



Ethiopian Economics Association

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Professionalism and Economic Thinking for Development!



Annual Report (July 2024 – June 2025)

and

Annual Plan (July 2025- June 2026)

August 2025

Executive Committee Members



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MESSAGE FROM THE PRESIDENT

Dear Esteemed Members, Partners, and Stakeholders,

The Ethiopian Economics Association (EEA), as an independent, non-political, and not-for-profit professional association, continues to dedicate itself to advancing the study of economics in Ethiopia. We achieve this through conducting rigorous research, organizing forums on critical economic issues, building the capacity of our members and stakeholders, disseminating knowledge through a variety of channels, providing membership services, and fostering evidence-based dialogue on Ethiopia's economy.

As we conclude the 2024/25 budget year and move into the new fiscal year 2025/26, it is both my responsibility and privilege, as President, to present to you the Association's performance report and our plans for the year ahead. In line with our long-standing tradition, this year's report is presented in two volumes. The first volume contains the performance report and annual plan for the non-profit wing of the Association (EEA), while the second volume presents the performance report and annual plans of our income-generating wing (EEA-IGA). The external audit reports for both wings, prepared by an independent audit firm, are also included separately.

Over the past year, the Executive Committee and management have worked diligently to deliver on EEA's core mandates of research, events, training, and knowledge dissemination. In the area of research, the Association finalized and released fifteen studies, including chapters for the Report on the Ethiopian Economy and the Quarterly Macroeconomic Updates. Six additional research projects are ongoing and progressing well. A particularly important achievement was the successful relaunch of our flagship publication, the Report on the Ethiopian Economy 2025, which had been discontinued in 2018. The relaunched report, consisting of ten chapters, marks an important milestone for the Association. At the same time, our Quarterly Macroeconomic Updates, initiated last year, continued without interruption, with all four editions published during the reporting period. Nevertheless, we also faced challenges, as three projects were discontinued due to funding cuts following the US Government's decision that affected USAID-supported initiatives.

EEA has also been active in convening dialogues and forums. More than twenty events, including conferences, dialogue forums, validation workshops, and inception workshops, were successfully organized during the year. In the area of capacity building, ten training courses were delivered, some for members and others for broader stakeholders, thereby contributing to professional development

across the community. Knowledge dissemination remained central to our work, with more than twenty publications released and widely shared, many of them online to expand accessibility.

Looking ahead to the 2025/26 fiscal year, EEA is committed to generating reliable and policy-relevant evidence that can inform Ethiopia's economic development. In the coming year, we plan to finalize six ongoing research projects and to initiate more than ten new ones. We also intend to publish over thirty outputs, deliver thirteen short-term training courses, and organize more than thirty academic and policy events. In addition, we aim to establish more than twenty new partnerships, while simultaneously strengthening our membership base, improving our research databases, expanding technical assistance to stakeholders, and enhancing our capacity to develop proposals for future initiatives. To realize these ambitions, our non-profit wing has allocated close to ETB 127 million, which will be mobilized from a range of funding sources.

In parallel, our income-generating wing, EEA-IGA, accomplished several important activities in 2024/25 and has outlined ambitious plans for 2025/26 that will support income generation, strengthen our facilities, and enhance overall performance. The details of these initiatives are presented in Volume II of the report.

The successes of the past year are the result of the combined efforts of the Executive Committee, the management, the staff, and all members of the Association, each of whom contributed their utmost to the advancement of our work. I am deeply grateful for their dedication. I also wish to acknowledge the invaluable support of our partners and extend special thanks to the Authority for Civil Society Organizations for its continuous cooperation and encouragement.

Together, we will continue to strengthen the Ethiopian Economics Association as a trusted platform for economic research, dialogue, and policy engagement in Ethiopia. Thank you all, and I wish you an engaging and insightful reading of this report.

Professor Tassew Woldehanna
President, Ethiopian Economics Association

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GENERAL INTRODUCTION

Ethiopian Economics Association (EEA) is a non-profit, non-partisan, and an independent research and membership organization in Ethiopia. It has been re-registered and accorded legal personality as a local organization in accordance with the Civil Society Organizations Proclamation (No. 1113/2019) of Ethiopia. Its objectives are undertaking evidence-based analysis (research) on evolving socioeconomic realities; organizing forums for creating chances of discussing policy issues; building capacities of its members and other stakeholders; disseminating outputs through various channels; rendering membership services; and promoting the study of economics in the country's educational institutions.

This report is part of the annual deliberations aimed at informing esteemed members of the Ethiopian Economics Association and other stakeholders about major activities. It consists of two broad parts. Part I describes annual performances of the fiscal year from July 2024 to June 2025. Under this part, performances are narrated with necessary illustrations by organizing them under the four strategic objectives of the Association; and performances are compared against the quarterly and yearly targets. Part II describes annual plan for the budget year from July 2025 to June 2026, again under the four strategic objectives. Planned activities are described and quantified, and quarterly targets are indicated. At the end, annual budget plan has also been indicated.

PART I: ANNUAL PERFORMANCE REPORT (July 2023 to June 2024)

I.1. Introduction

This report covers the annual performance report for the budget year July 2024 to June 2025. The statuses of activities undertaken under the three divisions (Research & Policy Analysis, Partnership & Communication, and Administration & Finance) are explained under this report. These performances are categorized under the four broad strategic objectives of the Association. The strategic objectives include (1) Conducting an independent social, economic, environmental and policy research and this consists of three result areas; (2) Strengthening capacity of members, and national and regional institutions through training and focused technical assistance and this consists of four result areas; (3) Broadening and diversifying EEA's strategic partnership and networking for sustainable economic and policy research, training and technical assistance, and knowledge generation and dissemination and this consists of three result areas; and (4) Enhancing internal capacity of EEA to realize its vision and mission and this consists of four result areas. Activities undertaken in the budget year have been explained under the different result areas. Finally, activities that have been accomplished but were not part of the annual plan are included. Furthermore, quantified and tabulated quarterly and annual performances are annexed at the end.

I.2. Narrations of Performances

Strategic Objective I: Conducting Research

Result I.1: Latest and reliable scientific evidence

A. Completed Research Projects:

1. Report on the Ethiopian Economy: A big research report with a total of 10 chapters. It has been finalized and released in May 2025.
2. Four Quarterly Macroeconomic Updates.
3. Development Impacts of Digital Public Infrastructure and Inclusion in Ethiopia. This is a research project secured from the GDN.
4. Scoping Study on Agent Network/Banking Ecosystem in Ethiopia. This is a research project secured from the ReFinD project in the University of Ghana.

5. Exploring the Ongoing Systemic Changes and the Influence of External Actors on Financial Institutions' Policies and Practices: A Case Study of Ethiopia's Financial Sector. This is a research project supported by the MasterCard Foundation.
6. Insight on Ethiopia's Exchange Rate Reform: This is a research activity quickly finalized in August 2024 in response to the government's exchange rate reform.

B. Ongoing Research Projects

1. A research project secured from Oromia Planning and Development Commission (OPDC) on 'Budget Allocation and Utilization in Oromia Region, Ethiopia' is in good progress. A draft status report has been prepared and reviewed during an internal workshop held involving the staff of OPDC. Some additional data remains to be analyzed and incorporated in the final report. It will soon be finalized and presented in a validation workshop.
2. A research project undertaken by the EEA and ERP (Ethiopian Universities and Research Partners) with a support from the SNV focusing on 'Commercial and Market-Based Forage Seed and Biomass Production in Ethiopia' is in good progress. Household survey data collection has been completed; key informant interviews are in progress; and analysis and report writing are underway.
3. A project secured from the Oromia Planning and Development Commission (OPDC) on "Regional Macroeconomic Modeling and Forecasting System Development for the Oromia Region, Ethiopia" is in good progress. It is a two-year project with a total budget of Birr 24,587,250. During the fourth quarter, an inception report, including the finalized list of data collection tools, was developed and validated during the inception workshop held at EEA. After incorporating feedback from the workshop, the final inception report was submitted to the OPDC.
4. A project supported by the Amref Health Africa on 'Implementing Integrated Health System Strengthening (IHSS)' is in good progress. It has different components: training, research, mentoring, and dialogue forums.
 - 4.1. Under the research component, the following two are ongoing:
 - 'Integrated Resource Mobilization and Utilization in Primary Health Care (PHC) Facilities in Ethiopia'

- 'Technical and Cost Efficiency Among Primary Health Care Units in Ethiopia: The Case of IHSS Project Implementation Woredas'.

Preparation of data collection tools for both studies is currently underway.

- 4.2. In addition, mentoring and coaching activities in Public Financial Management (PFM) are ongoing. Preparatory activities, including the announcement of mentor positions, have commenced, and the mentor selection process is underway.
- 4.3. Organizing a dialogue forum is also ongoing.
- 4.4. A training component of the project has been finalized, and its detailed report is indicated under the capacity building section of this report.
5. A study for assessing the impacts of EEA's previous interventions, focusing on interventions of research outputs, event organization, publication, and capacity building training is an ongoing activity. The EC decided that the study should be undertaken by independent external researchers, and not by the EEA. A Terms of Reference (TOR) has been prepared to outsource the activity to external independent researchers.

C. Discontinued Research Projects

The following three projects were discontinued because of the decision of the US government on USAID-funded projects:

1. A project secured from Mercy Corps on 'Baseline Study of Highland Resilience Activity (HRA)'
2. A project secured from the DAI Feed the Future Policy LINK Ethiopia C4FS Activity on 'Land Policy, Sustainable Land Management and Agricultural Consolidation in Ethiopia: Evidence for Enhancing Agricultural'
3. A project secured from USAID on health sector strengthening, in collaboration with Amref health Africa.

Result 1.2: Economic database and resource centers

1. As part of our ongoing efforts to establish an updated institutional repository and project database, a UPS inverter was successfully installed to facilitate the process. Maintenance and capacity upgrading of the server has been undertaken, resulting in a stable infrastructure. The establishment of the institutional repository has now been completed.
2. Updating completed project databases: About eight project databases were uploaded to the institutional repository archive on the server.

3. Organizing freely accessible data sources for EEA staff and members: To enhance the accessibility of data for EEA staff and members, a website data resource has been designed. Different types of accessible data were uploaded into the data resource on the EEA website.

Result 1.3: Policy-relevant scientific knowledge is published and disseminated.

- I. In the budget year, the following 21 different types of publications have been published and released:
 - I.1. Three policy working papers
 - I.1.1. 'Poverty and Pro-Poor Growth in Ethiopia.' WP 25/2024 – August 2024.
 - I.1.2. "Initial reflections on the likely Effects of Ethiopia's foreign Exchange rate reform on Macroeconomic Indicators" WP26/2024 – November 2024.
 - I.1.3. Development and Governance Impacts of Digital Public Infrastructure in Ethiopia (DPI Ethiopia), Working Paper No. 95 | July 2025. Published in Collaboration with the GDN.
 - I.2. 'Insight on Ethiopia's Exchange Rate Reform' has been published in August 2024
 - I.3. Four policy briefs
 - I.3.1. 'The State of Extreme Poverty and Inequality in Ethiopia' No. 11/2024, November 2024.
 - I.3.2. 'The State of Corruption in Ethiopia' No. 10/2024, November 2024.
 - I.3.3. 'Flotation of the Birr and its Economic Implications' (Special Issue No. 1/2025, March 2025).
 - I.3.4. 'African Economic and Governance Forum Towards an African Monetary Union, Central Bank and Fostering Sustainable Development' (Special Issue No. 2/2025, March 2025).
 - I.4. Two policy briefs published in Amharic (translated from English):
 - I.4.1. የሙስና ባህርያት በኢትዮጵያ ቁጥር 10 /ሰኔ 2017 ዓ ም
 - I.4.2. የድህነት ሁኔታ እና የሐብት አለመመጣጠን በኢትዮጵያ ቁጥር 11 /ሰኔ 2017 ዓ ም
 - I.5. Two conference proceedings
 - I.5.1. The 2nd Regional Conference of the Oromia Regional State Economic Development.
 - I.5.2. The 21st International Conference Proceedings.
 - I.6. Two books

- 1.6.1. “Economic Policy Research and the Culture of Policy Dialogue in Ethiopia: EEA’s 30-Year Journey 1991-2023.”.
- 1.6.2. ‘Report on the Ethiopian Economy 2025: Economic Performance and Governance in Ethiopia’.
- 1.7. Four Quarterly Macroeconomic updates have been published. The reports’ volume and issue numbers are 9(2), 9(3), 9(4), and 10 (1).
- 1.8. One issue of the Ethiopian Journal of Economics (EJE) (Vol 32 No 2).
- 1.9. The following two Journal Articles were published:
 - 1.9.1. Shemelis Kebede Hundie, Lamessa T. Abdisa, Habtamu Adane Legas, Arega Abdisa and Fikru Kefyalew Alemayehu. Globalization and environmental sustainability in Ethiopia: Assessing the impact of economic factors and resource management. *Journal of Cleaner Production*. Volume 519, 10 August 2025, 145886
 - 1.9.2. Nuru, N. Y., & Gereziher, H. Y. (2025). *The impacts of public expenditure innovations on real effective exchange rate volatility in South Africa*. *Cogent Economics & Finance*, 13(1).

Strategic Objective 2: Strengthen capacity of members and stakeholders

Result 2.1: Capacities of members and stakeholders are enhanced

- I. The following three short-term capacity-building trainings were offered to the EEA members:
 - 1.1. A training course on "Qualitative Data Management and Analysis: Applying ATLAS.ti" was organized from March 14 to 16, 2025. The training was aimed to equip EEA members and staff with the necessary skills to effectively manage and analyze qualitative data using the ATLAS.ti software. A total of 28 EEA members participated, including 22 males and 5 females, representing NGOs, academia, and the public/private sectors. The training was generously delivered by Dr. Dagne Getachew on a voluntary basis.



Picture 1: Qualitative Data Management and Analysis Training participants

- 1.2. A short-term capacity-building training on "Applied Welfare Analysis with DASP" was held from June 9 to 11, 2025, targeting female EEA members and staff. The objective of the training was to equip participants with practical knowledge and analytical tools for measuring and analyzing poverty, inequality, and multidimensional welfare using the Distributive Analysis Stata Package (DASP). A total of 22 participants took part in the training, including 21 females and 1 male from a range of sectors, including NGOs, academia, and the public and private sectors. The training was delivered voluntarily by Dr. Aemro Tazeze and Dr. Sisay Debebe, who brought their expertise and experience to ensure the successful implementation of the program.



Picture 2: Participants on Applied Welfare Analysis with DASP training for female members

- 1.3. Training on "GIS and Geospatial Analysis" was conducted from June 9 to 11, 2025, targeting EEA staff and members from diverse institutions such as academia, research organizations, the private sector, and international agencies. This training aimed to strengthen participants' skills in spatial data analysis and enhance the association's capacity in applying Geographic Information Systems (GIS) in research and policy work. A total of 13 participants attended the three-day training.



Picture 3: Training participants on GIS and Geospatial Analysis

2. The following training courses were offered to stakeholders:
 - 2.1. Four short-term capacity building training were offered to the Development Bank of Ethiopia (DBE) focusing on:
 - 1.1.1. Qualitative and Quantitative Data Analysis.
 - 1.1.2. Environmental Impact and Sustainability Analysis (EISA)
 - 1.1.3. Development Impact Analysis (DIA).
 - 1.1.4. Agricultural Value Chain Analysis and Development.
 - 2.2. In collaboration with Amref Health Africa and as part of the Integrated Health System Strengthening Project, a comprehensive capacity-building initiative was offered across five regions of Ethiopia: Afar, Somali, Amhara, Oromia, and Sidama. A total of 36 training sessions were held involving 800 trainees drawn from 15 project woredas from the indicated regions. This initiative was aimed at strengthening the skills and knowledge of stakeholders in these regions and to enhance the effectiveness of ongoing programs and initiatives. The training topics were the following:
 - 2.2.1. Community-Based Health Insurance (CBHI) offered in all the indicated five regions
 - 2.2.2. Health Care Financing (HCF) offered in all five regions indicated
 - 2.2.3. Public Finance Management (PFM) offered in all the indicated five regions.

Result 2.2: Technical assistance to stakeholders on focused thematic areas

- I. Technical support was provided to different institutions
 - 1.1. Supported the Oxford Policy Management (OPM) through a review of approximately 33 proposals.

- 1.2. Supported the Ethiopian Federal First Instance Court by providing professional advice on a court case of two institutions.
- 1.3. Supported the Institute of Foreign Affairs in organizing a conference on ‘Challenges of Fragility and Capitalizing on International Cooperation’.
- 1.4. A staff also supported the Ethiopian Statistical Services in developing data collection tools for the Sixth Round Ethiopian Enterprise Survey.
2. EEA staff participated in the BRICS Dialogue Series 2 held from April 4–5, 2025, at Jimma University, Jimma, Ethiopia. The event was jointly organized by the Institute of Foreign Affairs, Jimma University, and Bahir Dar University. The EEA was represented by the CEO and the Director of Partnerships and Communication of the Association. The platform provided a valuable opportunity to advance discussions on Ethiopia’s engagement within the BRICS initiative. As part of the event, EEA delivered a presentation entitled “Unlocking Ethiopia’s Competitive Edge within the BRICS+ Framework”, contributing to the discourse on enhancing the country’s strategic positioning within the emerging BRICS+ landscape.



Picture 4: The BRICS Dialogue Series 2 workshop

3. As part of its ongoing commitment to supporting academic excellence and strengthening ties with higher education institutions (HEIs), one EEA staff served as an external examiner for a PhD dissertation defense at Addis Ababa University (AAU).
4. In line with our plan to provide technical support to CEED hosting University, we have delivered technical assistance to Kebridehar University in the preparation of the CEED conference. The 4th Annual Consortium of Ethiopian Economics Departments (CEED) was successfully held at the University of KebriDehar on February 1, 2025. The conference brought together economists, researchers, and professionals from across Ethiopia to engage in substantive discussions on critical economic issues and recent developments. The Association was represented by two senior researchers. As part of the program, a research paper entitled

"An Analysis of Ethiopia's Post-Reform Exchange Rate Dynamics" was presented. The conference was attended by a total of 50 participants.



Picture 5: CEED 4th annual conference at Kebridehar University

Result 2.4: Membership base and services are enhanced.

1. In the year, about 243 new individual members (57% full members, 23% associate members, and 20% student members) were registered.
2. Four institutions have secured institutional membership to the Association. These are Echo Engineering PLC, Shega Media Technology PLC, Woldia University and Bonga University. A membership certificate was also provided to the institutions.
3. EEA sent out an email reminder regarding the annual membership payment and renewal to the institutional members. As a result, institutional profiles of all members were updated in the system.
4. In the year, about 1346 members used the library and wifi services to offer a supportive environment for research and academic activities.
5. Internship opportunities were provided for ten graduating economics students. In addition, one externship staff opportunity has been given to Debre Birhan University.
6. Providing material and technical support to institutions: Some publications were provided to Gambela University (11 copies), Ambo University Woliso campus (47 copies), Injibara University (25 copies), Woldia University (32 copies), and Kebridahar University (27 copies) to strengthen the academic and research carried out in the Universities. In addition, some publications were also provided to the Israel Embassy.
7. During the year, profiles of 514 members were updated, including their payment histories, phone numbers, and email addresses, ensuring the association maintains accurate and up-to-date member information. In addition, we developed a system that allows members to edit

their profiles and update their communication IDs, such as phone numbers and email addresses.

8. Establishing regional chapter: The regional conference was intended to serve as a platform for establishing a regional chapter and signing an MOU with the Regional Planning and Development Bureaus. However, the establishment of the regional chapter could not be achieved due to the postponement of the conferences.

Strategic Objective 3: Broaden and diversify EEA's strategic partnership and networking

Result 3.1: Strategic partnership is established and expanded.

1. During the year, efforts were made to explore potential partnerships by holding discussions with about 24 different institutions. These included four embassies (the Netherlands, Ireland, Sweden, Israel, and the British Embassies), the Ministry of Finance, the Ministry of Trade and Regional Integration, the Yom Institute of Economic Development, the Africa-China Trade and Investment Facilitation (ACTIF), the Mastercard Foundation, Mercy Corps Ethiopia, the Bill and Melinda Gates Foundation, USAID-DECE, the Innovation for Poverty Action (IPA), and ECHO engineering PLC, ICIPE, the Institute of Foreign Affairs (IFA), the Center for Evaluation and Development (C4ED), the African Economic Research Consortium (AERC), Awash Bank, the Industrial Parks Development Corporation (IPDC), Industrial Projects Service (IPS), Commercial Bank of Ethiopia (CBE), GOPA Worldwide Consultants GmbH, the World Bank, ActionAid Ethiopia, and Wolkite University. Each engagement focused on aligning mutual interests and identifying opportunities for joint initiatives that could support our strategic goals.
2. MOUs signed: During the year, four Memoranda of Understanding (MoUs) were successfully signed with key institutions aimed at fostering strategic partnerships and advancing mutual goals. The MoUs were signed with the Yom Institute of Economic Development, the Agricultural Transformation Institute (ATI), the Africa China Trade and Investment Facilitation (ACTIF) Center, and the Center for Evaluation and Development at the University of Mannheim in Germany.
3. A total of 25 proposals were written and submitted. These are the following:
 - 3.1. 'Foreign Direct Investment in Ethiopia: Trends, Opportunities, and Challenges', submitted to Africa-China Trade and Investment Facilitators (ACTIF)
 - 3.2. 'Sustainability of Home Gardening for Improved Nutrition of Women and Children in Ethiopia', submitted to USAID Resilience Learning Activity (RLA)
 - 3.3. 'Addressing Gender Disparity in Financial Services and Entrepreneurship Through Evidence, Capacity Building, and Stakeholders' Engagement in Ethiopia', submitted to Southern Voice (SV)
 - 3.4. Training proposals were developed and submitted to Development Bank of Ethiopia on the following topics:
 - i. Development Impact Analysis,
 - ii. Agricultural Value Chain Analysis and Development,

- iii. Environmental Impact and Sustainability Analysis,
 - iv. Qualitative and Quantitative Data Research method
- 3.5. 'Data Collection for Return Intention Survey for Refugees from South Sudan Living in Ethiopia', submitted to United Nations High Commissioner for Refugees (UNHCR)
 - 3.6. 'Baseline Study of Highland Resilience Activity (HRA)', submitted to Mercy Corps
 - 3.7. 'The Dynamics and Dimensions of Extreme Poverty and Pro-poor Policy in Ethiopia', submitted to Oxford Policy Management
 - 3.8. 'Implementing Integrated Health System Strengthening (IHSS)', submitted to AMREF Health Africa.
 - 3.9. Proposal for the Second phase AMREF Health Africa project titled 'Implementing Integrated Health System Strengthening (IHSS)' was jointly prepared and submitted.
 - 3.10. Impact of the Exchange Rate Reform on the Real Estate Market in Ethiopia, submitted to Hosea Trading House Plc.
 - 3.11. Exploring the Ongoing Systemic Changes and Influence of External Actors in Changing the Financial Institutions Policies and Practices: Ethiopia's Financial Sector Case Study submitted to Future Africa Investments Limited (subgrantee of MasterCard Foundation).
 - 3.12. Budget Allocation and Utilization in Oromia Region, Ethiopia submitted to Oromia Planning and Development Commission (OPDC).
 - 3.13. Building sustainable and synergistic EIP ecosystem in Africa: Submitted to PEP
 - 3.14. Mobilizing Climate Finance by Capacitating Stakeholders and Engaging Gender: submitted to the African Development Bank.
 - 3.15. Project Implementation of RE-GAIN: Building Resilience through Food Loss Reduction in Africa - (with a focus on Ethiopia) submitted to AGRA and the RE-GAIN Program
 - 3.16. Endline Independent Evaluation of Ethiopia Climate Action Through Landscape Management Program for Results (CALM PforR) submitted to ATI
 - 3.17. Final Evaluation of EU-Supported Strengthening the Decentralization of Disaster Risk Management Project in Oromia, Ethiopia submitted to Busa-Gonofa Oromia
 - 3.18. Digital Public Infrastructure and Governance in Ethiopia: The Role of Public-Private Partnerships in Digital Constrained Settings submitted to CFI.
 - 3.19. Impact of Uncollateralized Digital Lending on Gender Gaps and Credit Market Competition submitted to IPA.
 - 3.20. Measurement, Learning and Evaluation (MLE) Anchor Partner for Gates Foundation's AgDev Ethiopia Country Strategy submitted to BMGF in collaboration with C4ED.

- 3.21. Creating a Comprehensive Lowland Development Program for Guiding Governance and Development in Lowland and Pastoral Areas submitted to the Ministry of Irrigation and Lowlands.
- 3.22. Analysis of Evidence Use in the Ethiopian Industrial Policy Making Ecosystem: A Mixed Research Approach Submitted to 3ie (International Initiative for Impact Evaluation)
- 3.23. A concept note on Monitoring and Evaluation training was developed and submitted to Enterprise Development Institute (EDI) to provide short-term capacity building training to EDI staff. Unfortunately, the proposal was not approved due to budget constraints within EDI.
- 3.24. Monitoring Governance Trend in Ethiopia submitted to GIZ
4. The following concept notes were prepared for organizing different events
 - 4.1. A concept note for organizing a panel discussion during the 21st International Conference, with the theme "Capital Market Development in Ethiopia: Challenges and Prospects" submitted to the Friedrich Ebert Stiftung (FES).
 - 4.2. A concept notes to organize an International Conference on the Flotation of the Ethiopian Birr, and its Economic Implications. Sponsors were secured and the conference was held.
 - 4.3. A concept notes to secure funding for the organization of the 22nd International Conference on the Ethiopian Economy. Necessary documents were circulated to relevant stakeholders to initiate engagement and support for the event.
 - 4.4. A concept notes for organizing a high-level policy dialogue forum titled: "Wages for Dignity: Advancing Minimum Wage Policy for Inclusive Growth in Ethiopia" was prepared. A funding of EUR 4,500 was secured from the FES.

Result 3.2: EEA funding sources are diversified and made sustainable.

1. Research fundings secured during the budget year
 - 1.1. In the first quarter, about USD 439,393 has been secured from different projects (GDN, ReFinD, and Amref Health Africa).
 - 1.2. In the second quarter, about USD 216,048 has been secured for four projects (from Future Africa: Mastercard Foundation, Mercy Crops, DBE and OPDC).
 - 1.3. In the third quarter, approximately Birr 24,587,250 was secured from OPDC.
 - 1.4. In the fourth quarter Birr 16,374,415 was secured from Amref Health Africa for project extension to conduct PFM Mentoring and Coaching activities.
2. Funding for organizing events

- 2.1. In the first quarter, financial support of ETB 309,900 (equivalent to Euro 4,998.39) was obtained from the FES for organizing a panel discussion during the 21st International Conference on "Capital Market Development in Ethiopia: Challenges and Prospects".
- 2.2. In the second quarter, a total of 4,900,000 USD (equivalent to 39,000USD) was raised to organize a conference on floatation of Ethiopian Birr in collaboration with PSI and CGIATS as explained above.

Result 3.3: Professional role of EEA is enhanced through increased and diversified events.

- I. In the budget year, inception workshops for the following projects were held:
 - I.1. 'Development Impacts of Digital Public Infrastructure and Inclusion in Ethiopia', a project financed by the GDN
 - I.2. 'Scoping Study on Agent Network/Banking Ecosystem in Ethiopia', a project financed by the Retail Finance Distribution (ReFinD, Ghana).
 - I.3. 'Baseline Study of Highland Resilience Activity (HRA)', a project financed by Mercy Crops (later discontinued).
 - I.4. 'Exploring the Ongoing Systemic Changes and Influence of External Actors in Changing the Financial Institutions Policies and Practices: Ethiopia's Financial Sector Case Study', a project financed by Future Africa - Mastercard Foundation.
 - I.5. 'Budget Allocation and Utilization in Oromia Region, Ethiopia', a project financed by OPDC.
 - I.6. 'Commercial and Market-Based Forage Seed and Biomass Production in Ethiopia', a project financed by the SNV.
 - I.7. 'Macroeconomic Modeling and Forecasting System Development for Oromia Regional State, Ethiopia', a project financed by the Oromia Planning and Development Commission.



Picture 6: Inception workshop on macroeconomic modeling project



Picture 7: Inception workshop on Commercial and Market-Based Forage Seed and Biomass Production

2. A consultative workshop on the Flotation of the Ethiopian Birr and Its Economic Implications was held on December 28, 2024, in collaboration with Policy Studies Institute and the Center for Governance and Intra Africa Trade Studies from University of Johannesburg.



Picture 8: Consultative workshop on the floatation of the Ethiopian Birr

3. Internal validation workshops were organized focusing on the following projects:
 - 3.1. Multidimensional poverty in urban Oromia.
 - 3.2. Development Impacts of Digital Public Infrastructure and Inclusion in Ethiopia
 - 3.3. Scoping Study on Agent Network/Banking Ecosystem in Ethiopia
 - 3.4. Exploring the Ongoing Systemic Changes and the Influence of External Actors on Financial Institutions' Policies and Practices: A Case Study of Ethiopia's Financial Sector
 - 3.5. Budget Allocation and Utilization in the Oromia Region, Ethiopia
 - 3.6. Quarterly Macroeconomy Update
4. Dissemination workshops were organized focusing on the following projects:
 - 4.1. 'Multidimensional Poverty in Urban Oromia, Ethiopia'.



Picture 9: Validation/dissemination workshop on multidimensional poverty in urban Oromia

- 4.2. Exploring the Ongoing Systemic Changes and the Influence of External Actors on Financial Institutions' Policies and Practices: A Case Study of Ethiopia's Financial Sector.



Picture 10: Validation Workshop on Exploring the Ongoing Systemic Changes and the Influence of External Actors on Financial Institutions' Policies and Practices

5. A press conference for launching and presenting EEA's flagship publication 'The Report on the Ethiopian Economy' was held. This event served as a platform to disseminate the key findings

of the report to the public, media outlets, policymakers, academics, and other stakeholders. The press conference highlighted critical economic trends, policy insights, and development challenges facing the Ethiopian economy, as outlined in the report. It also aimed to stimulate informed public discourse and strengthen the role of evidence-based research in shaping national economic policy. The event received wide media coverage and reinforced EEA's role as a leading voice in economic policy analysis and dialogue in Ethiopia.



Picture 11: Press conference

6. The 31st General Assembly (GA) was successfully held on Sunday, 29 September 2024, at the EEA Conference Hall in Addis Ababa. Four best students from Haramaya, Arba Minch and Hawassa Universities were recognized for their best essay, thesis, and dissertation and awarded a prize money and certificates named as Mekonnen Tadesse Award, Eshetu Chole Award, and Wolday Amha Award. About 172 members of the association attended the GA. A new book titled, “Economic Policy Research and the Culture of Policy Dialogue in Ethiopia: EEA’s 30-Year Journey 1991-2023.” was launched in the program. Research titled “how the Ethiopian economy responds to exchange rate reforms?” was also presented by EEA research staff. The program included presentations and discussions on the audit report for 2023/24, annual performance report of 2023/24, and the annual plan of 2024/25. Finally, two EC members were elected/re-elected (Dr. Addis Kassahun as a Vice-President and Mrs Sinidu Abebe as a member).



Picture 12: The 31st General Assembly

7. The plan to organize one regional conference has not been implemented because of reasons related to security in one of the regions and later because of changes in a partner's budget plan.
8. The 21st International Conference on the Ethiopian Economy was successfully held from 19-20 July 2024 at EEA conference hall. About 350 participants from academia, policy makers, CSOs, private sector and EEA members attended the conference. Dr. Lemma Gudissa, Vice President of the EEA, delivered a welcoming speech followed by an official opening speech by Professor Beyene Petros. In addition, a panel discussion was held on the topic "Capital Market Development in Ethiopia". Dr. Brook Taye, Dr. Tilahun Esmael, and Mr. Awoke Asfaw were panelists who shared their views on the emerging capital market in Ethiopian. A total of 42 presentations on breakout sessions and six plenary presentations were made during the conference. For the conference, financial resources were mobilized (UNECA USD 3000, IGC Pound 3000, FES ETB 243,595, World Bank ETB 372,000 and University of Gondar ETB 144,000).





Picture 13: EEA's 21st International Conference

9. Processes for organizing the 22nd International Conference:



EEA has seriously worked on actively planning and scheduling the 22nd International Conference. As part of these efforts, a comprehensive plan for the conference was developed, outlining key milestones and activities. Additionally, a call for papers was designed and widely disseminated through the EEA website and various social media platforms to maximize outreach.

A total of 103 abstracts were submitted by the deadline of March 22, 2025. The submitted abstracts undergone thorough review process as part of the next phase in the selection and approval procedure. The selected abstracts and draft reports were

reviewed to communicate with the researcher for final paper submission. A total of 55 papers were selected and submitted for the final conference. In addition, the draft program was developed. On the other hand, donors were informed to sponsor the conference.

10. An International Conference on the Flotation of the Ethiopian Birr and Its Economic Implications, was organized in collaboration with the Policy Studies Institute, the Center for Governance, and Inter Africa Trade Studies from the University of Johannesburg. The Conference was held from January 23–24, 2025 at Skylight Hotel, Addis Ababa, Ethiopia. The opening session featured remarks by Dr. Seife Tadelle, Director of CGIATS, and a welcome address by Professor Tassew Woldehanna, President of the EEA, highlighting the importance of research and dialogue in shaping effective economic policy. Mr. Abie Sano, President of the Commercial Bank of Ethiopia, delivered the keynote address, stressing the timely opportunity to advance reforms for stability, growth, and competitiveness. H.E. Fekadu Tsega, Director General of PSI, also called for a balanced, evidence-based approach to the reform process. During the event, panel discussions

and paper presentations were made. The three days conference attracted about 120 participants drawn from public/private sector, academia, research institution and CSO's from Ethiopia, Ghana, Nigeria and South Africa.



Picture 14: International Conference on Floatation of the Ethiopian Birr

11. A consultative seminar on “Ethiopia’s Contribution to the IGAD Food Security and Nutrition Strategy” was held on August 30, 2024, at the EEA meeting hall. The seminar was part of the ongoing efforts to revise and enhance the Inter-Governmental Authority on Development’s (IGAD) regional food security and nutrition strategy, first introduced in 2020. The event brought together different stakeholders from policy makers, researchers and experts from different organizations and discussed on the agenda. Dr. Amdissa Teshome made the presentation in the program.



Picture 15: Consultative seminar

12. Though there was a plan to make membership advocacy speeches to economics students in the regional chapter hosting universities during regional conferences, these have not been materialized as the conferences were not held because of the aforementioned reasons.
13. In the year, more than 40 media requests were responded regarding various economic issues. The interviews were conducted with different media including EBC TV, EBS TV, Hagere TV, NBC TV, FANA TV and FM radio, VoA radio, DW radio, Sheger FM 102.1, Menaharia FM,

Addis Standard, Addis Admass Newspaper, and the Reporter. The responses to these inquiries played a crucial role in facilitating media coverage and fostering engagement with a broad audience, both within the country and internationally.

14. In the year, the following media dissemination links were collected and documented.

S/N	Topic	Media	Date	Link
1.	About the exchange rate reform	Hagere Tv	20-Aug-24	https://www.facebook.com/hagerietv/videos/1579165392722579/?mibextid=rS40aB7S9Ucbxw6v
2.	About the exchange rate reform	Hagere Tv	20-Aug-24	https://www.facebook.com/hagerietv/videos/1206267217463035/?mibextid=rS40aB7S9Ucbxw6v
3.	Exchange rate reform and macroeconomy	EBS TV	Aug-24	https://youtu.be/DwUXRDa9ecU?si=Qk32OgwIM4j4ltkD
4.	Interest-based monetary policy	EBC	Aug-24	https://www.ebc.et/newsdetails.aspx?newsid=7220&fbclid=IwZXh0bgNhZW0CMTAAR3RGcwMp4hZPGz7HwyeVfA07NZY8MB7NbLTkT9sgEF_5C91WkzEBxpZmX0_aem_MCOHDC4Q2izZNsm7huitzw
5.	Exchange rate reform	Addis Admass newspaper	Aug-24	http://www.addisadmassnews.com/index.php?option=com_k2&view=item&id=32880:%E1%8B%A8%E1%89%A5%E1%88%AD-%E1%8B%A8%E1%88%98%E1%8C%8D%E1%8B%9B%E1%89%B5-%E1%8A%A0%E1%89%85%E1%88%9D%E1%8A%95-%E1%88%9B%E1%8B%B3%E1%8A%A8%E1%88%9D-%E1%8B%98%E1%88%8B%E1%89%82-%E1%88%88%E1%8B%8D%E1%8C%A5-%E1%8A%A5%E1%8A%95%E1%8B%B0%E1%88%9B%E1%8B%AB%E1%88%98%E1%8C%A3-%E1%89%B0%E1%8C%88%E1%88%88%E1%8C%B8&Itemid=180
6.	Capital market	Fana TV	Jul-24	https://www.youtube.com/watch?v=L44Gq1LyQ6s
7.	Budget deficit/problems	Adiss standard	Jul-24	https://addisstandard.com/empty-desks-empty-bellies-budget-woes-cripple-education-from-primary-to-higher-level/
8.	Electric consumption charge incremental	VOA Amharic	6-Sep-24	https://amharic.voanews.com/a/7772870.html
9.	Housing prices	NBC TV	18-Jul-24	https://www.youtube.com/watch?v=dFPn-rDN65Y
10.	Real Estate investment	NBC TV	18-Jul-24	https://www.youtube.com/watch?v=fkc2puHHS8o
11.	Currency swap	Fana TV	18-Sep-24	https://www.youtube.com/watch?v=f2nza0R1I28
12.	Macroeconomic Reform	EBS	28-Sep-24	https://www.youtube.com/watch?v=-xFwwHNSSAQ
13.	About Economic Shock	Reporter Newspaper	Oct 13/2024	https://www.ethiopianreporter.com/134301/
14.	About the rise of fuel Prices and its economic Implication	ሀገራችን ዘገባ Hagerie TV	Oct 11/2024	https://www.youtube.com/watch?v=5cNhfgrMioA
15.	የኑሮ ውድነት	EBS Tv	November 08, 2024	https://youtu.be/3ijv8f1y55Y?si=rBp8tp4k2gN8VVUT
16.	Salary Increment and budget revision	Hagerie TV	Nov. 30, 2024	https://www.youtube.com/watch?v=eBMmsDV2Pzk
17.	Review of NBE stability report	EBS TV	December 12	https://www.youtube.com/watch?app=desktop&v=Y0VtBBUkCYk

18.	Review of NBE stability report	Fana Tv	December 21	የፋይናንስ ዘርፉን ከፍተኞች የሞላው ማሻሻያ
19.	የባንክ ሥራ አዋጁ ሥጋቶችና ዕድሎች	EBS	Dec. 21, 2024	https://docs.google.com/document/d/12bWR0rx-IOUdJhV9QB_qe7P5Fjw07fU_/edit
20.	የውጭ ባንኮች መምጣት ለኢትዮጵያ ኢኮኖሚ	Fana TV	December 30, 2024	https://youtu.be/cqPU0-sZSvQ?si=QDppM-iblpYq8B-
21.	Floatation of the Ethiopian Birr (IC)	Fana TV	January 23, 2024	https://mail.google.com/mail/u/0/#inbox
22.	Role of Professional Association	Menaheria Radio	April 1, 2025	https://youtu.be/2IJZojtngMo?si=aBRUkkcar262g2jE
23.	BRICS; Ethiopian Think thanks policy recommendation	Fana TV	Apr 9, 2025	https://www.youtube.com/watch?v=Khclfm2Bhl0
24.	Bricks Think Tanks Recommendation (BTTTC)	CGTN	April 08, 2025	https://www.youtube.com/watch?v=Wu-nibh9U6k
25.	Role of Professional association	Menaheria Radio	April 1, 2025	https://youtu.be/2IJZojtngMo?si=aBRUkkcar262g2jE
26.	BRICS; Ethiopian Think thanks policy recommendation	Fana TV	Apr 9, 2025	https://www.youtube.com/watch?v=Khclfm2Bhl0
27.	Bricks Think Tanks Recommendation (BTTTC)	CGTN	April 08, 2025	https://www.youtube.com/watch?v=Wu-nibh9U6k
28.	Report on the Ethiopian Economy	EBS	May 22, 2025	https://youtu.be/7DYHXc0nsk4?si=P8qOSL0c62Z9hd82
29.	Report on the Ethiopian Economy	EBS	May 23, 2025	https://youtu.be/006bRvewXlQ?si=qSXHKarZBJzviVBV
30.	Report on the Ethiopian Economy	Hagere Tv	May 24, 2025	https://www.youtube.com/watch?v=ow4pNaDCafY
31.	Report on the Ethiopian Economy	Arts TV	May 23, 2025	https://www.youtube.com/watch?v=0Fn9WKdxD80
32.	Ownership of fixed assets by foreigners in Ethiopia	ETV	May 30, 2023	https://www.youtube.com/watch?v=rMVDYLeA-Xg
33.	Comment on 2018 Budget	Sheger FM	Jun 21, 2025	https://www.youtube.com/watch?v=0p-DkbwGFrg
34.	Comment on 2018 Budget	Fana Tv	Jun 19, 2025	https://youtu.be/64O-fVltC6Y?si=_6iEpXuraRDLu0kC

15. In the year, a total of 47 news were prepared and posted on EEA website and other social media outlets of the Association.

Strategic Objective 4: Enhancing internal capacity of EEA

Result 4.1: Internal sources of funding and cost management are improved.

1. During the year, a total of ETB 229, 221.84 was collected from internal sources. These comprises fees from sale of publications, and annual membership and registration fees from existing and new members of EEA.
2. Collect revenue from the IGA unit: A total of ETB 3,000,000 has been received from the IGA, the amount committed from 2023/24 financial performances. This payment has now cleared up an outstanding balance between the two entities, paving the way for a clean start and implementation of a new accounting procedure. In the year, the IGA also covered/provided refreshment and lunch services for about 200 participants during the 31st GA meeting with an estimated total cost of ETA 450,000.
3. In the first quarter of the year, the annual financial audit for the year 2023/24 was facilitated; and the same report was also authenticated by the Accounting and Audit Board of Ethiopia (AABE). During the fourth quarter, the finance unit dedicated significant effort to the necessary preparations required for the annual statutory audit. This involved meticulously reconciling accounts, gathering and organizing supporting documentation, finalizing year end accounting procedures, and preparations proactively addressing potential audit queries.
4. The revision of the Association's Financial Management Manual has been completed and submitted for approval.
5. The annual budget plan for the year 2024/25 was developed, reviewed by the EEA management and by the Executive committee, and finally approved by the General Assembly.
6. The Association has prepared quarterly financial reports including statements of financial position, financial performance, and cash flow and budget for all four quarters. These have been presented to the management and the EC and got approval at different levels.
7. Requests for audit services for the coming three years were announced, submissions screened using EEA's procurement procedure, screening results scrutinized by the EC, and finally approved by the General Assembly.
8. In the year, monthly organizational items (both consumables and fixed assets) movement reports have been prepared, and each month's report has also been reviewed. These enabled to monitor the actual balances of office supplies and equipment and to track the consumption of departments/Divisions. These reports eased tracking inventory flow, tracking discrepancies and developing appropriate procurement plans.

9. In the year, office supplies, six laptops, conference room chairs, professional camera, and power inverter have been procured to support EEA activities. Particularly the purchase and installation of the power inverter resolved the issue of frequent internet connection outages and currently enables EEA employees to participate in online meetings without any internet interruption. Furthermore, it also made possible for EEA to secure its IT equipment and data from damage that may be caused due to unstable electric power supply.
10. In the different quarters of the year, project budgets and actual expenditure forecasts and balances have been computed and analyzed. These helped to ensure alignment with contractual obligations and financial guidelines. A key observation from this tracking process was the allocation of a substantial portion of personnel-related expenses, including salaries, benefits, and other office operational costs, to non-fixed-amount grant-funded project contracts. This approach facilitated efficient use of available funds and contributed to the financial sustainability of the EEA through increasing reserves. In addition, we participated in a review meeting organized by the Amref health Africa and presented a comprehensive budget utilization/variance analysis report of the IHSS project, detailing the discrepancies between projected and actual expenditure for the review period.
11. Inventory of fixed assets and consumable office supplies has been undertaken and assets that were not included in the fixed asset register book but are actually in use in the daily operation of EEA were identified and registered. In the fourth quarter, as part of the year end accounting procedure, we also conducted a physical count of fixed assets and other office supplies and made ready the count report for external auditor's review.
12. A funding grid for the year 2024/25 has been developed. Additionally, continuous tracking and updating has been made. Following termination of two project contracts and signing of new projects the funding grid has been revised to reflect these changes. The adjustment optimizes resource allocation across the remaining and the newly signed projects. By doing this, the finance department has got an overview of which project covers what type of expenditure at the project or organizational level.

Result 4.2: Safe, secure, and comfortable working environment is created.

1. A performance assessment template for supervisors and employees got amended; weights assigned for planned activities under each division; overall performance evaluation score rating was also established.
2. Employee performance evaluations for the period covering January 1/2024 to June 30/2024 and that covering July 1/2024 to December 31/2024 have been conducted.

3. In the first quarter, the annual leave balances of all employees were computed and communicated to staff; and staff members have also been requested to submit their leave plans. In the year quarter, a total of 266 leave days were taken by the employees. Out of these, three days are for sick leaves. However, due to tight project-related schedules, the Administration Division is unable to enforce the use of unutilized leave balances for each employee. The demanding workload and critical deadlines have made it challenging to ensure that staff take their entitled leave. The division continues to monitor the situation while balancing operational needs and employee well-being.
4. In the budget year, through the e-tax system pension, withholding taxes, and income taxes of all employees have been paid to the concerned government body. As a result, EEA has fully complied with all statutory obligations related to employment taxes, withholding taxes, and employee pension/provident fund contributions. Additionally, the registration of four new employees for a pension scheme under the private organizations pension agency has been completed and the employees have obtained individual social security numbers. Provident funds were also opened for the newly hired employees. All the required deductions, including income tax withholdings and pension/PF contributions have been accurately calculated and remitted to the Ethiopian revenue and tax authority and to the PF account of each EEA employee.
5. The Human Resource Manual has been revised, completed and submitted for review and approval.
6. Revision of the existing DSA and accommodation rate of EEA: A committee that has been formed to study the existing DSA rate of the Association had undertaken a thorough evaluation of the current DSA rate and conducted a detailed analysis of the accommodation costs to ensure alignment with prevailing market conditions. The review included an assessment of regional cost fluctuation, and incorporating feedback from staff. Based on the findings, the committee has compiled and submitted a report with recommendations for potential adjustments. The revised rates were presented to the EC and it has been approved for the implementation.
7. Conducting employee satisfaction survey: During the third quarter, the administration and finance division conducted an employee satisfaction survey to assess the employees' overall workplace experience. The survey conducted at the EEA level aimed to gather genuine feedback on areas such as employee-supervisor relationships, workplace conditions, professional development opportunities, and others. The results are analyzed, and actionable

strategies aimed at enhancing workplace conditions and aligning administrative practices with staff needs and expectations have also been suggested.

8. Considering the current living cost and other factors, the salary of EEA staff has been revised and approved by the EC for implementation. Based on this, the new salary has been implemented starting January 1, 2025.
9. In the year, annual life and medical insurance for all employees were renewed. Furthermore, comprehensive life and health insurance policies for five newly hired employees have been secured. This essential step ensured these vital team members receive timely health coverage as they commence their roles. Additionally, the reimbursement of staff medical expenditures from the insurance company has been facilitated, ensuring timely processing and disbursement of claims. Additionally, to enhance operational efficiency and collaboration, the division provided the entire research team with an unlimited communication package, enabling efficient connectivity and uninterrupted coordination for ongoing projects.
10. During the year, three vehicles of EEA (plate numbers 5-AA02097, 5-AA01702, and 5-AA03123) were assessed for their technical fitness and the required permits were obtained from the concerned government body.
11. In the year, vehicle maintenance activities have been undertaken. In addition, the issue of one old ISUZU pickup took longer to decide. First, potential vehicle repair service providers were invited to bid for the repair of the indicated old vehicle. The procurement committee has recommended an independent body to evaluate the condition of the vehicle proposed for repair. The management has conducted a discussion and assigned a team that will search for another reliable garage that can repair the mentioned vehicle. Based on this, the team has contacted a well-known garage named Fitsum Autoshow and invited them to evaluate the vehicle's technical condition. The garage, after thoroughly checking the vehicle, listed out the required spares and checked the market for supply of each spare, in the local and international market, including Dubai, and confirmed that the major parts are not available in the market. Finally, the garage that has undertaken the assessment has informed the team that the repair is not recommended.

However, the EC decided to look for another garage that would assess the vehicle's condition. Based on EC's recommendation, another external garage conducted a thorough assessment of the technical condition of the vehicle previously flagged by the management for disposal. Accordingly, the final assessment also reaffirmed the initial recommendation for disposal of the vehicle, indicating high maintenance costs and unavailability of spare parts. The assessment

report and recommendation of the garage have been documented to support the next steps in the disposal process. The EC endorsed the assessment report and decided to sale the vehicle using standard ACSO's procedures for disposing properties.

Result 4.3: Quality and quantity of staff is improved.

1. GIS training has been offered to 10 EEA staff, DASP to 1 staff, and Python to 2 staff members.
2. The plan to organize training on tax management could not be materialized. Because the call that we have been expecting from the Ethiopian Revenue and Customs Authority has not been received in the budget year.
3. In line with the plan to organize leadership training, a three-day leadership training was conducted, with a total of 12 participants. Among them, 8 participants were from the EEA, while the remaining 4 were from the IGA. The training was aimed at enhancing leadership skills and fostering collaboration among the employees. All participants actively engaged in the sessions.
4. In line with our plan to build capacity for one member in Video and Photography skills, one IT staff has become capable of using the camera via online self-orientation sessions.
5. Three researchers have been hired. Out of these, two of them have replaced the two researchers who had resigned from EEA in the year, and the other has been hired as per the vacancy announcement that was exclusively open for female researchers. In addition, a part-time legal adviser was also hired during the year. Furthermore, an announcement was made to hire a Secretary for the CEO's office. However, despite the committee's efforts, only one competent applicant was identified but couldn't proceed with procurement due to the candidate's high salary expectation, which exceeded the approved pay scale for the position. As a result, the vacancy remains unfilled, and alternative solutions are being explored to address the staffing need.

Result 4.4: Technological and management capacity of EEA is modernized

1. The online submission system of the Ethiopian Journal of Economics has undergone regular updates and maintenance to address technical issues, such as clearing caches, login difficulties, and to implement necessary enhancements. These updates improved the system's functionality, ensured a seamless user experience for authors and reviewers, and maintained the platform's reliability and efficiency in managing submissions and peer review processes.
2. All the previous issues of the Ethiopian Journal of Economics have been uploaded to the online system (<https://ethiopianjournalofeconomics.org/index.php/EJE>). This milestone marked the

completion of the digitization and archiving process for all previous editions, ensuring that the full collection of past issues is now accessible online. This effort enhances the journal's visibility and accessibility, providing researchers, academics, and other stakeholders with a comprehensive resource for reference and citation.

3. In relation to the EEA website, all website plugins were updated, and new features have been introduced to facilitate free access to ensure that it remains a dynamic and reliable source of information for members and stakeholders. These updates included the addition of the latest news, upcoming events, and newly published materials. By consistently refreshing the content, the website provided timely and relevant information, fostering greater engagement and keeping users informed about the organization's activities, initiatives, and key developments in the field.
4. The Ethiopian Journal of Economics (EJE) was successfully indexed on DOAJ, a globally recognized platform for open-access journals. This milestone enhances the journal's visibility and credibility, attracting broader academic engagement. In addition, an application for indexing to the Scopus has been submitted.
5. The EEA implemented plagiarism detection process for all journal submissions in collaboration with Addis Ababa University (AAU). This initiative ensures that all manuscripts undergo thorough plagiarism testing as a mandatory step before proceeding to the subsequent stages of the publication process.
6. The IT team provided comprehensive technical support to the EEA and IGA units, ensuring smooth operations across departments. This support focuses on software installations, security maintenance, and troubleshooting technical issues. This effort ensured uninterrupted productivity and operational systems.
7. A new interactive system was successfully integrated into the EEA website to enhance membership services and streamline administrative processes. This system introduced several key features, including online member registration, event management capabilities, content restrictions accessible exclusively to members, and a fee collection functionality. This marks a significant milestone in enhancing membership services and ensuring a smooth, efficient, and user-friendly experience for both members and administrative staff.
8. Upgrading and maintaining the EEA server system: A server health inspection confirmed that one hard drive had completely failed, while the other showed warning signs, necessitating the replacement of both. Hence, additional hard disks were purchased to replace a drive that has failed because of power fluctuations. Additionally, available slots for expanding server capacity

were identified. Moreover, additional RAM was procured and included. The server has been successfully maintained and is now being used at full capacity, and the previous data has been restored.

9. In the budget year, efforts were made to improve a computerized accounting system. Currently, charts of accounts and class codes are maintained for all new projects.

Unplanned Accomplishments

The following activities were not part of the initial plan of the Association. However, these activities have been accomplished.

I. Staff's participation as panelists and presenters

- Served as a panelist on a workshop organized by the Ethiopian Oil Seed and Pulse Exporters Association in Hawassa, RORI Hotel, focusing on Ethiopian Macroeconomic Reform.
- Served as a panelist on a workshop organized by the same Association at Skylight Hotel, Addis Ababa, focusing on the same topic (Ethiopian Macroeconomic Reform).
- Served as a discussant at the workshop on Ethiopia County Report of AfDB, organized by the African Development Bank (AfDB) in Addis Ababa.
- Served as a panelist on a workshop organized by the Agricultural Economics Society of Ethiopia focusing on Agricultural Markets.
- Served as a panelist in the Long-lasting Partnership between Ethiopia and its Partners: Towards strategic Engagement, organized by the Institute of Foreign Affairs and the British Embassy
- Served as a panelist on Harnessing Apiculture, sericulture and Allied Value chain for Youth Employment: Organized by icipe.



Picture 16: EEA staff serving as a panelist in two different events

2. A scientific paper titled “Unlocking Ethiopia’s Competitive Edge within the BRICS+ Framework: A Revealed Comparative Advantage Analysis” was prepared and presented at BRICS Think Tanks Council (BTTC) forum.
3. Reviewed and contributed feedback on the BTTC recommendations to be presented at the XVII BRICS summit (2025) scheduled for July 6-7 in Brazil.
4. Designed and developed a comprehensive working system aimed at reducing urban poverty in the Oromia region, which was formally submitted to the Oromia Planning and Development Commission. The system was grounded in the findings and recommendations of an in-depth research study titled “*Multidimensional Poverty in Urban Oromia*,” ensuring that the proposed interventions were evidence-based, context-specific, and aligned with the region’s development priorities.
5. EEA participated in the Southern Voices’ General Assembly on 6th February 2025. Also participated in meetings on ‘Financing for Development.’ Also served as a member of the committee that produced ‘The SV Joint Statement on Financing for Development’ presented during the T20 meetings in South Africa (June 2025) and subsequently in other countries as well.



Picture 17: Taken from the Website of the Southern Voices

6. EEA participated in the EPAA’s General Assembly on 19th March 2025. EEA is serving as a Board Member (secretary) of the Alliance.
7. One staff has participated in an IMF-African Think-tanks forum held in Johannesburg, South Africa, on 16th June 2025.

I.3. Tabulated Annual Performances

Activity	Unit	Weight (%)	Annual Plan	Annual Achieve.	% Achie	Weig. %
Strategic Objective 1: Conducting research						
Result 1.1: Latest and reliable scientific evidence is generated						
A. Ongoing research activities						
1. Report on the Ethiopian Economy	No.	0.5	1	1.00	100	50
2. Quarterly Macroeconomic Update on the Ethiopian Economy	No.	4	4	4.00	100	400
B. New research activities						
1. Small Research Projects (Less than 100,000 USD)						
1.1. Development Impacts of Digital Public Infrastructure and Inclusion in Ethiopia	No	2.2	1	1.00	100	220
1.2. Scoping Study on Agent Network/Banking Ecosystem in Ethiopia	No	2.2	1	1.00	100	220
1.3. Commercial and Market-Based Forage Seed and Biomass Production in Ethiopia	No	2.2	1	0.60	60	132
1.4. Four additional small research projects	No.	8.8	4	4.00	100	880
2. Medium Research Projects (Between 100,000 and 300,000 USD)						
2.1 Land Policy, Sustainable Land Management and Agr. Consolidation in Ethiopia	No.	4	1	0.05	Discontinued (USAID)	
2.2. Two additional medium research	No.	7	2	1.00	50	350
3. Large Research Projects (above 300,000 USD)	No.	7	2	1.00	50	350
4. Assessing impacts of EEA's interventions	To outsource for independent researchers (EC's decision)					
Result 1.2: Economic database and resource center is established						
1. Updating institutional repositories	%	2	1	1.00	100	200
2. Update completed project databases of the EEA	%	1.5	1	0.50	50	75
3. Organize freely accessible data sources for EEA staff and members	%	1.5	1	1.00	100	150
Result 1.3: Policy-relevant scientific knowledge is published and disseminated						
1. Publish report on the Ethiopian Economy Book	No	0.3	1	1.00	100	30

2. Publish Policy Working Papers	No.	1	4	3.00	75	75
3. Publish Research Report	No.	0.57	2	1.00	50	28.5
4. Publish six policy briefs from completed research	No.	1	6	4.00	66.67	66.7
5. Publish policy briefs in Amharic language	No.	1	6	2.00	33.3	33.3
6. Four Quarterly Macroeconomic Update (QMU)	No.	1	4	4.00	100	100
7. Publish the Ethiopian Journal of Economics (EJE)	No	2	2	1.70	85	170
8. Publish regional conference proceedings	No	1	2	1.00	50	50
9. Publish the 21st International Conference Proceedings	No	0.58	1	1.00	100	58
10. Publish EEA's book of 30-years journey	No	0.3	0.2	0.20	100	30
11. Publish articles in a reputable journal	No	1.25	2	2.00	100	125
Strategic Objective 2: Strengthen capacity of members and stakeholders through training and technical assistance						
Result 2.1: Capacities of members and stakeholders are enhanced						
1. Provide short term capacity building trainings to members of which one is dedicated to female members only	No.	2	3	3.00	100.00	200
2. Provide short-term capacity-building training to stakeholders	No.	4.5	7	8.10	115.7	520.7
3. Provide software training to internship attendants	No	0.5	1	1.00	100	50
Result 2.2: Technical assistance to stakeholders on focused thematic areas are rendered						
1. Provide technical assistance to regional and federal governments	No	0.7	2	4.00	200	140
2. Provide professional support to higher education institutions (HEIs)	No	1	3	2.00	66.7	66.7
3. Provide technical support to CEED hosting University	No	0.3	1	1.00	100	30
Result 2.4: Membership base and services enhanced						
1. Register new individual members of EEA	No.	0.3	400	243.00	60.8	18.2
2. Register new institutional members of EEA	No.	0.3	2	4.00	200	60
3. Update profile of institutional members on EEA's website	No.	0.3	10	10.00	100	30
4. Provide internship opportunities to graduating economists	No.	0.3	10	11.00	110	33
5. Provide library and free Wi-Fi services	No.	0.3	1200	1346.00	112.17	33.65

6. Provide material and technical support to the existing regional chapters and stakeholders	No.	0.5	7	7.00	100	50
7. Update addresses of EEA members profile	%	0.4	25	236.00	134.9	53.9
8. Establish new regional chapters	No.	0.3	1	0.00	0	0
Strategic Objective 3: Broaden and diversify EEA's strategic partnership and networking						
Result 3.1: Strategic partnership is established and expanded						
1. Identifying and approaching/visiting potential partners	No.	1	16	18.00	112.5	112.5
2. Signing MoU with strategic partners	No.	1	6	5.00	83.3	83.3
3. Writing research grant proposals	No.	3	24	30.00	125	375
4. write concept notes to organize events	No.	1	4	4.00	100	100
Result 3.2: EEA funding sources are diversified and made sustainable						
1. Secure funds for research (signed contract agreement)	USD	3	960,000	978096.00	101.9	305.7
2. Secure funds for organizing events	USD	1	15,000	39000.00	260	260
Result 3.3: Professional role of EEA is enhanced through increased and diversified events						
1. Organized inception workshops on research projects	No.	1	9	9.00	100	100
2. Organize internal validation workshops on the research projects	No.	0.3	13	7.00	53.9	16.2
3. Organize validation and/or dissemination workshops with the partners	No.	2.2	10	6.00	60	132
4. Organize press conference on research findings	No.	0.7	2	1.00	50	35
5. Organize the 31st General Assembly	No.	1	1	1.00	100	100
6. Organize regional confer. in collaboration with the respective regional states, universities and partners	No.	1	2	0.00	0	0
7. Organize the EEA's 21st International Conference	%	0.3	1	1.00	100	30
8. Processing the organization of the EEA's 22nd International Conference	%	2	1	1.00	100	200
9. Host International Conference	No.	0.3	1	1.00	100	30
10. Organize Seminars on contemporary topics	No.	0.2	2	2.00	100	20
11. Membership advocacy speech to economics students in chapter hosting universities	No.	0.2	2	0.00	0	0
12. Responding to media requests on various economic issues	No.	0.4	35	59.00	168.6	67.4

13. Collect and document links of media disseminations about EEA's activities.	No	0.2	25	36.00	144	28.8
14. Prepare and post news on EEA website	No	0.2	40	46.00	115	23
Strategic objective 4: Enhancing internal capacity of EEA						
Result 4.1: Internal sources of funding and cost management are improved						
1. Generate revenue from membership registration, annual fee collection, and sale of publications	USD	0.05	1500	1935.92	129.1	6.5
2. Collect revenue from the IGA unit	USD	0.05	30,000	9090.00	30.3	1.5
3. Review the existing common cost allocation guideline	No	0.8	1	1.00	100	80
4. Coordinating the annual audit of 2023/24	No	0.08	1	1.00	100	8
5. Submitting annual audit and other reports to the ACSO and other concerned offices.	No	0.05	1	1.00	100	5
6. Review the existing Financial and procurement policy manuals	No	0.9	2	2.00	100	90
7. Preparing annual budget plan for the year 2024/25	No	0.06	1	1.00	100	6
8. Preparing and presenting quarterly financial report to the management	No	0.7	4	4.00	100	70
9. Facilitating the nomination of an external auditor for the fiscal year 2017 to 2019 EC	No	0.05	1	1.00	100	5
10. Monitoring quarterly supplies/material utilization rate at organizational and department level	No	0.06	4	4.00	100	6
11. Undertaking procurement office supplies quarterly.	No	0.05	4	4.00	100	5
12. Preparing quarterly budget forecast and analyze variances	No	0.05	4	4.00	100	5
13. Carrying out annual inventory of consumables and fixed assets of the Association	No	0.05	2	2.00	100	5
14. Preparing funding grid template and continuously track annual budget funding	No	0.05	4	4.00	100	5
Result 4.2: Safe, secure, and comfortable working environment is created						
1. Preparing/revising performance assessment template for supervisors and the employee	NO	0.25	1	1.00	100	25
2. Conducting employee performance evaluations	NO	0.25	2	2.00	100	25
3. Monitoring implementations of annual leave plans	NO	0.25	18	33.00	183.3	45.8
4. Ensuring proper management of monthly employee pension, provident fund, and tax	NO	0.3	12	12.00	100	30
5. Review the human resource manual and incorporating policies amended by the management	NO	0.5	1	1.00	100	50
6. Review the existing per-diem and accommodation rates	NO	0.25	1	1.00	100	25

7. Conducting employee satisfaction Survey	NO	0.26	2	2.00	100	26
8. Adjustment of the existing salary	NO	0.27	1	2.00	200	54
9. Renewing staffs' annual life and medical insurance policies	NO	0.27	1	1.00	100	27
10. Undertaking vehicles' annual technical fitness assessment and registration	NO	0.2	4	4.00	100	20
11. Maintaining and operationalizing one EEA vehicle	No	0.2	1	1.00	100	20
Result 4.3: Quality and quantity of staff is improved						
1. GIS training to research staff	No.	0.4	1	1.00	100	40
2. DASP training to research staff	No.	0.4	1	1.00	100	40
3. Providing training on tax management for two Finance staff	No	0.4	2	0.00	0	0
4. Providing training on leadership and management for 10 staff members.	No	0.4	10	10.00	100	40
5. Training on Video and Photography skills for one staff member	No	0.4	1	1.00	100	40
6. Staff recruitment	No	0.6	4	5.00	125	75
Result 4.4: Technological and management capacity of EEA is modernized						
1. Update online submission system for EJE	No	0.5	1	1.00	100	50
2. Upload previous issues of the EJE to the online system	%	0.3	100	135.00	135	40.5
3. Update the EEA website content once in a quarter	No	0.5	4	4.00	100	50
4. Initiating Indexing of EJE on international reputable Journal indexing databases	%	0.4		1.25	125	50
5. Establish Plagiarism test for the submissions of EJE manuscripts	%	0.4	1	1.00	100	40
6. Provide technical support to EEA and IGA staff	%	0.4	1	1.00	100	40
7. Integrate membership services to the website	%	0.6	1	1.00	100	60
8. Upgrading EEA server to ensure sufficient storage capacity	%	0.4	100	200.00	200	80
9. Review and adding relevant features to the EEA's existing financial system	No	0.5	1	1.00	100	50
Average					99.71	88.84

PART II: ANNUAL PLAN (JULY 1, 2025-June 30, 2026)

2.1. Introduction

This part briefly describes the basis and assumptions for the plan, the vision and missions of the association, and strategic objectives. It then outlines the activities planned for the fiscal year 01 July 2025 to 30 June 2026. It specifically narrates major activities to be accomplished under the four strategic plans of the Association. Then, the planned quarterly targets with measurements is presented in a tabular form. The last part indicates budget plan for undertaking the indicated activities.

2.2. Basis and Assumptions of the Plan

2.2.1. Basis of the Plan

Activities indicated in this plan have emanated from the following:

- Annual performance report 2024/2025
- Challenges faced during the 2024/2025 reporting period
- Five-Year Strategic Plan of the EEA
- Partnerships already established
- Needs of the EEA members
- Suggestions by the Executive Committee members

2.2.2. Assumptions

The assumptions related to the plan are categorized into two, internal and external.

Internal assumptions

The following are assumed:

1. The current staff of EEA will be maintained.
2. Participation of members in EEA's activities will continue.
3. Commitment and support from the executive committee will continue.

External assumptions

The following are assumed:

1. On-going collaborations will continue.
2. Stakeholders will utilize EEA's products and services.

2.3. Vision, Mission, Core Values, and Strategic Objectives

Vision

The EEA is envisioned to become a premier economics association in Africa renowned for its evidence-based economic and policy research, membership services, and capacity building by 2030.

Mission

The mission of EEA is to provide a platform for networking, access to information and learning; to contribute to a better understanding of the global, national and local economic issues; to inform and influence economic policymaking and investment decision; and to offer training and foster the advancement of discipline of economics.

Values

Professionalism, integrity, independence, quality, efficiency, inclusiveness, teamwork, accountability and transparency.

Motto

Professionalism and economic thinking for development!

Strategic Objectives

EEA has strategic objectives as depicted in EEA's five-year strategic plan. Activities planned in this reporting period are expected to contribute to these strategic objectives and to the associated results.

Objective 1: Conduct an independent social, economic, environmental and policy research.

Objective 2: Strengthen capacity of members, and national and regional institutions through training and focused technical assistance.

Objective 3: Broaden and diversify EEA's strategic partnership and networking for sustainable economic and policy research, training and technical assistance, and knowledge generation and dissemination.

Objective 4: Enhance internal capacity of EEA to realize its vision and mission.

2.4. Brief Narrations of the Planned Activities

Strategic Objective I: Conducting research

Result I.1: Latest and reliable scientific evidence is generated

A. Ongoing research activities

1. Under the Integrated Health System Strengthening (IHSS) project, collaborative project with Amref Health Africa, the following two research activities will be undertaken:
 - 1.1. Research on Technical Efficiency of Primary Health Care Units
 - 1.2. Research on Resource Mobilization and Utilization
2. A study on Commercial and Market-Based Forage Seed and Biomass Production in Ethiopia will be finalized.
3. A study on Budget Allocation and Utilization in Oromia Region will also be finalized.
4. A study on Regional Macroeconomic Modeling and Forecasting System Development for the Oromia Region will also be finalized.
5. An assessment of impacts of EEA's interventions will be undertaken by outsourcing the activity to independent researchers.

B. New research activities

1. Four Quarterly Macroeconomic Update on the Ethiopian Economy will be produced.
2. Report on the Ethiopian Economy 2027 is a flagship publication to be produced every two years. For the report to be released in 2027, the activity will be started this year. The activities include setting chapters and topics, getting it approved by the EC, and starting to undertake the studies.
3. About six Small Research Projects (Less than 50,000 USD) will be secured and their studies undertaken in this budget year.
4. About three Medium Research Projects (Between 50,000 and 100,000 USD) will be secured and their studies undertaken.
5. About two Large Research Projects (above 100,000 USD) will be secured and their studies undertaken.
6. One Research Project Focusing on National Priority Areas.

Result 1.2: Economic database and resource center is established and made available.

1. Data and outputs of ten completed research projects will be included in the EEA's database.
2. About four freely accessible data sources will be organized and made available to EEA staff and members.
3. Database of Associate Researchers will be updated and compiled by including about 75 potential associate researchers from among the EEA members.
4. The Editorial Board of the Ethiopian Journal of Economics will be revised and updated in collaboration with the Executive Committee of the Association. This will facilitate indexing of the Ethiopian Journal of Economics in international indexing institutions.

Result 1.3: Policy-relevant scientific knowledge is published and disseminated

1. Six policy working papers will be published
2. Two research reports will be published from finalized research activities.
3. Six policy briefs will be published from completed research activities.
4. Two policy briefs will be translated into Amharic and published.
5. Four quarterly macroeconomic updates will be published, one per quarter.
6. Five articles will be published in a reputable journal.
7. Four issues of the Ethiopian Journal of Economics (EJE) will be published to avoid the current backlogs.
8. Proceedings of the 22nd international conference will be published.
9. Impact of EEA's intervention to be studied by an external researcher will be published after completion of the study.
10. Publish synthesized reports from seminars organized on various topics.

Strategic Objective 2: Strengthen capacity of members and stakeholders through training and technical assistance**Result 2.1: Capacities of members and stakeholders are enhanced**

1. Six short-term capacity-building training courses will be offered to stakeholders.
2. Six short-term capacity building training courses will be offered to EEA members and staff.
3. One software training course will be offered to internship attendants.
4. Mentoring and Coaching on PFM will be undertaken at 67 health facilities under the Amref Health Africa project.

Result 2.2: Technical assistance to stakeholders on focused thematic areas are rendered

1. Four technical assistances will be offered to stakeholders focusing on their needs.
2. Professional support will be provided to three higher education institutions (HEIs).

Result 2.4: Membership base and services enhanced

1. About 300 new individual members will be registered.
2. Two new institutional memberships will be granted to different institutions.
3. Profiles of 11 institutional members will be updated on EEA's website.
4. About 10 internship opportunities will be provided to graduating economics students.
5. Library, working space, and free wifi services will be provided to 1500 members.
6. Material and technical support will be provided to three existing regional chapters and stakeholders.
7. Addresses of 200 EEA members will be updated.
8. One new regional chapter will be established.
9. Active members of the association will be increased from the current 8.7% to 12%.

Strategic Objective 3: Broaden and diversify strategic partnership and networking**Result 3.1: Strategic partnership is established and expanded**

1. About 20 grant project proposals will be written and submitted to funding institutions.
2. About 20 potential partners will be identified and approached.
3. About four MoUs will be signed with four strategic partners.
4. Four concept notes will be organized for securing funds to organize events.

Result 3.2: EEA funding sources are diversified and made sustainable

1. About ETB 87,929,384 will be secured for undertaking research (signed contract agreement).
2. About ETB 2,700,000 will be secured for organizing international conferences.
3. About ETB 400,000 will be secured for organizing regional conferences.

Result 3.3: Professional role of EEA is enhanced through increased and diversified events

1. About 11 inception workshops will be organized to initiate research projects.
2. About 10 internal validation workshops will be organized on finalized research projects.
3. About 8 validation/dissemination workshops will be organized with partners.
4. Two press conferences will be organized to disseminate different messages.
5. The 5th Annual CEED conference will be hosted at the EEA.
6. The 32nd General Assembly will be organized at EEA.

7. Two regional conferences will be organized in collaboration with regional states, universities and partners.
8. About 50% of the required efforts to organize the EEA's 22nd international conference will be devoted to successfully finalizing the conference (50% has been undertaken in the previous budget year).
9. About 50% of the required processes to organize EEA's 23rd international conference will be accomplished this year to pave the way for the remaining part required in the next budget year.
10. One additional international conference will be hosted at EEA in collaboration with other partners.
11. About four seminars will be organized focusing on contemporary topics.
12. Membership advocacy speeches will be made to economics students and staff in two chapters.
13. About 40 news on different issues will be prepared and posted on EEA's website.
14. We will respond to about 40 media requests on various economic issues.
15. About 30 links of media disseminations about EEA's activities will be collected and documented.
16. Four advocacy workshops will be organized based on a project secured from Amref health Africa.

Strategic Objective 4: Enhancing internal capacity of EEA

Result 4.1: Internal sources of funding and cost management are improved

1. About ETB 274,444 of revenue will be generated from membership registration, annual fee collection, and sale of publications.
2. The annual audit of 2024/25 will be coordinated and consolidated.
3. Annual audit and other reports of the EEA will be submitted to the ACSO and other concerned offices.
4. Annual budget plan for the year 2025/26 will be prepared.
5. Four quarterly financial reports will be prepared and presented to the management and the EC.
6. Quarterly supplies/material utilization rate at department level will be monitored four times (quarterly).
7. Office supplies will be provided on a quarterly basis.
8. Budget forecast and variances analysis reports will be prepared semiannually.
9. Annual inventory of consumables and fixed assets will be carried out.

Result 4.2: Safe, secure, and comfortable working environment is created

1. Management meeting room will be renovated and modernized.
2. A 100" UHD Standing LCD Monitor will be purchased.
3. Employee performance evaluations will be undertaken twice.
4. Monthly employee pension contributions, provident fund, and tax will be managed.
5. The Bylaw of the Association will be revised.
6. Employee job satisfaction survey will be undertaken.
7. Annual life and medical insurance policies of all staff will be renewed.
8. Four vehicles' annual insurance policy (including third party coverage) will be renewed.
9. Four vehicles' annual technical fitness assessment and registration will be undertaken.
10. Two old vehicles will be disposed of following the required procedures.
11. Annual leave will be administered by reducing accrued leave balance by 40%.
12. Two staff meetings will be organized.
13. Staff retreats will be organized once a year.
14. Annual salary increment will be implemented.
15. Job classification and organizational structure will be revised.
16. Periodic maintenance of four vehicles will be undertaken.
17. One electric vehicle will be procured.
18. IT policy will be prepared.
19. A five-year strategic plan (2026-2030) will be prepared.
20. Building facilities for the EEA floor of the building will be maintained.

Result 4.3: Quality and quantity of staff is improved

1. One staff training on R will be organized.
2. One staff training on Latex will be organized.
3. One staff training on M&E will be organized.
4. One staff training on Python will be organized.
5. One staff training on machine learning will be organized.
6. One staff training on introduction to AI will be organized.
7. One training on finance for non-finance managers will be organized.
8. One junior publication officer will be recruited.
9. One Senior Executive secretary will be recruited.
10. One cashier/storekeeper will be recruited.
11. One researcher will be recruited.

12. An induction program will be offered to newly recruited staff members.

1. Result 4.4: Technological and management capacity of EEA is modernized

1. An online submission system for EJE will be updated.
2. The EEA website content will be updated.
3. EJE will be indexed on one reputable Journal indexing database.
4. Continuous technical IT support will be provided to EEA, IGA and PG staff.
5. Membership services will be integrated into the new website.
6. An AI-supported job applicants screening system will be implemented.
7. A digitalized organizational management system will be implemented.

2.5. Tabulated Quarter-based Activity Plans

Activity	Unit	Weight (%)	Base value	Annual (a)	Quarterly Targets				Responsible Division
					Q1	Q2	Q3	Q4	
Strategic Objective 1: Conducting research		50							
Result 1.1: Latest and reliable scientific evidence is generated		37.5							
A. Ongoing research activities									
1. Implementing Integrated Health System Strengthening (IHSS)									RPAD
1.1 Research on Technical Efficiency of Primary Health Care Units	%	3		90	45	45			RPAD
1.2 Research on Resource Mobilization and Utilization	%	3		90	45	45			RPAD
2. Commercial and Market-Based Forage Seed and Biomass Production in Ethiopia	%	1		40	30	10			RPAD
3. Budget Allocation and Utilization in Oromia Region, Ethiopia	%	1		30	30				RPAD
4. Regional Macroeconomic Modeling and Forecasting System Development for the Oromia Region, Ethiopia	%	5		95	15	15	30	35	RPAD
5. Assessing impacts of EEA's interventions	%	3		95	10	30	30	25	RPAD
B. New research activities									
1. Quarterly Macroeconomic Update on the Ethiopian Economy	No.	4	4	4	1	1	1	1	RPAD
2. Report on the Ethiopian Economy 2027	%	2	50	50		10	20	20	RPAD
3. Small Research Projects (Less than 50,000 USD)	No.	6	3	6	1	2	2	1	RPAD
4. Medium Research Projects (Between 50,000 and 100,000 USD)	No.	4.5	1	3		1	1	1	RPAD
5. Large Research Projects (above 100,000 USD)	No	4	1	2		1	1		RPAD

6. Research Project Focusing on National Priority Areas	No	1		1				1	RPAD
Result 1.2: Economic database and resource center is established		2.5							
1. Update completed project databases of the EEA	No	0.5		10	4	2	2	2	PCD
2. Organize freely accessible data sources for EEA staff and members	No	0.5	1	4	1	1	1	1	PCD
3. Update and compile database of Associate Researchers at EEA	No	1		75		25	25	25	PCD
4. Updating Editorial Board of the Ethiopian Journal of Economics	No	0.5		1			1		PCD
Result 1.3: Policy-relevant scientific knowledge is published and disseminated		10							
1. Publish Policy Working Papers	No.	2.1	2	6	1	2	2	1	RPAD and PCD
2. Publish Research Report	No.	0.6	1	2		1	1		RPAD and PCD
3. Publish policy briefs from completed research	No.	1	4	6	1	2	2	1	RPAD and PCD
4. Publish policy briefs in Amharic language	No.	0.3	2	2			1	1	PCD
5. Quarterly Macroeconomic Update (QMU)	No.	2	4	4	1	1	1	1	RPAD and PCD
6. Publish articles in a reputable journal	No.	1.4	2	5	1	2	1	1	RPAD
7. Publish the Ethiopian Journal of Economics (EJE)	No.	2	1	4	1	1	1	1	PCD
8. Publish the 22nd International Conference Proceedings	No	0.2	1	1		1			RPAD and PCD
9. Publish report on Impact of EEA's Intervention	No	0.2	0	1				1	RPAD and PCD
10. Publish synthesized report from seminars	No	0.2		3		1	1	1	PCD
Strategic Objective 2: Strengthen capacity of members and stakeholders through training and technical assistance		12							
Result 2.1: Capacities of members and stakeholders are enhanced		7							
1. Provide short-term capacity-building training to stakeholders	No.	1	7	6		2	2	2	RPAD

2. Provide short-term capacity building training to EEA members and staff	No	2	3	6		2	2	2	PCD
3. Provide software training to internship attendants	No	0.2	1	1	1				PCD
4. Amref's Mentoring and Coaching on PFM at Health Facilities	No.	3.8		67	27	40			RPAD
Result 2.2: Technical assistance to stakeholders on focused thematic areas are rendered		2							
1. Provide technical assistance to stakeholders	No.	1	4	4		1	2	1	PCD
2. Provide professional support to higher education institutions (HEIs)	No	1	1	3		1	1	1	PCD
Result 2.4: Membership base and services enhanced		3							
1. Register new individual members of EEA	No.	0.25	243	300	50	100	75	75	PCD
2. Register new institutional members of EEA	No.	0.25	4	2		1	1		PCD
3. Update profile of institutional members on EEA's website.	No.	0.5	9	11	2	3	3	2	PCD
4. Provide internship opportunities to graduating economists	No.	0.25	10	10	10				PCD
5. Provide library, working space, and free <i>wifi</i> services	No.	0.25	1346	1500	600	300	300	300	PCD
6. Provide material and technical support to the existing regional chapters and stakeholders	No.	0.25	7	3	1		1	1	PCD
7. Update addresses of EEA members profile	No.	0.5	236	200	50	50	50	50	PCD
8. Establish new regional chapters	No.	0.5		1		1			PCD
9. Increase active members of the association	%	0.25	8.7	12				12	PCD
Strategic Objective 3: Broaden and diversify strategic partnership and networking		22							
Result 3.1: Strategic partnership is established and expanded		8							
1. Writing research grant proposals	No.	5	25	20	5	5	5	5	RPAD
2. Identifying and approaching/visiting potential partners	No.	1	7	12	3	3	3	3	PCD

3. Signing MoU with strategic partners	No.	1	2	4	2	1	1		PCD
4. write concept notes to organize events	No.	1	4	4	1	1	1	1	PCD
Result 3.2: EEA funding sources are diversified and made sustainable		2							
1. Secure funds for research (signed contract agreement)	ETB	1	105,354,331	87,929,384	4,235,131	34,687,739	34,687,739	14,318,776	RPAD
2. Secure funds for international conference organization	ETB	0.8	4,095,000	2,700,000	1,700,000		1,000,000	20000	PCD
3. Secure funds for regional conferences	ETB	0.2		400,000		200000		200000	PCD
Result 3.3: Professional role of EEA is enhanced through increased and diversified events		12							
1. Organized inception workshops on research projects	No.	1	9	11	2	3	4	3	RPAD and PCD
2. Organize internal validation workshops on the research projects	No.	1	7	10	2	3	3	2	RPAD and PCD
3. Organize validation/dissemination workshops with the partners	No.	1	6	8	2		3	3	RPAD and PCD
4. Organize press conference on research findings	No.	1	1	2		1		1	RPAD and PCD
5. Organize the 5th Annual CEED conference		0.5	0	1			1		PCD
6. Organize the 32nd General Assembly	No.	1	1	1	1				PCD
7. Organize regional conferences in collaboration with regional states, universities and partners	No.	1	2	2		1		1	PCD
8. Organize the EEA's 22nd International Conference	%	0.5	1	50	50				PCD
9. Preparatory activities for EEA's 23rd International Conference	%	0.25	1	50			25	25	PCD
10. Host International Conference	No.	0.5	1	1			1		PCD
11. Organize Seminars on contemporary topics	No.	1	1	4		1	2	1	PCD
12. Membership advocacy speech to economics students and staff (in two regions)	No.	0.25	1	2		1		1	PCD
13. Prepare and post news on EEA website	No	0.75	40	40	15	5	10	10	PCD

14. Responding to media requests on various economic issues;	No.	1	34	40	15	5	10	10	PCD and RPAD
15. Collect and document links of media disseminations about EEA's activities.		0.25	25	30	10	5	5	10	PCD
16. Amref's Advocacy Workshop	No.	1		4	1	1	2		PCD, AFD, and RPAD
Strategic objective 4: Enhancing internal capacity of EEA		16							
Result 4.1: Internal sources of funding and cost management are improved		2.5							
1. Generate revenue from membership registration, annual membership fee, and sale of publications	ETB	0.3	228,704	274,444	88611	96055	54889	54889	AFD
2. Coordinating and consolidating the annual audit of 2024/25	No	0.5		1	1				AFD
3. Submitting annual audit and other reports of the EEA to the ACSO and other concerned offices	No	0.3		1	1				AFD
4. Preparing annual budget plan for the year 2025/26	No	0.3		1	1				AFD
5. Preparing and presenting quarterly financial reports to management and Executive committee.	No	0.3		4	1	1	1	1	AFD
6. Monitoring quarterly supplies/material utilization rate at department level	No	0.2		4	1	1	1	1	AFD
7. Procuring office supplies on a quarterly basis.	No	0.2		4	1	1	1	1	AFD
8. Preparing budget forecast and variances analysis reports Semiannually.	No	0.2		2		1		1	AFD
9. Carrying out annual inventory of consumables and fixed assets	No	0.2		1				1	AFD
Result 4.2: Safe, secure, and comfortable working environment is created		7.5							
1. Renovating the management meeting room	%	1.3		100		20	80		AFD
2. Purchasing 100-inch UHD Standing LCD Monitor	No.	0.1		1		1			AFD

3. Conducting employee performance evaluations	No.	0.1		2	1		1		AFD
4. Management of monthly employee pension contributions, provident funds, and tax	No.	0.3		12	3	3	3	3	AFD
5. Reviewing the Bylaw of the Association	No.	0.1		1	1				AFD
6. Conducting employee job satisfaction Survey	No.	0.2		1				1	AFD
7. Renewing staff's annual life and medical insurance policies	No.	0.1		1	1				AFD
8. Renewing vehicles' annual insurance policy (including third party coverage)	No.	0.1		4	4				AFD
9. Undertaking vehicles' annual technical fitness assessment and registration	No.	0.1		4		2	1	1	AFD
10. Dispose old vehicles	No.	0.2		2	1	1			AFD
11. Administering annual leave (Reducing accrued leave balance by 40%)	No.	0.1	313	512	128	128	128	128	AFD
12. Organizing staff meetings	No.	0.1		2	1		1		AFD
13. Organizing staff retreat program.	No.	0.1		1		1			AFD
14. Annual salary increment	No.	0.1		1		1			AFD
15. Reviewing job classification and organizational structure	%	1		100	25	75			AFD
16. Ensuring periodic maintenance of vehicles	No.	0.1		4	1	1	1	1	AFD
17. Procuring electric vehicle	No.	0.2		1			1		AFD
18. Develop IT policy	No	0.1					1		PCD and AFD
19. Strategic Plan (2026-2030) Preparation	%	3		100	25	75			All
20. Maintenance of building facilities for the EEA floor	%	0.1		100	25	25	25	25	AFD
Result 4.3: Quality and quantity of staff is improved		2							
1. Staff Training on R	No.	0.2	1	1		1			RPAD
2. Staff Training on Latex	No.	0.2	1	1		1			RPAD
3. Staff Training on M&E	No.	0.2	1	1			1		RPAD

4. Staff Training on Python	No.	0.2	1	1			1		RPAD
5. Staff Training on ML	No.	0.2		1			1		RPAD
6. Staff training on introduction to AI	No.	0.1		1				1	RPAD
7. Training on Finance for non-finance managers	No.	0.2		1		1			AFD
8. Staff recruitment -Junior publication officer	No.	0.2		1		1			AFD
9. Staff recruitment -Senior Executive secretary	No.	0.1		1		1			AFD
10. Staff recruitment -Cashier/Storekeeper	No.	0.1		1	1				AFD
11. Staff recruitment - Researcher	No.	0.2		2		1	1		AFD
12. Conduct an induction program for new staff	No.	0.1		6	1	3	2		AFD
Result 4.4: Technological and management capacity of EEA is modernized		4							
1. Update online submission system for EJE	%	0.2	1	100	25	25	25	25	PCD
2. Update the EEA website content	%	0.8	1	100	25	25	25	25	PCD
3. Indexing EJE on one reputable Journal indexing databases	%	0.5		100			50	50	PCD
4. Provide technical support to EEA, IGA and PG staff	%	0.2		100	25	25	25	25	PCD
5. Integrate membership services to the new website	%	0.3		100		25	50	25	PCD
6. Implementing an AI-supported job applicants screening system	%	1		100		25	75		AFD
7. Implement digitalized organizational management system	%	1		100		25	50	25	AFD

2.6. Annual Budget Plan for 2025/26 (2018 EC)

		Units type	Cost Per unit	number of units	Total ETB	Exchange Rate	Total in USD
1	INCOME						
1.1	Membership fee and Income Generating Activities						
1.1.1	EAA/Income Generating Activities	Ls	1,500,000.00	1	1,500,000.00	\$ 136.4486	10,993.15
1.1.2	Membership fee and sales of Publications	Quarter	68,500.00	4	274,000.00	\$ 136.4486	2,008.08
1.1.3	International Conference Sponsorship	LS	2,720,000.00	1	2,720,000.00	\$ 136.4486	19,934.25
1.2.4	Secure Fund for regional Conferences	Ls	400,000.00	1	400,000.00	\$ 136.4486	2,931.51
	OTHER FUNDS						
1.2.5	Government Services	Quarter	50,000.00	4	200,000.00	\$ 131.5086	1,520.81
1.2.6	Gain from Sale of Old Asset (ISUZU PICK UP)	Ls	3,862,000.00	1	3,862,000.00	\$ 136.4486	28,303.70
					8,956,000.00		65,691.50
1.2	Income from Ongoing Research Activities						
1.2.1	Global Development Network (GDN)	Project	109,158.88	1	109,158.88	\$ 136.4486	800.00
1.2.2	Institute of Statistical, Social and Economic Research (ISSER)_ReFinD	Project	760,700.95	1	760,700.95	\$ 136.4486	5,575.00
1.2.3	AMREF Health Africa in Ethiopia (AMREF)	Project	22,040,318.62	1	22,040,318.62	\$ 136.4486	161,528.36
1.2.4	Development Bank of Ethiopia (DBE)	Project	290,987.90	1	290,987.90	\$ 136.4486	2,132.58
1.2.5	Oromia Planning and Development Commission (OPDC) - Budget Allocation	Project	459,000.00	1	459,000.00	\$ 136.4486	3,363.90
1.2.6	Future Africa Investments Limited (Master Card)	Project	2,456,074.80	1	2,456,074.80	\$ 136.4486	18,000.00
1.2.7	SNV Ethiopia	Project	271,123.00	1	271,123.00	\$ 136.4486	1,987.00
1.2.8	Oromia Planning and Development Commission (OPDC) – Macroeconomic modelling	Project	12,876,886.00	1	12,876,886.00	\$ 136.4486	94,371.70
1.2.9	ActionAid Ethiopia	Project	250,000.00	1	250,000.00	\$ 136.4486	1,832.19
	Income from Ongoing Research Activities				39,514,250.15		289,590.73
1.3	Income from New research activities						

1.3.1	Small Research Projects (Less than 50,000 USD)	No	4,093,458.00	6	24,560,748.00	\$ 136.4486	180,000.00
1.3.2	Medium Research Projects (Between 50,000 and 100,000 USD)	No	10,233,645.00	3	30,700,935.00	\$ 136.4486	225,000.00
1.3.3	Large Research Projects (above 100,000 USD)	No	16,373,832.00	2	32,747,664.00	\$ 136.4486	240,000.00
1.3.4	Provide training for partners	No	204,672.90	6	1,228,037.40	\$ 136.4486	9,000.00
	Income from new research activities				89,237,384.40		645,000.00
	TOTAL BUDGETED INCOME FOR THE YEAR 2025/26				137,707,634.55		1,000,282.23
2	EXPENDITURE BUDGET						
2.1	Research projects and other Activities expenditure budget						
2.1.1	Research Project execution 60% of total research grant (Direct Research costs, Excluding Researchers salary)				77,250,980.73	\$ 136.4486	566,154.44
2.2	Publications and related activities						
2.2.1	Publish two journals of the EJE	No. copies	1,200.00	300	360,000.00	\$ 136.4486	2,638.36
2.2.2	Publish four Quarterly Macroeconomic Update	No. copies	1,400.00	160	224,000.00	\$ 136.4486	1,641.64
2.2.3	Publish eight Policy Brief from completed researches	No. copies	680.00	150	102,000.00	\$ 136.4486	747.53
2.3	2. Review related						
2.3.1	Review of Journal Manuscript	No.	4,650.00	80	372,000.00	\$ 136.4486	2,726.30
2.3.2	Review of Conference proceedings	No.	4,650.00	4	18,600.00	\$ 136.4486	136.32
2.3.3	Review of EEA's research reports	No.	4,650.00	12	55,800.00	\$ 136.4486	408.95
2.3.4	Review papers of the 23rd IC	No.	4,650.00	130	604,500.00	\$ 136.4486	4,430.24
2.3.5	Review Working papers	No.	4,650.00	6	27,900.00	\$ 136.4486	204.47
2.4	Events						
2.4.1	Organize the General Assembly	No.	500,000.00	1	500,000	\$ 136.4486	3,664.38
2.4.2	Organize the 5th Annual CEED conference	No.	120,000.00	1	120,000	\$ 136.4486	879.45
2.4.3	Organize the 22nd International conference	No.	1,900,000.00	1	1,900,000	\$ 136.4486	13,924.66
2.4.4	Organize regional conference	No.	200,000.00	2	400,000.00	\$ 136.4486	2,931.51
2.4.5	Organize the media briefings/Press release on selected thematic areas	No.	18,000.00	2	36,000.00	\$ 136.4486	263.84
2.4.6	Organize Seminars on contemporary topics	No.	30,000.00	4	120,000.00	\$ 136.4486	879.45

2.4.7	Organizing MOU signing event	No.	10,000.00	2	20,000.00	\$ 136.4486	146.58
2.5	Others						
2.5.1	EEA-Chapters Monthly Payment	Chapter	500.00	60	30,000.00	\$ 136.4486	219.86
2.6	Strengthen capacity of members and stakeholders						
2.6.1	Advanced impact evaluation	#of trainings	255,000.00	1.00	255,000.00	\$ 136.4486	1,868.84
2.6.2	Qualitative data Analysis	#of trainings	255,000.00	1.00	255,000.00	\$ 136.4486	1,868.84
2.6.3	Python Application	#of trainings	330,000.00	1.00	330,000.00	\$ 136.4486	2,418.49
2.6.4	R-application	#of trainings	330,000.00	1.00	330,000.00	\$ 136.4486	2,418.49
	Sub total				83,311,780.73		610,572.63
3	PERSONNEL BUDGET						
3.3.1	Programme Staff						
3.3.1.1	Salary and fringe Benefits	month	2,470,533.06	12.00	27,558,330.22	\$ 136.4486	201,968.58
	Sub total		2,470,533.06		27,558,330.22		201,968.58
3.3.2	Admin Staff						
3.3.2.2	Salary and fringe Benefits	month	423,227.54	12.00	5,078,730.46	\$ 136.4486	37,220.83
	Sub total		423,227.54		5,078,730.46		37,220.83
4	Operational Cost						
4.1	Stationary & Supplies (Printing Paper, Note book, Pen, markers, ...)	Quarter	152,761.17	4	611,044.68	\$ 136.4486	4,478.20
4.2	Antivirus Kaspersky for 40 machines	Package	20,000.00	1	20,000.00	\$ 136.4486	146.58
4.3	Printing of Materials, Tonner	Quarter	20,000.00	4	80,000.00	\$ 136.4486	586.30
4.4	Audit Fee	LS	31,050.00	1	31,050.00	\$ 136.4486	227.56
4.5	Bank Charges	LS	15,000.00	1	15,000.00	\$ 136.4486	109.93
4.6	Insurance policy renewal -Vehicle	LS	188,840.00	1	188,840.00	\$ 136.4486	1,383.96
4.7	Annual vehicle Inspection /registration/Bolo	LS	7,050.00	1	7,050.00	\$ 136.4486	51.67
4.8	Annual third Party Insurance	LS	50,000.00	1	50,000.00	\$ 136.4486	366.44
4.9	Telephone, Fax, Internet, etc.	Bill	16,408.90	12	196,906.80	\$ 136.4486	1,443.08
4.10	Advertisement	LS	40,255.00	1	40,255.00	\$ 136.4486	295.02
4.11	Annual Postage	Pcs	1,500.00	1	1,500.00	\$ 136.4486	10.99

4.12	Yearly Internet, Voice and SMS Package	Person	14,000.00	6	84,000.00	\$ 136.4486	615.62
4.13	Water & Electricity (Shared Cost from IGA for Utilities)	Month	6,300.00	12	75,600.00	\$ 136.4486	554.05
4.14	Office cleaning materials	Quarter	15,000.00	4	60,000.00	\$ 136.4486	439.73
4.15	Shared Cost from IGA for Cleaning Services (Personnel)	Month	16,200.00	12	194,400.00	\$ 136.4486	1,424.71
4.16	Printer ink for the printer Laser Jet Pro M404dn	No.	20,000.00	3	60,000.00	\$ 136.4486	439.73
4.17	Printer ink for the colour printer EPSON L382	packet	25,000.00	2	50,000.00	\$ 136.4486	366.44
4.18	Local Transportation (Taxi)	Month	5,000.00	12	60,000.00	\$ 136.4486	439.73
4.19	Fuel, oil and Lubricants	Month	27,000.00	12	324,000.00	\$ 136.4486	2,374.52
4.20	Parking Fee	LS	2,000.00	12	24,000.00	\$ 136.4486	175.89
4.21	Repair & Maint. Vehicle	Quarter	82,500.00	4	330,000.00	\$ 136.4486	2,418.49
4.22	Purchase of Tire 5-01702	LS	10,000.00	4	40,000.00	\$ 136.4486	293.15
4.23	Repair & Maint. Building	Quarter	10,000.00	4	40,000.00	\$ 136.4486	293.15
5	Repair & Maintenance				-		
	Webpage Software and Server Maintenance						
5.1	Website domain renewal	Subscription	19,800.00	1	19,800.00	\$ 136.4486	145.11
5.2	Antivirus renewal	Subscription	120,384.00	1	120,384.00	\$ 136.4486	882.27
5.3	Stata Software (subscription for 10 computers)	Subscription	396,000.00	1	396,000.00	\$ 136.4486	2,902.19
5.4	Ram for the Server computer	No	25,000.00	1	25,000.00	\$ 136.4486	183.22
5.5	Hard drive for the server computer	No	80,000.00	1	80,000.00	\$ 136.4486	586.30
5.6	Repair & Maint. Off. Equip	Quarter	3,000.00	4	12,000.00	\$ 136.4486	87.95
5.7	Repair & Maint. Computers	Quarter	3,000.00	4	12,000.00	\$ 136.4486	87.95
5.8	Wages for daily laborers	Quarter	6,000.00	4	24,000.00	\$ 136.4486	175.89
5.9	Uniforms & Outfits (driver)	LS	14,650.00	1	14,650.00	\$ 136.4486	107.37
5.10	Cash Indemnity	LS	500.00	12	6,000.00	\$ 136.4486	43.97
5.11	Legal Fee (Part time Advisory)	LS	15,000.00	12	180,000.00	\$ 136.4486	1,319.18
5.12	Subscription Fee	LS	1,500.00	12	18,000.00	\$ 136.4486	131.92
5.14	Repair & Maint. Internet & Telephone	Quarter	3,000.00	4	12,000.00	\$ 136.4486	87.95

6	Others (Internal Capacity Building)						
6.1	Consultancy Fee (Revise Finance Manual)	LS	75,000.00	1	75,000.00	\$ 136.4486	549.66
6.2	Consultancy Fee (Review Job Classification and Structure of EEA)	LS	100,000.00	1	100,000.00	\$ 136.4486	732.88
6.3	Renewal of Accounting Software_ QuickBook	LS	336,121.50	1	336,121.50	\$ 136.4486	2,463.36
6.4	Staff Meeting and EC Meeting	LS	92,915.00	1	92,915.00	\$ 136.4486	680.95
6.5	Quarterly Staff Meeting	LS	10,000.00	4	40,000.00	\$ 136.4486	293.15
6.6	Staff Retreat	LS	500,000.00	1	500,000.00	\$ 136.4486	3,664.38
6.7	Admin Staff Training on Advanced Excel tool & other Relevant financial software	LS	150,000.00	1	150,000.00	\$ 136.4486	1,099.32
6.8	Implementing an AI supported Job applicants screen system	LS	75,000.00	1	75,000.00	\$ 136.4486	549.66
6.9	Digitalize Organizational Management System	LS	250,000.00	1	250,000.00	\$ 136.4486	1,832.19
6.10	Training Finance for Non Finance Staff	LS	80,000.00	1	80,000.00	\$ 136.4486	586.30
6.11	Buy Turnitin plagiarism testing software	Package	250,000.00	1	250,000.00	\$ 136.4486	1,832.19
	Sub total				5,452,516.98		6,932.53
7	Vehicle and other Equipment (Investment)						
7.1	Laptops	pcs	150,000.00	5	750,000.00	\$ 136.4486	5,496.58
7.2	Purchase of One new Electric Car	LS	5,000,000.00	1	5,000,000.00	\$ 136.4486	36,643.84
7.3	Renovating the Association's staff meeting room.	LS	1,000,000.00	1	1,000,000.00	\$ 136.4486	7,328.77
7.4	Purchasing 100" UHD Standing LCD Monitor	LS	200,000.00	1	200,000.00	\$ 136.4486	1,465.75
7.5	Metal Shelf_Finance	Pcs	55,000.00	1	55,000.00	\$ 136.4486	403.08
7.6	Flash for Professional Video Camera	No.	20,000.00	1	20,000.00	\$ 136.4486	146.58
7.7	Tripod Professional Video Camera	No.	25,000.00	1	25,000.00	\$ 136.4486	183.22
	Sub total				7,050,000.00		51,667.81
	Total Program Expenditure Budget		81%		110,870,110.95	136.4486	812,541.21
	Total Administrative Expenditure Budget		13%		17,581,247.44	136.4486	95,821.17
	Total Budgeted Expenditure For the year				128,451,358.39	136.4486	908,362.39