

2025
Annual Impact Summary

Strategic Priorities
2026-2030

EWLA 2026 Log Model

2025 ANNUAL REPORT SUMMARY

EWLA

CALL TOLL FREE: 7711

2025 ANNUAL IMPACT SUMMARY

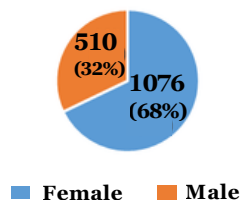
Policy/Legal Advocacy

Throughout 2025, the Association acted as a vital technical partner to the government, ensuring that national legal frameworks reflect the realities of women and girls. EWLA managed to conduct 40 advocacy workshop, 5 forum workshop and 3 round table discussion. In addition, EWLA provided technical legal recommendations for three major proclamations: Free Legal Aid, Alternative Punishment, and Prisoner Reintegration, the organization advocated for mandated survivor-centered protections. It serves as a key expert advisor to the Ministry of Justice in developing the Family Justice Guideline, ensuring it effectively safeguards the legal rights of women and children. This influence extended to the regional level, where the Benishangul-Gumuz Regional Court Bill was refined to address the specific economic barriers women face in the justice system.

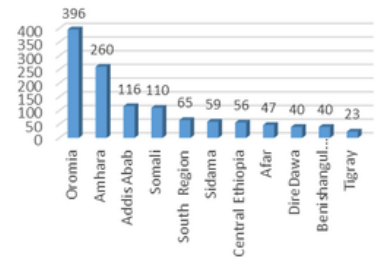
Legal Literacy & Capacity Building

Over 1586 (1076F, 510M) community members were reached through various channels to raise awareness on the rights of women and girls, including Sexual and Reproductive Health and Rights (SRHR), land rights, and the prevention of and response to Gender-Based Violence (GBV) and harmful traditional practices across all EWLA operational areas. Additionally, more than 2,579 women received training in self-court representation to empowering them to navigate the justice system independently. Furthermore, over 1,212 (56% Female / 44% Male) service providers working with survivors of rights violations and GBV were trained on specialized topics, including survivor-centered care and trauma-informed service approaches (see figures below). Additionally, various means of communication (media campaign and distribution of different materials) were used to reach more communities.

Community Dialogue and Conversation Disaggregated by Gender



Regional Participation



Holistic Free Legal Aid Service

In this fiscal year, a total of 12,418 women clients accessed the legal aid services. A total of 5,678 women accessed legal aid services in person across our offices. Of these, 2908 [51.21%] cases were related to family matters¹, 1026 [18.06%] civil matters² and 154 [2.7%] labour cases. In relation to criminal cases, 1530 [27%] GBV/VAWG³ and 60 [1.05%]. In addition, a total of 4,210 were presented to and handled by the volunteer committees at the woreda and zonal levels.

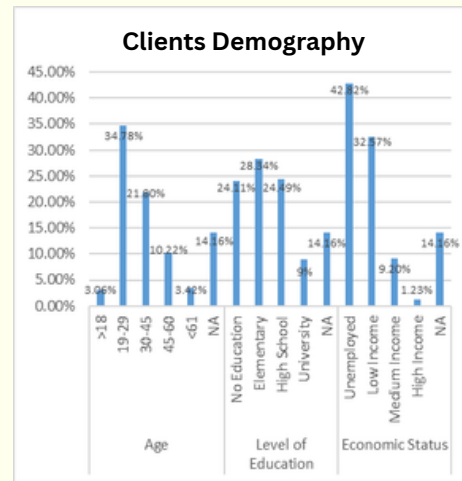
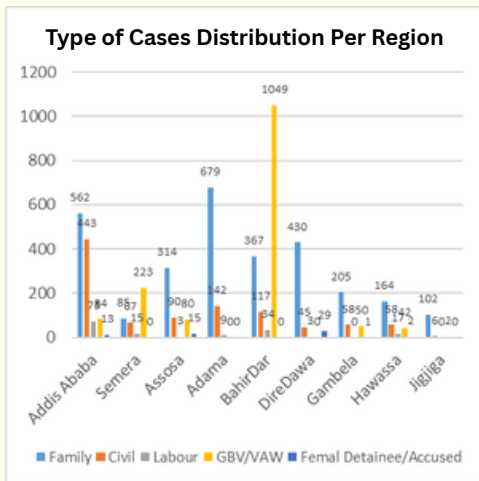
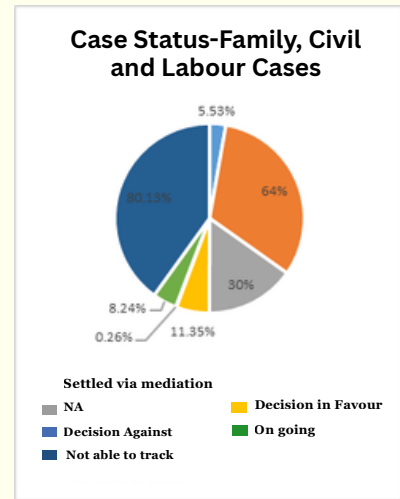
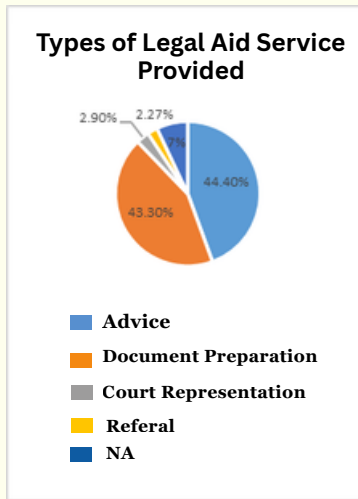
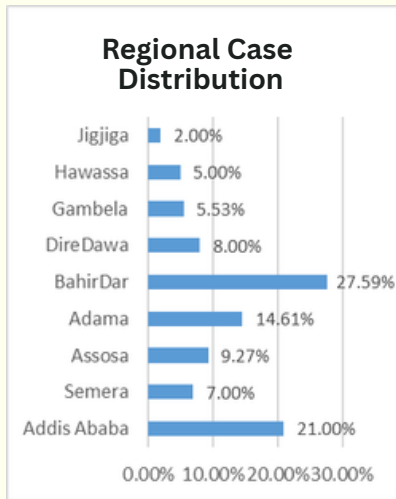
¹ Family matters include: Child maintenance, Paternity, Divorce, Adoption and Custody/guardianship

² Civil matters include: Property, Damage Compensation, Inheritance and other civil and administrative matters

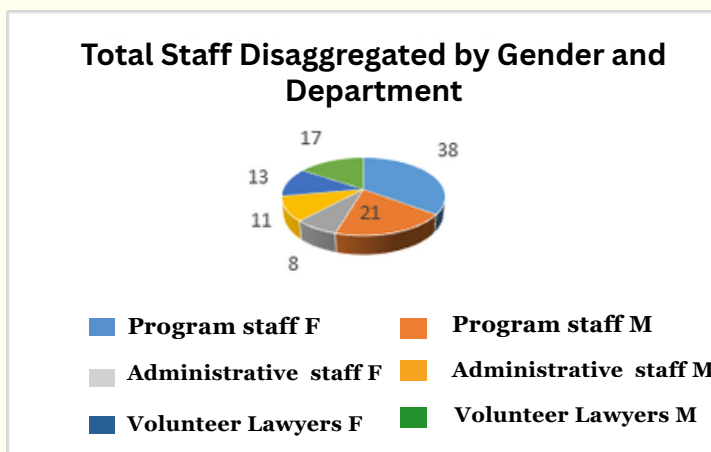
³ GBV/VAWG includes: Femicide/IP killing, Physical Violence, Sexual Violence, Psychological violence and Economic Violence



During the reporting period, we observed a high frequency of engagement per client, with individuals visiting our centers a minimum of two to five times to resolve their cases. Distinct from this direct legal support, a large number of children (total 1,310 (744F, 566M)) also secured vital benefits through successful child maintenance decisions facilitated by our offices. Furthermore, through the 7711 toll-free hotline, a total of 2,530 women accessed legal advice in Amharic, Oromifa and Tigrigna. The cases handled by the branch offices, including Addis Ababa, are presented in the graphs below. This data excludes criminal matters, as well as cases managed by volunteer committees and hotline services. These figures illustrate case volume, regional distribution, and the status of legal categories pertaining to family, civil, and criminal matters. Furthermore, the charts provide a comprehensive data disaggregation of client demographics specifically for family, civil, and labor cases.



EWLA Staffs and Volunteers



As of the 2025 fiscal year, the Association maintains a total workforce of 78 personnel across all its offices, including regional branches. To better reflect our organizational structure, the staff categorized by their tenure: Existing staff 68 long term employees who provide foundational continuity for the association. Newly hired staff: 10 individuals on boarded this fiscal year to support expanding operations.

STRATEGIC PRIORITIES 2026–2030

The 2026–2030 Strategic Plan marks a transformative shift for the Association, focusing on institutional independence, expanded geographic influence, and the cultivation of a new generation of female legal leaders.

Priority 1:

Financial Resilience & Sustainability

Focus 1: Establish social enterprises and income-generating initiatives to build unrestricted reserves and decrease donor dependency.

Focus 2: Transition toward long-term, evidence-based partnerships by demonstrating high social impact and return on investment with donor community, local and international private companies.

Focus 3: Operationalize a membership strategy for young professionals to leverage both dues and expert in-kind resources.

Priority 2:

Systemic Policy & Legislative Reform

Focus 1: Drive amendments to discriminatory laws by leveraging rigorous research and the lived realities of women.

Focus 2: Institutionalize partnerships with government authorities to co-create supportive policies while ensuring international reporting compliance.

Priority 3:

Shifting Social Norms via Public Education

Focus 1: Empower communities and traditional leaders through decentralized, peer-to-peer legal education networks.

Focus 2: Equip government and non-government providers to deliver gender-sensitive, intersectional, and survivor-centered care.

Priority 4:

Excellence in Client-Centered Legal Aid

Focus 1: Deliver agile legal advice and representation that responds to emerging human rights trends and geographic barriers.

Focus 2: Integrate a robust Monitoring, Evaluation, and Learning framework to measure the quality of justice and adapt services in real-time.

Priority 5:

Advancing Women's Leadership & Protection

Focus 1: Facilitate mentorship and networking platforms to connect female law graduates with established leaders across the justice sector.

Focus 2: Provide multidisciplinary training in policy advocacy and judicial leadership to prepare women for high-level decision-making roles.

Priority 6:

Institutional Excellence & Agility

Focus 1: Implement a Continuous Professional Development (CPD) system for both staff and members to maintain elite competency.

Focus 2: Foster a high-performance internal culture with clear feedback loops and transparent governance for all members.



EWLA 2026 LOG MODEL

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| <p>SP 1: Financial Resilience & Sustainability</p> | <p>Objective: Diversify into three new self-sustaining revenue streams to reduce donor reliance.</p> | <p>Outcome: EWLA ensures mission continuity.</p> | <p>2026 Activities:</p> <ul style="list-style-type: none"> - Recruit a Head of Business Development and conduct a market assessment to identify three distinct business models. - Secure government licenses to officially launch Income Generating Activities (IGA) and social enterprises. - Audit the donor base to map 50+ High-Net-Worth donors/private companies/individuals - Roll out a mobile-friendly membership payment portal and increase membership number |
| <p>SP 2: Systemic Policy & Legislative Reform</p> | <p>Objective: Contribute to the enactment of at least three key laws aligned with international standards</p> | <p>Outcome: National legal frameworks are demonstrably more gender-responsive.</p> | <p>2026 Activities:</p> <ul style="list-style-type: none"> - Conduct a comprehensive review of existing laws against the FDRE Constitution and Maputo Protocol. - Develop position papers on the Transitional Justice (TJ) Policy and Peace Action Plan to ensure gender-inclusive implementation. - Deploy observers to election polling stations and submit a VAW-E observation report to the NEBE. |
| <p>SP 3: Shifting Social Norms via Public Education and Capacity</p> | <p>Objective: Increase legal literacy by 50% across 10 pilot communities by 2030.</p> | <p>Outcome: Increased legal literacy and justice-seeking behavior in targeted communities.</p> | <p>2026 Activities:</p> <ul style="list-style-type: none"> - Conduct a pre-intervention survey and a KAP (Knowledge, Aptitudes, and Practices) study in 10 pilot areas. - Deploy regional mobile outreach campaigns to rural markets and community centers. - Train local "change agents" (religious leaders, elders, and teachers) using simplified legal modules. |
| <p>SP 4: Excellence in Client-Centered Legal Aid Service</p> | <p>Objective: Increase the annual number of women accessing legal assistance by 40%.</p> | <p>Outcome: Improved accessibility of legal aid services for all women.</p> | <p>2026 Activities:</p> <ul style="list-style-type: none"> - Establish or strengthen permanent legal aid desks and volunteer committees in 4 priority regions. - Design and deploy a secure, cloud-based Case Management System (CMS) across all branches. - Vet and assign senior legal advisors and pro bono private lawyers to ensure service quality and oversight. |
| <p>SP 5: Advancing Women's Leadership & Protection</p> | <p>Objective: Secure a 25% increase in women's representation in legal professions through mentorship.</p> | <p>Outcome: EWLA is recognized as the primary national incubator for female legal talent</p> | <p>2026 Activities:</p> <ul style="list-style-type: none"> - Standardize the mentorship curriculum and recruit/match 50 female law students with senior practitioners. - Secure 20+ MOUs with law firms and corporate legal departments for mentee placement. - Contract specialized trauma therapists for monthly staff psychosocial support and debriefing session |
| <p>SP 6: Institutional Excellence & Agility</p> | <p>Objective: Modernize IT and financial infrastructure to achieve a 90% ethical compliance rate.</p> | <p>Outcome: High fiduciary standards and robust IT security secure the trust of partners and clients.</p> | <p>2026 Activities:</p> <ul style="list-style-type: none"> - Migrate mission-critical data to a cloud-based ERP system and implement Multi-Factor Authentication (MFA). - Institutionalize an ethics pledge and install anonymous grievance boxes in all regional offices. - Shift to result-based performance appraisals and conduct quarterly spot checks on case files and financial records. |



31 Years in Serving Women!

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EWLA  Her Voice, Her Rights, Her Justice.

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