakeholder dialogue meetings (at national level)	0	12	19	5

For this indicator, “multi-stakeholder dialogue meetings” are defined as formal, structured platforms that bring together political actors and other relevant stakeholders such as civil society representatives, and experts with the purpose of addressing political grievances, fostering collaboration, and contributing to national



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reconciliation. The term “inclusive process” refers to the meaningful participation of diverse political parties and actors across gender, regional, and ideological lines in discussions aimed at finding peaceful and negotiated solutions to political and governance challenges.

The indicator was assessed through both quantitative and qualitative methods. Quantitative data came from official records, attendance lists, and activity reports compiled by NIMD, documenting the number of dialogue meetings, participation rates, and the themes discussed. Qualitative insights were drawn from key informant interviews and participant feedback sessions with political party leaders, civil society representatives, NEBE officials, and members of the Ethiopian Political Parties Joint Council (EPPJC). These inputs helped assess the depth, inclusivity, and perceived impact of each dialogue.

The definition of “multi-stakeholder dialogue” remained consistent throughout the baseline (2021), midterm (2023), and end-term (2025) periods. What evolved was the scale and scope of activities, reflecting steady growth in both frequency and participation rather than changes in methodology. By 2025, more comprehensive documentation by NIMD and NEBE allowed for improved accuracy and tracking of dialogue engagements.

The results show remarkable progress; from zero dialogues at baseline to twelve by midterm and nineteen by the end-term, far exceeding the original target of five. This surge reflects the rapid institutionalization of dialogue culture and growing commitment among political and civic actors to engage in structured, inclusive, and trust-based discussions. The increase also signals a qualitative shift; dialogues became more regular, diverse, and outcome-oriented, addressing critical national themes such as transitional justice, foreign policy, governance reform, and electoral processes.

At baseline, no dialogue mechanisms existed, as the initiative was still being established. By midterm, twelve national dialogues had been conducted, surpassing expectations due to NIMD’s facilitation and the strengthened role of the EPPJC. By end-term, the number had more than doubled to nineteen, driven by expanded engagement across multiple platforms including the 6th to 8th rounds of Inter-Party Dialogue (IPD) in 2024, transitional justice workshops, and regional consultations with political parties and NEBE.

This steady growth demonstrates significant advancement toward the programme’s goal of addressing political grievances through dialogue and mediation. Beyond numerical achievement, it represents a deepening culture of trust, cooperation, and participatory problem-solving among Ethiopia’s political actors. Dialogues provided safe, credible spaces to address previously divisive issues ranging from peacebuilding to governance reform thus contributing to democratic consolidation. While the target was not formally revised, NIMD and its partners informally adapted their approach to meet emerging demands. The high number of dialogues resulted from Ethiopia’s volatile but reform-oriented context, which created increased demand for structured, inclusive platforms. By 2025, nineteen dialogues had been facilitated, an overachievement of 380%, underscoring NIMD’s responsiveness to the changing political landscape and the growing reliance of actors on dialogue as a mechanism for resolving disputes and shaping national priorities.

Overall, the result reflects not only quantitative success but also a qualitative transformation: political actors are increasingly choosing dialogue and mediation over confrontation, signaling a maturing democratic culture and affirming the programme’s long-term relevance and impact.

Build mutual trust and understanding among political actors to enable cooperation across political divides	Baseline value	Midterm value	End-Term value	End-Term target
# of preparation activities to create/consolidate operational space for the consortium partner/partner/country office	0	2	9	5

For this indicator, “preparation activities to create or consolidate operational space” refer to any activity or any structured efforts necessary to create or strengthen the conditions that allow the consortium partner, implementing partner such as NEBE and the Ethiopian Political Parties Joint Council (EPPJC), or country office to operate effectively. These activities may include lobbying, relationship-building, high-level consultations,



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retreats, assemblies, or joint planning sessions aimed at building trust, fostering collaboration, and enhancing the institutional or political environment required for program implementation and dialogue.

Measurement combined quantitative tracking and qualitative assessment. A checklist recorded lobbying, coordination, and trust-building activities, verified through meeting minutes, retreat reports, and partnership agreements. Qualitative data from key informant interviews with representatives of NEBE, EPPJC, and political parties assessed how these activities improved collaboration and institutional legitimacy.

At baseline (2021), no activities were recorded, as the programme was still in its early stage and engagement mechanisms were not yet in place. The definition remained constant throughout the project, but documentation and verification became more systematic over time. By midterm (2023), data collection included document reviews and interviews, capturing two key activities; support to the EPPJC General Assembly and early dialogue between government and opposition parties. By end-term (2025), nine activities were recorded, surpassing the target of five. Enhanced verification processes ensured accuracy and credibility in data reporting.

The end-term result of nine preparation activities reflects significant progress in expanding the operational and collaborative space for political actors in Ethiopia. The shift from fragmented interactions to structured, inclusive cooperation highlights growing political maturity and institutional trust. Activities such as the EPPJC Strategic Retreat (1-3 November 2024), where ruling and opposition parties jointly finalized bylaws and annual plans, and the EPPJC General Assembly (16-17 November 2024), which brought together 56 political leaders to elect new leadership and review progress, demonstrated deepening collaboration. The submission of nine rounds of interparty dialogue outcomes to the Ethiopian National Dialogue Commission (29 November 2024) symbolized transparency and shared commitment to national dialogue. The Mock Debate for Political Parties (21-24 October 2025), co-organized by NEBE and NIMD, further reinforced this trust by promoting issue-based competition, civility, and constructive communication among 115 political representatives ahead of the 7th General Election.

The progression from zero to nine activities shows a steady and strategic expansion of cooperation among political actors. It demonstrates that NIMD and its partners successfully cultivated an enabling environment that promotes mutual respect and collaboration across political divides. These efforts not only strengthened the institutional capacity of EPPJC and NEBE but also contributed to a political culture that values dialogue over confrontation.

No adjustments were made to the original target, as the set goal remained realistic and attainable. Consistent progress and strong coordination among partners made revisions unnecessary. By the end-term, the programme had not only met but exceeded its target almost by double, confirming effective planning and meaningful sequencing of activities from foundational trust-building to institutional consolidation. The achievement reflects growing confidence among political actors to engage constructively and cooperatively, marking a critical step toward institutionalizing democratic dialogue and sustainable peace in Ethiopia.

Build mutual trust and understanding among political actors to enable cooperation across political divides	Baseline value	Midterm value	End-Term value	End-Term target
# of Representatives of civic/political actors trained in dialogue/mediation	0	35	740	175

The indicator measures the number of representatives of political and civic actors such as political parties, parliaments, political commissions, CSOs, academia, and community leaders who participated in workshops, peer-learning visits, or training sessions aimed at enhancing dialogue and mediation skills. The purpose of these capacity building activities including trainings is to foster inclusive political engagement and mutual trust among diverse political and civic actors across ideological and institutional divides.

The indicator was measured through both quantitative and qualitative methods, using verified attendance sheets, registration records, training reports, and pre and post training surveys assessing changes in participants' knowledge and confidence. The sample included representatives from regional political parties' joint councils, civil society organizations, and government institutions, ensuring gender, regional, and political diversity.



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Throughout the baseline (2021), midterm (2023), and end-term (2025) periods, the definition and measurement approach remained consistent. The indicator tracked the number of individuals who completed structured training sessions on dialogue and mediation, relying on attendance and registration records for verification. This consistency ensured comparability and credibility across all reporting stages.

At baseline, no training activities had been conducted, resulting in a value of zero. By the midterm period, 35 representatives were trained through regional workshops focused on dialogue principles, negotiation, and the National Dialogue process. By the end term, the number rose significantly to 740, reflecting the extensive capacity-building initiatives jointly organized by NIMD and NEBE throughout 2025. These included a series of training sessions under the Political Parties Capacity Development Scheme, political debate trainings for members of the Ethiopian Political Parties Joint Council (EPPJC), a high-level cooperation and unity workshop for EPPJC member parties, and multiple rounds of training on effective dispute resolution mechanisms to promote internal democracy in political parties and also a high-level peer-learning event of the South Africa exchange visit in December 2023, where Ethiopian political leaders learned from democratic transition and mediation practices. The trainings engaged senior political leaders, women representatives, and members of political parties' audit and inspection committees collectively building leadership, communication, and mediation skills across over 70 registered parties.

The steady increase from zero to 740 participants demonstrates substantial progress toward the programme's goal of fostering cooperation and mutual trust among political actors. The transition from small-scale introductory workshops to structured, multi-round and high-level trainings reflects deepened engagement and institutional ownership of dialogue and internal democracy processes. Participants have increasingly applied the skills gained to manage disputes, engage in issue-based debates, and contribute to a culture of constructive competition and collaboration within Ethiopia's political landscape. This outcome demonstrates that the programme's investment in dialogue capacity has translated into tangible behavioral change and improved collaboration among political stakeholders.

No adjustments were made to the original end-term target of 175, which has now been surpassed more than fourfold. The achievement of 740 participants illustrates the programme's strong momentum and expanded reach, even amid complex political dynamics. Beyond the numbers, the qualitative impact is evident in the strengthened interparty dialogue culture, enhanced leadership capacity, and demonstrated commitment by political actors to engage peacefully and collaboratively in Ethiopia's evolving democratic processes. This progress stems largely from the fact that many of the trained participants were influential figures who have since played active roles in advancing national and regional dialogue efforts.

Build mutual trust and understanding among political actors to enable cooperation across political divides	Baseline value	Midterm value	End-Term value	End-Term target
# of CSOs included in the PoD Programme (other)	0	3	10	12

The indicator measures the number of civil society organizations (CSOs), whether consortium partners, implementing partners, or independent CSOs, that are formally or informally engaged in the Peace, Opportunity, and Dialogue (PoD) Programme. Being "included" means that a CSO has participated in one or more program activities such as dialogue facilitation, capacity-building workshops, joint research, advocacy events, or national consultations. The concept of an "inclusive process" refers to the deliberate integration of diverse civil society actors representing different thematic, gender, and regional perspectives, ensuring that dialogue and reform processes are participatory, broad-based, and reflective of Ethiopia's social diversity.

The number of CSOs was measured using attendance and participation records, including registration lists, meeting minutes, and partnership documentation verified by programme staff. These tools ensured consistent data collection and verification across periods. Qualitative insights were gathered through partner feedback and interviews to assess the depth of engagement. The sample included national and regional CSOs active in democracy, governance, peacebuilding, and leadership promotion.



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Across the baseline (2021), midterm (2023), and end-term (2025) stages, both the definition and measurement approach remained consistent. CSOs were counted as included if they took part in at least one programme activity or had a formal collaboration with NIMD and its partners, with data drawn from partner reports and programme documentation.

At baseline, the programme had no formal CSO partnerships, yielding a value of zero. By midterm, the value rose to three, reflecting initial collaborations with the Ethiopian Political Parties Joint Council (EPPJC), its Women's Wing, and the Ethiopian Civil Society Organizations Council (ECSOC). By the end term, the number reached ten, marking expanded collaboration with institutions namely the Authority for Civil Society Organizations (ACSO), the National Democratic Institute (NDI), the Center for National and Regional Integration Studies (CeNRIS), the Ethiopian Visionary Leaders Association (EVLA), BRIDGE Research and Innovation for Democratic Governance and Enhanced Peace, TIMRAN, the Center for Governance and Security Studies (CGSS), and the Emerging Women Leaders Association (EWLA). The growth from zero to ten CSOs represents significant progress toward strengthening cooperation and trust across political divides. In Ethiopia's context where civic participation in political dialogue has often been constrained by restrictive laws and polarized relations; this expansion signals an important opening of civic space. The involvement of diverse organizations underscores the PoD Programme's credibility and its ability to bridge political and civic actors through inclusive dialogue mechanisms.

While the initial target of twelve CSOs remained during the early phases, evolving political and operational realities prompted a strategic adjustment. Rather than expanding partnerships for the sake of numbers, NIMD shifted focus toward fewer, more impactful collaborations, formally revising the target to nine. This allowed for deeper engagement and sustainability of results.

By the end of the programme, the inclusion of ten CSOs surpassed the revised target, reflecting strong performance both quantitatively and qualitatively. Beyond meeting numerical goals, the partnerships built with influential institutions such as ACSO and CeNRIS enhanced the legitimacy and reach of the programme. This outcome demonstrates that the PoD Programme successfully fostered an enabling environment where civil society contributes meaningfully to dialogue, policy reform, and democratic governance, ultimately advancing the broader goal of mutual trust and cooperation among political actors in Ethiopia.

2.4 LTO 4

2.4.1 Outcome Indicator 4

Political and civic actors strengthen democratic space by improving the position of women and youth in politics	Baseline value	Midterm value	End-Term value	End-Term target
# of proposals aimed at strengthening democratic space (jointly) formulated and used for L&A	0	0	3	4

The indicator measures the number of jointly formulated proposals by political and civic actors, at national, regional, or subnational levels, aimed at strengthening democratic space through promoting human rights, inclusive political participation, civic freedoms, and institutional reform. "Jointly formulated proposals" refer to collaborative advocacy or policy initiatives co-created by multiple stakeholders such as political parties, CSOs, parliaments, and youth/women's networks, and used for lobby and advocacy (L&A) to influence governance and policy processes.



Data for this indicator were collected through document reviews, interviews, and validation with NIMD and partner institutions such as the House of Peoples' Representatives (HoPR), Caffee Oromia, and the EDAC/EDAW alumni networks. Evidence sources included workshop minutes, proposal submission letters, and other advocacy documentation. At the end-term stage, the data collection approach was refined through triangulation, inclusion of subnational legislative bodies like Caffee Oromia, and validation using digital trace evidence from automated systems and mobile applications.

At the baseline in 2021, no joint proposals were recorded, as coordination between political and civic actors was still in its infancy. By the midterm in 2023, the value remained zero, reflecting the programme's continued focus on strengthening institutional capacity and collaboration frameworks. By the end term in 2025, however, three joint proposals had been developed and used for advocacy as a result of targeted institutional support, digital innovation, and improved coordination among democratic institutions.

The end-term value of three proposals signifies substantial progress in fostering institutional collaboration and policy-oriented advocacy. These proposals were not isolated activities but were embedded within broader reform and modernization processes. The House of Peoples' Representatives developed a proposal to institutionalize an automated monitoring and evaluation system to enhance legislative transparency. Caffee Oromia prepared a proposal on digitizing parliamentary functions, culminating in the launch of a citizen-interactive mobile application in February 2025 to improve public participation. Meanwhile, NIMD's 2024 Political Economy Analysis was translated into a policy brief advocating for greater operational independence and accountability of regional councils, which became a key advocacy tool in policy dialogues.

The progression from zero to three proposals reflects a transition from foundational capacity building to practical policy engagement. It demonstrates the growing trust, technical competence, and willingness of political institutions to work collaboratively toward reform. This success was driven by sustained capacity development efforts such as the training of 211 representatives on democratic values alongside digital transformation and strengthened linkages among parliaments, political parties, and civil society.

The end-term target of four proposals was maintained throughout the programme, with the final value of three representing 75% achievement. Although slightly below the numerical target, the quality, institutional ownership, and sustainability of the three completed proposals demonstrate strong progress toward the intended outcome and provide a solid foundation for continued collaboration and reform beyond the programme's lifespan.

2.4.2 Intermediate outcome indicators LTO4

Safeguard inclusive democratic spaces for political actors to improve/ encourage/ maintain citizen participation in democratic processes (space creation for citizen usage of DI)	Baseline value	Midterm value	End-Term value	End-Term target
# of preparation activities to create/consolidate operational space for the consortium partner/partner/country office	3	3	12	43

The indicator refers to any preparatory activity undertaken to create or consolidate operational space for the consortium partners, NIMD Ethiopia, or its implementing partners. "Preparatory activities" are defined as any initiative or engagement that enhances the enabling environment for democratic actors to function freely and collaboratively. These include lobbying efforts, trust-building meetings, capacity development support, policy dialogues, digital system development, and institutional strengthening measures aimed at expanding democratic space for participation, communication, and accountability.



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The indicator was measured using a tracking checklist that recorded the number and type of activities implemented by NIMD and its partners. Each activity was supported by documentation, including meeting minutes, attendance records, and progress reports. Qualitative feedback was also gathered from key stakeholders such as the House of Peoples' Representatives (HoPR), Caffee Oromia, CGSS, and Gluon Technology to assess perceived impact and institutional outcomes. This approach combined quantitative tracking with qualitative insights to capture both the scope and significance of achievements.

Throughout the programme, the definition and measurement approach remained consistent, relying on partner reports and document reviews. However, the evidence base deepened over time as activities began producing concrete institutional results such as automated systems, digital tools, and governance frameworks that contributed to stronger democratic practices.

The end-term value of 12 preparatory activities reflects steady and meaningful progress in strengthening Ethiopia's democratic institutions. While this number fell short of the original target of 43, the later revision to 15 made the result both realistic and strategically sound within a challenging political and security context. Each activity carried significant institutional impact, such as automating HoPR's monitoring and evaluation system, developing a digital application for Caffee Oromia, and completing a national Political Economy Analysis that informed program strategy. These initiatives enhanced transparency, functionality, and citizen engagement, showing that the programme prioritized quality, sustainability, and institutional resilience over quantity.

At the baseline in 2021, three activities were recorded, focused mainly on relationship building and early stakeholder consultations. By midterm in 2023, three additional initiatives had been implemented, including the development of HoPR's human resources strategy and capacity-building for its secretariat. By end-term in 2025, the cumulative total reached 12, representing a shift from foundational engagement to tangible institutional transformation. These later activities included the establishment of automated systems, the deployment of a content management and mobile application for Caffee Oromia, the completion of the Political Economy Analysis, and digitization training for Caffee leaders to foster transparency and accountability. The gradual increase in activities indicates a clear evolution from groundwork to institutional strengthening. Early engagements laid the foundation for trust and collaboration, while later efforts deepened institutional capacity and digital innovation, signaling progress toward the programme's goal of safeguarding inclusive democratic spaces. The initial end-term target of 43 was revised to 15 after reassessing feasibility in light of security challenges, bureaucratic delays, and limited access to regional institutions. The adjustment reflected a deliberate strategic shift from numerical expansion to sustainable institutional outcomes.

By the end-term, 12 preparatory activities had been completed which is less than the revised target but significant in their qualitative impact. These achievements illustrate systemic progress through technological transformation, evidence-based decision-making, and institutional strengthening. In a volatile political landscape, the result represents not a shortfall but a strategic success, emphasizing depth, resilience, and lasting institutional change over numbers alone.

<i>Political actors Adhere to democratic rules and principles (DIs stick to rules)</i>	Baseline value	Midterm value	End-Term value	End-Term target
<i># of representatives (male/female) of political actors have participated in democratic values-oriented training activities (e.g., democracy schools)</i>	0	137	191	160

The indicator measures the number of representatives from political institutions such as political parties, parliaments, electoral bodies, political commissions, or councils who have participated in training, study visits, or learning events designed to strengthen their adherence to democratic values and principles. "Democratic values-oriented training" refers to structured learning activities (e.g., democracy schools, workshops, policy dialogues, and leadership programs) that build participants' understanding of rule of law, accountability, transparency, gender equality, inclusive governance, and peaceful political engagement.



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The indicator was measured through attendance and registration records of training and study activities conducted under the PoD Programme. Participants were disaggregated by gender and institutional affiliation to ensure inclusivity. Post-training evaluations and feedback forms were also used to assess learning outcomes and participants' commitment to applying democratic principles within their institutions.

The definition and data collection methods remained consistent throughout the program. Attendance records, partner reports, and verified institutional documentation were used at each stage. Over time, the scope of evidence expanded as activities began to integrate digital governance training, peer-learning sessions, and system-based capacity-building, reflecting a more sustainable approach to institutional learning.

The end-term value of 191 trained representatives signifies strong progress and sustained investment in building the capacity of political actors to operate within democratic norms. In Ethiopia's evolving democratic context marked by reforms, digital transformation, and a need to rebuild institutional trust. This figure represents not only quantitative achievement but also growing institutional engagement. It underscores political actors' willingness to adopt inclusive and transparent governance practices and demonstrates NIMD's success in linking training to practical institutional change, as seen in initiatives like HoPR's automated M&E system and Caffee Oromia's digital platform.

At baseline, there were no participants as activities had not yet begun. By midterm, 137 representatives from key institutions such as the House of Peoples' Representatives, the Attorney General's Office, and Caffee Oromia had received training in legal drafting, constituency engagement, oversight, and transformational leadership surpassing the midterm target of 70. By end-term, participation rose to 191, exceeding the target of 160. This growth was driven by a range of high-impact initiatives, including a study visit to Berlin for NEBE Board members, a legislative oversight workshop for Caffee Oromia leaders, and a technological transformation training for science and technology experts. Additional milestones included improving HoPR's automated M&E system, launching Caffee Oromia's citizen engagement mobile app, and promoting digital democratic tools at subnational levels. These activities culminated in comprehensive institutional studies that produced legal drafting manuals and gender-responsive governance strategies, reinforcing systemic democratic governance.

The rise from zero to 191 participants reflects substantial progress toward strengthening adherence to democratic principles. More than numerical growth, the shift toward practical, institutionalized learning and technology-supported governance indicates a deepening democratic culture. Political actors have begun applying these principles through improved oversight, greater transparency, and inclusivity in governance, demonstrating measurable progress in Ethiopia's democratic transition.

No formal target adjustment was made during implementation. The target of 160 remained consistent, but the program exceeded it through effective partnership management, co-funded initiatives, and strategic integration with other donor-supported activities. This synergy expanded both the reach and depth of engagement beyond initial projections. By the end-term, the program achieved 191 trained participants which is 119% of the target reflecting an overachievement in both scale and impact. The results extend beyond participation: democratic values and principles have become embedded in institutional practices, oversight processes, and digital governance systems. The outcome marks a clear step toward a more accountable, inclusive, and transparent political culture in Ethiopia.

<i>political actors Set agendas for new internal democratic procedures (Dis develop more/ better rules)</i>	Baseline value	Midterm value	End-Term value	End-Term target
<i># of studies for evidence-based L&A disseminated</i>	0	0	0	4

The indicator measures the number of studies conducted and disseminated to inform evidence-based lobbying and advocacy (L&A) activities. "Evidence-based" refers to studies or analytical documents that generate data-driven insights or policy recommendations which political and civic actors can use to set agendas, develop internal democratic procedures, or advocate for reforms within their institutions and broader governance frameworks.



Measurement relied on program records, documentation reviews, and consortium partner reports capturing lobbying and advocacy-related outputs. Only studies that were completed, validated, and disseminated through PoD-supported platforms such as workshops, roundtables, or policy dialogues were counted. Verification was based on final reports, dissemination minutes, and relevant communication materials.

The definition and data collection approach remained consistent across all phases. At baseline, there were no studies, as efforts focused on identifying knowledge gaps and defining research priorities. By midterm, consultations with political and civic actors had helped identify possible study themes, but none had yet been completed. At end-term, despite improvements in verification, no study met the program's criteria for completion and dissemination.

The end-term value of zero indicates that no qualifying studies were produced or shared to inform advocacy or agenda-setting. This reflects a gap in linking research outputs with policy processes, despite the development of several informal learning materials such as briefs and consultation reports. While these documents contributed to knowledge exchange, they did not meet the threshold of formal, evidence-based studies.

The baseline, midterm, and end-term values all remained at zero, showing no measurable progress in this specific outcome area. Although the program advanced in related domains like dialogue facilitation and institutional collaboration, it did not succeed in generating and disseminating structured studies for evidence-based lobbying and advocacy.

Given these constraints, the original target of four studies was revised to zero following a strategic review during the final reporting period. This adjustment reflected a practical decision to prioritize sustaining dialogue mechanisms and institutional partnerships over initiating new research processes that could not be completed within the remaining timeframe.

The final value of zero therefore aligns with the revised target, indicating achievement against the adjusted benchmark. However, relative to the original plan, it reveals a shortfall in the program's ambition to strengthen evidence-based advocacy. This underscores the need for future initiatives to incorporate dedicated research capacity, adequate funding, and structured dissemination strategies to ensure advocacy efforts are grounded in solid empirical evidence.

3 (Intermediate) outcome cumulative value table

LTO	Indicator	Unit (Baseline)	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative
LTO1	# of consortium partners/partners/country office staff trained	0	86	120	20	23	10	259
LTO2	# of political/civic actors taken measures enhancing representation of women and youth	0	0	11	0	7	0	18
	# of women/youth leaders trained	0	0	29	12	25	16	82
	# of agreements reached (reform agendas / policies / legal amendments)	0	1	1	2	1	1	6



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LTO3	# of multi-stakeholder dialogue meetings (at national level)	0	1	10	1	6	1	19
	# of preparation activities to create/consolidate operational space for the consortium partner/partner/country office	0	1	1	--	3	4	9
	# of Representatives of civic/political actors trained in dialogue/mediation	0	0	35	12	44	649	740
	# of CSOs included in the PoD Programme (other)	0	0	3	2	5	0	10
LTO4	# of preparation activities to create/consolidate operational space for the consortium partner/partner/country office	0	0	1	2	4	5	12
	# of representatives (male/female) of political actors have participated in democratic values-oriented training activities (e.g., democracy schools	0	37	100	0	5	49	191