1. East Action Organization – Who We Are and What We Stand For

Women-led. Community-driven. Change-focused.

1.1 Why East Action Is Proudly Women-Led

Definition of National Women-Led Organizations:
A National Women-Led Organization is one where women govern or direct the humanitarian mission, or where women hold 50% or more of senior leadership positions.

How East Action Embodies This Definition:
At East Action Organization (EAO), women hold more than 55% of leadership positions, including seats on the Board of Directors and key senior management roles.
This women-led leadership is not merely a statistic—it is a reflection of our deep commitment to inclusive, transformative change. Women at EAO don't just participate; they lead boldly, shape strategies, and drive the organization's direction and partnerships.
By placing women at the center of decision-making, we design and deliver solutions grounded in the lived experiences of women and girls—empowering communities to build sustainable, equitable futures.
EAO remains an independent, non-political, non-religious, and non-governmental civil society organization.

2. About East Action Organization

East Action Organization is a nationally certified, women-led nonprofit headquartered in Jigjiga, Somali Regional State, Ethiopia, with a liaison office in Addis Ababa. Established on March 16, 2019, and re-registered federally in April 2023, we've steadily grown in reach and impact.

- **VAT Registration:** 26285680804
- **TIN Number:** 0083507466
- **Registration:** CSO No. 6812, under Proclamation No. 1113/2019

We now operate across 23 woredas in 11 zones of the Somali Region, with an extended presence in Dire Dawa City Administration.

Institutional Legitimacy:
Our operations are officially recognized by Ethiopia's Ministry of Foreign Affairs (MoFA) and certified by Ethiopian embassies in Kuwait and the UAE—enabling transparent, cross-border collaboration with international partners.

3. Our Mission

To empower communities—especially women, youth, and marginalized groups—through inclusive, community-driven, and rights-based programs that address inequalities, strengthen resilience, and foster sustainable change.

EAST ACTION ORGANIZATION

ACTION FOR BETTERMENT



ORGANIZATION PROFILE 2025

4. Our Focus Areas

EAO implements holistic, interconnected programs that build community resilience across nine priority areas:

- Gender Equality & Women's Empowerment
- Youth Leadership & Empowerment
- Access to Quality Education
- Clean Water, Sanitation, and Hygiene (WASH)
- Food Security
- Health and Nutrition
- Climate Resilience and Environmental Protection
- Peacebuilding and Social Cohesion
- Civic Engagement and Good Governance
- Humanitarian Response and Disaster Risk Reduction

5. Highlights from 2024 (Ethiopian Fiscal Year: July 8, 2023 – July 7, 2024)

● Delivered over **17 impactful projects**, addressing urgent needs while laying the groundwork for long-term resilience.
● Managed a total budget of **12.37 million ETB**, with:

- **85%** allocated directly to life-changing programs.
- **15%** allocated for essential operational and support services.

Beyond the humanitarian response, other projects achieved meaningful results: advancing women's economic empowerment, strengthening youth leadership initiatives, improving school WASH facilities, supporting climate-smart agriculture, promoting peace and social cohesion, and enhancing civic engagement and good governance in underserved communities.

6. Our Leadership and Team

EAO's leadership is purpose-driven and impact-focused:
● Over **55% of leadership positions**, including the Board of Directors and senior management, are held by women.
● Our dedicated team includes **17 full-time staff** and **8 active volunteers**, all committed to advancing inclusive community development.

Governance and Management:
The Board of Directors, as the highest decision-making body, meets quarterly and during emergencies to oversee strategic direction and performance.
The senior management team, led by the Executive Director and department heads for Finance, Programs, HR, and Safeguarding, holds weekly reviews to ensure operational excellence, financial integrity, and programmatic success.
The finance team, under the Finance Head, follows strict financial management practices guided by our Financial Policy Manual, using QuickBooks Online Plus and a double-entry accounting system. Regular internal and external audits uphold transparency and donor compliance.

Technical Expertise:
EAO is powered by highly qualified professionals, including PhD and master's degree holders, delivering evidence-based solutions across all focus areas.

7. Policies and Manuals (SOPs)

A. Operational Policies (6):

- Human Resources (HR) Manual
- Financial Policy Manual
- Procurement Manual
- Logistics and Material Management Policy
- Asset Management Policy
- Five-Year Strategic Plan

B. Programmatic & Due Diligence Policies (15):

- Code of Conduct
- Protection from Sexual Exploitation and Abuse (PSEA) Policy
- Gender, Culture, and Disability Inclusiveness Policy
- Child Protection and Safeguarding Policies
- Community Safeguarding Policy
- Whistleblowing Policy
- Anti-Corruption and Fraud Policy
- Risk Management Policy
- Conflict of Interest Policy
- Monitoring & Evaluation (M&E) Policy with Safeguarding SOPs
- Communication Policy
- Complaints Response Mechanism (CRM)
- Data Security Policy
- Anti-Terrorism Policy

Standard Operating Practices:
All policies are available in both digital and printed formats, regularly updated, and applied across staff inductions, partner collaborations, and quality assurance processes.

8. Due Diligence Assessments

EAO has successfully passed rigorous due diligence reviews conducted by:
- Rapid Response Fund Ethiopia (RRF-E) / IOM
- Norwegian Refugee Council (NRC)
- Plan International Ethiopia

These assessments affirm our organizational integrity, financial transparency, and programmatic credibility.

9. Our Partnerships and Networks

To amplify impact and strengthen accountability, we partner with:
- Ethiopian National Women's Agency (ENWA)
- UN Partner Portal (UNPP)
- CHS Alliance
- Ethiopia PSEA Network
- East Action Network (EAN)
- EAO Alliance for Impact
- UNESCO
- Somali Regional Women and Children Affairs Bureau
- Somali Regional Disaster Risk Management Bureau (DRMB)
- Jigjiga University
- Private sector partners, cooperatives, and youth-led enterprises in Somali Region and Dire Dawa
- CAD Consortium (EAO and OWDA)

10. Recognition and Achievements

International Recognition:
- Showcased at the **2023 World Bank–IMF Annual Meetings** for leadership in women-led climate resilience and youth-driven humanitarian response.
- Recipient of the **UNESCO Youth Fund Grant** for advancing gender-responsive, youth-led climate solutions.

Local Commendations:
- Honored by the Somali Region Women and Children Affairs Bureau for contributions to GBV prevention and women's economic empowerment.
- Recognized by Somali Regional DRMB for effective drought response and emergency preparedness.
- Praised by the Shabelle Zone Administration for leadership in IDP support and humanitarian action.

● Endorsed by the Office of the President, Somali Region, as a trusted partner in inclusive development and child protection.

11. Building Skills and Expertise

EAO's leadership and staff continuously strengthen their capacity in global humanitarian and protection standards, including:

- Sphere Humanitarian Standards
- Protection from Sexual Exploitation and Abuse (PSEA)
- Do No Harm and Conflict Sensitivity
- Humanitarian Protection Principles

12. Active Global Memberships

EAO is an active and verified member of:

- United Nations ECOSOC
- UN Partner Portal (ID: 632036)
- USAID Partner Portal
- SAM.gov & Grants.gov
- Ethiopia PSEA Network
- Network of Ethiopian Women's Associations (NEWA)
- World Bank & IMF Civil Society Policy Forums

13. Operational Excellence and Transparency

With over 21 internal policies covering financial management, procurement, safeguarding, gender equality, child protection, anti-corruption, M&E, and risk management, EAO operates with transparency and accountability at every level.

14. Geographical Area

EAO works across all **11 administrative zones of the Somali Regional State** and the **Dire Dawa City Administration**, implementing programs in **23 woredas**. We focus on marginalized, underserved, and vulnerable populations—ensuring no one is left behind in our pursuit of resilience and equity.

Executive Summary: Impact at a Glance

In 2024, East Action Organization (EAO) delivered a life-saving humanitarian response across Fafan, Shabelle, and Jarar Zones. The project addressed urgent needs through cash assistance, food distribution, non-food items, family health and WASH services, and dignity kits for adolescent girls. We also provided targeted support to persons with disabilities, people living with HIV/AIDS, and vulnerable families.

Beneficiaries and Appreciations photo


SOMALI REGIONAL STATE SHEBELLE ZONE ADMINSTRATION

CERTIFICATE OF APPRECIATION

This certificate is awarded to

East Action Organization (EAO)

This certificate has been Awarded to East Action Organization for their outstanding Contribution And Active support for displaced people in flood hited Areas in Shebelle zone river surroundings woreda

Date: 9/1/2023

Signature:


SOMALI REGIONAL DISASTER RISK MANAGEMENT (DRM)

Certificate of Appreciation

This certificate is awarded to

East Action Organization (EAO)

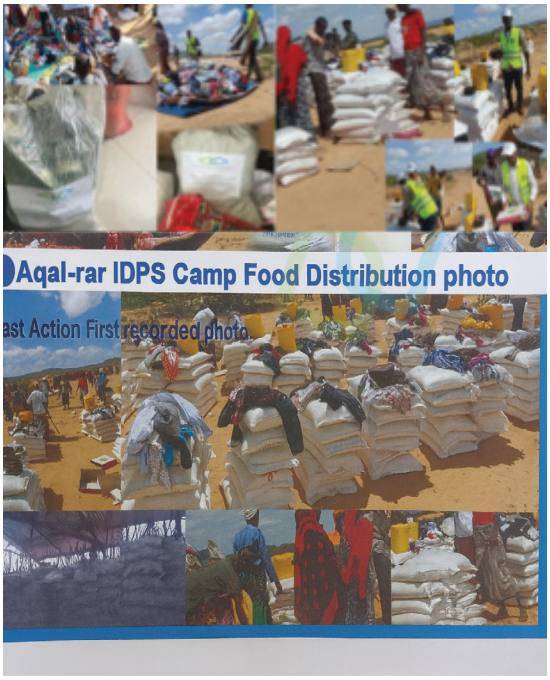
In the recognition of your generous contribution to internal displaced people (IDPS) Advances in internal fund contribution support for 300 Household for life saving in Shebelle zone of Aqal-rar IDPS camp at Kelafo Woreda this donation made life better for women, children and elderly people.

We thank you for your contribution.

Somali Regional State Disaster Risk Management Bureau (DRM)

Date: Jun 5 - 2023

Signature:





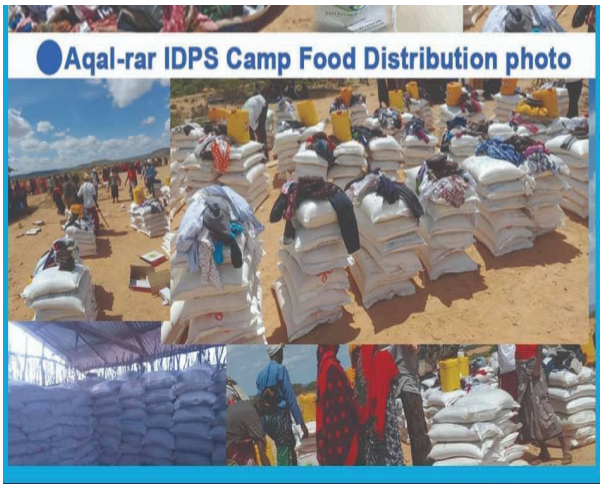











Aqal-rar IDPS Camp Food Distribution photo










Gu-assessment need EAO with
UN and other partners

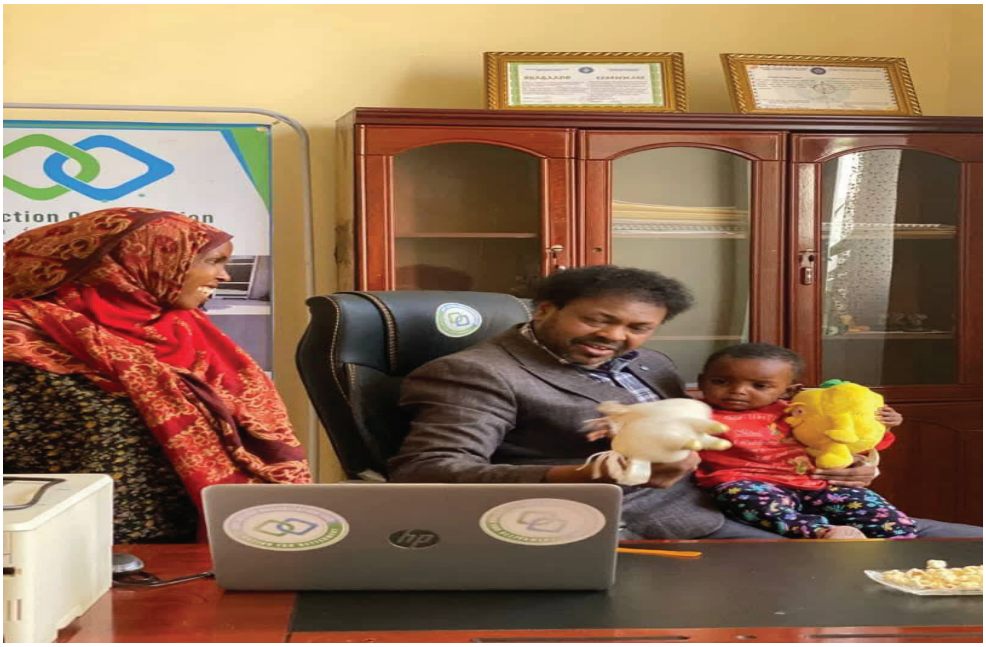

A Piculture CooPerative financial
Literacy east action organization
Support by Unesco & Seventeen
East Action Organization (EAO)


A Piculture CooPerative financial
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East Action Organization (EAO)


EAST ACTION ORGANIZATION (EAO)
ONE WORD FOR ALL
Introduction to Every Women's
Rights and Youth Organization for
Community Advancement (Ewryoca)




ONE WORD FOR ALL




EAST ACTION ORGANIZATION (EAO)
istribution initiative for 100 Households in Jigjiga
ast Action's Mission




East Action and Ewryoca, in collaboration with the
Somali Regional State Disaster Risk Management Bureau
(SS-DRMB),
provided food assista ce to 200 vulnerable individuals,
including impoverished persons, individuals with
sabilities,
March 10, 2025









EAO Zero Hunger Innovation Projects Photo







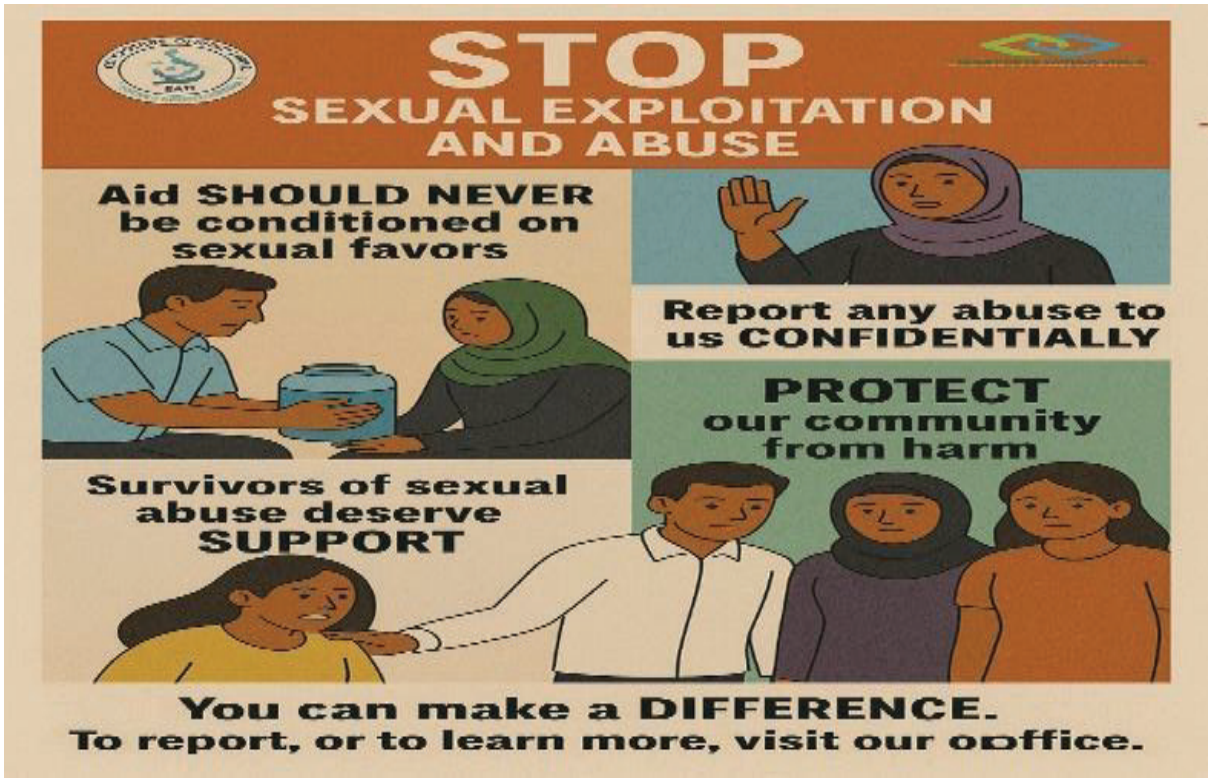




Samples of Printed PSEA Awareness Posters and Training Photos







East Action ORGANIZATION

3: Staff Code of Conduct – Key PSEA Clauses

All EAO staff, volunteers, and affiliates must:

Prohibit Sexual Activity with Minors
Never engage in sexual activity with anyone under 13 years old.

No Transactional Relationships
Never exchange money, employment, goods, or services for sex.

Avoid Power Imbalances
Refrain from sexual relationships with beneficiaries to prevent exploitation due to power imbalances.

Mandatory Reporting
Report any suspected cases of Sexual Exploitation and Abuse (SEA) immediately through established channels

Dignity and Respect
Treat all community members with dignity and respect, fostering a safe and supportive environment

Annual Message from the Executive Director

Message from the Executiv Director



Dear Colleagues,

As we close the year, I want to thank you for your tireless efforts and commitment. Together, we delivered impactful humanitarian support across Fafan, Shabelle, and Jarar Zones—providing cash assistance, food, NFIs, health and WASH services, and dignity kits. Over 6,000 people directly benefited, and more than 30,000 lives were positively impacted.

Our women-led leadership remains our strength, with over 55% of leadership roles held by women. This year, we implemented 17 projects, responsibly managed 12.37 million ETB, and strengthened our technical capacity, partnerships, and compliance.

Let's carry this momentum forward—continuing to serve with purpose, integrity, and compassion.

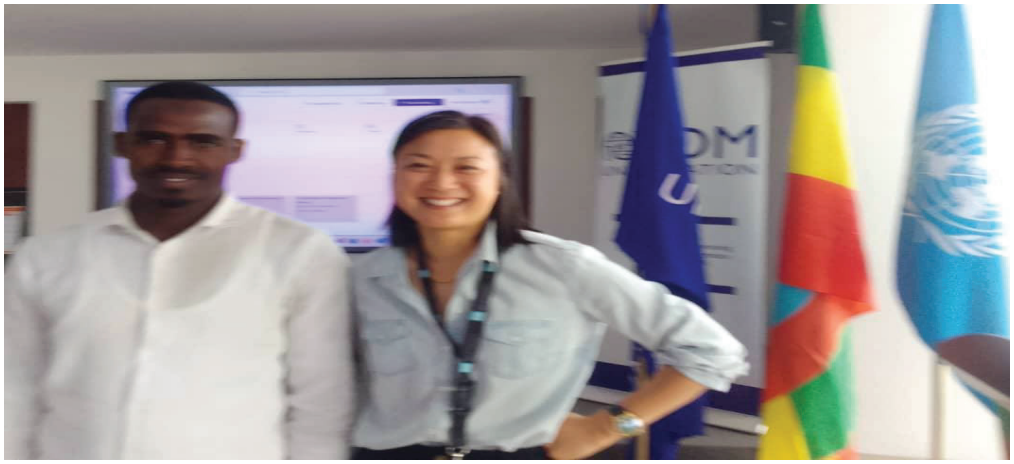
Thank you for making this impact possible.

Dr. Nejat Nejib Aden
Executive Director, East Action Organization

Photo from “From Data to Action: EAO Joins the National PSEA Workshop at Harmony Hotel and the Monthly PSEA Network Meeting at the IOM Office”









Meeting Photo

Location: at EAPO Office Attendees:
President of Jigjiga University Project Committee
Chairman United Africa Logistics
Blue Nile Consultants Manager







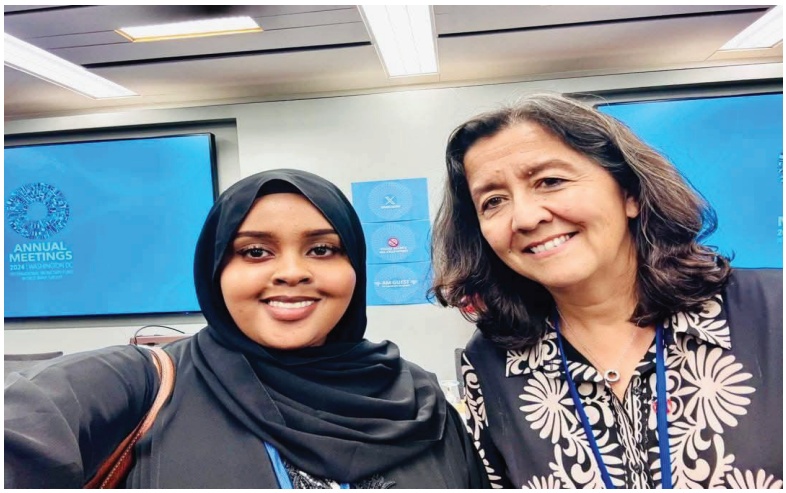






The 2024 Annual Meetings of the IMF and World Bank took place in **Washington, D.C.**









Additionally, Zero Hunger initiatives, educational materials distribution, and Protection from Sexual Exploitation and Abuse (PSEA) training strengthened community resilience and safety.

In total, over 6,000 individuals received direct support, and more than 30,000 people benefited indirectly, improving household well-being and restoring dignity in crisis-affected areas.

15–19. Contact Us

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20. Online Presence

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▶️ YouTube: youtube.com/@eastactionorganization
🔗 Linktree: linktr.ee/EastactionorganizationEAO

Together, we lead with purpose. Together, we build resilient communities.

📸 *Photos showcasing our beneficiaries and project activities*