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



East Action Organization
Action for Betterment

GLOBAL RECOGNITION

GlobalGiving Vetted Organization | CIVICUS Voting Member

International Membership, Due Diligence and Institutional Recognition

East Action Organization (EAO) is officially registered and approved as a partner organization on the GlobalGiving platform following organizational vetting and due diligence. EAO's permanent GlobalGiving Organization ID is 106028, and its Approval/Support Reference is N2W3J4-RW1DN. These references can be used for institutional verification, donor correspondence, partnership documentation, and due-diligence purposes.

EAO also participates in the GlobalGiving Community Learning Experiences network, which connects nonprofit leaders, humanitarian and development practitioners, researchers, and social-impact professionals. This participation supports peer learning, knowledge exchange, institutional visibility, partnership building, and stronger engagement with the wider GlobalGiving ecosystem.

East Action Organization is also a Voting Member of CIVICUS - World Alliance for Citizen Participation for the period 5 August 2026 to 5 August 2029. Through this membership, EAO is part of a global alliance of civil society organizations and activists working to strengthen citizen action and civil society worldwide.

Together, EAO's GlobalGiving partner approval, participation in the GlobalGiving community, and CIVICUS voting membership strengthen the organization's international institutional profile and provide additional confidence to donors, funding agencies, consortium partners, and other stakeholders during due diligence, grant applications, partnership discussions, and institutional assessments.

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. Project Achievements 2024-2025

EAO implemented 17 programmes, reaching more than 6,000 direct beneficiaries and over 30,000 indirect beneficiaries across 23 districts in 11 zones and Dire Dawa City. Key results included:

- 5,000+ beneficiaries accessed health and SRHR services.
- 2,000+ youth were trained in ICT, entrepreneurship, leadership and digital literacy.
- 600+ households were supported through climate-smart agriculture and resilience activities.
- 70 vulnerable households (about 420 people) received food and cash assistance.
- 50 youth received apiculture training and three cooperatives were established and linked to markets.

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 organizational due diligence and vetting processes conducted by:

- Rapid Response Fund Ethiopia (RRF-E) / IOM
- Norwegian Refugee Council (NRC)
- Plan International Ethiopia
- GlobalGiving - approved Partner Organization (Organization ID 106028)

9. Our Partnerships and Networks

To amplify impact and strengthen accountability, we partner with:

- 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 maintains active participation and registration across international and national platforms, including:

- United Nations ECOSOC
- UN Partner Portal (ID: 632036)
- USAID Partner Portal
- SAM.gov & Grants.gov
- Ethiopia PSEA Network
- Network of Ethiopian Women's Associations
- 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 operates in Ethiopia, with a strong presence in the Somali Regional State, Harar, Addis Ababa, and Dire Dawa City Administration. Its programmes prioritize marginalized, underserved, and vulnerable populations through locally led humanitarian and development action.

Executive Summary: Impact at a Glance

During 2024-2025, EAO delivered integrated humanitarian and development programming supporting health and SRHR, youth skills, food and cash assistance, climate-smart agriculture, livelihoods, disability inclusion, child wellbeing, GBV prevention, safeguarding, WASH, and community resilience. Across 17 programmes, EAO reached 6,000+ people directly and 30,000+ indirectly.

Beneficiaries and Appreciations photo




















Aqal-rar IDPS Camp Food Distribution photo









Project Achievements 2024-2025

Selected verified results from EAO programme implementation during the reporting period include:

- More than 5,000 beneficiaries accessed health and SRHR services.
- More than 2,000 youth were trained in ICT, entrepreneurship, leadership and digital literacy.
- More than 20,000 people were reached through digital engagement activities.
- More than 600 households were supported through climate-smart agriculture and resilience activities.
- 50 youth received apiculture training; three cooperatives were established and linked to markets.
- 70 vulnerable households, representing approximately 420 individuals, received food and cash assistance.
- 423 individuals were reached through GBV awareness activities.
- 11 youth with disabilities received training, and 3 were supported into employment or livelihood opportunities.
- More than 500 children benefited from improved Quranic and Arabic education.
- Five mosques and two madrassas received support, while 40 orphan households and 15 street-affected children received assistance.
- Sports for Peace Caravan - Degehabur: Multi-sport events, including football, athletics and tug-of-war, were conducted across five woredas, reaching 800 participants. Conflict-resolution workshops contributed to a 25% increase in positive interactions among participants.
- Climate-smart agriculture, responsible water use, sustainable livelihoods, natural resource stewardship and environmental awareness were promoted.
- Prosopis/Garanwaa awareness and community dialogue were conducted in Degehabur City.
- More than 55% of EAO leadership positions were held by women, with gender mainstreaming integrated across programmes.


Gu-assessment need EAO with
UN and other partners







Sports for Peace Caravan - Degehabur

Multi-sport events, including football, athletics and tug-of-war, were conducted across five woredas, reaching 800 participants. Conflict-resolution workshops contributed to a 25% increase in positive interactions among participants.









Sports for Peace Caravan participants in Degehabur.








EAST ACTION ORGANIZATION (EAO)













EAO Zero Hunger Innovation Projects Photo



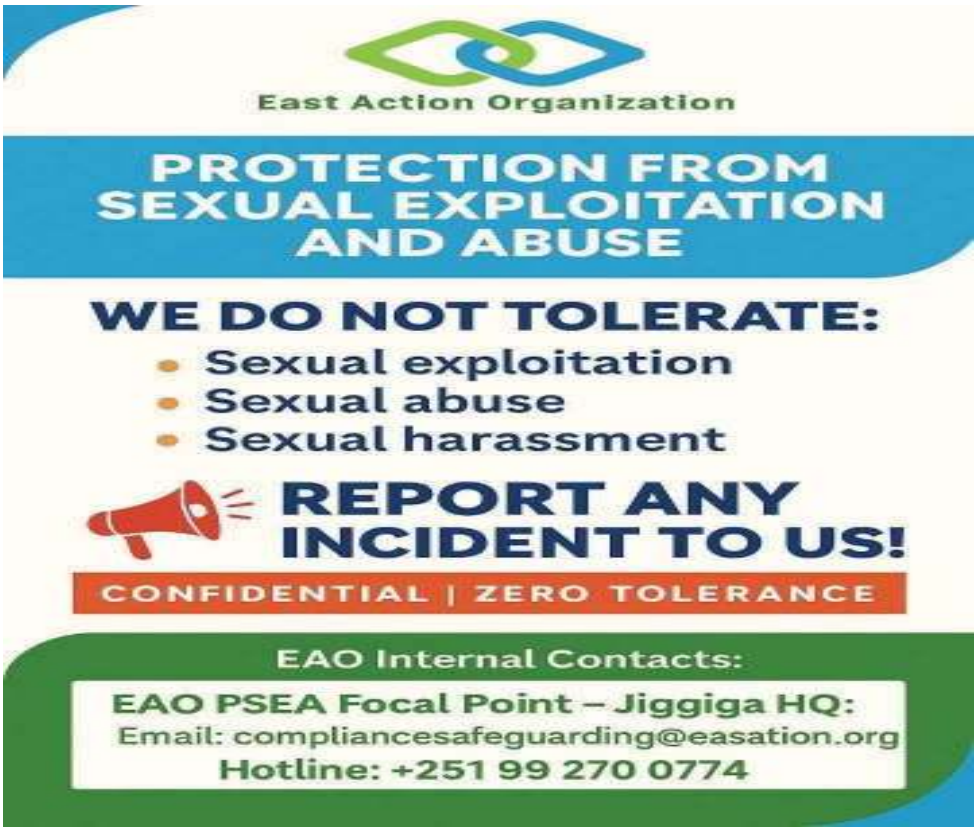








Samples of Printed PSEA Awareness Posters and Training Photos





STOP
SEXUAL EXPLOITATION AND ABUSE



Aid SHOULD NEVER be conditioned on sexual favors



Report any abuse to us CONFIDENTIALLY

PROTECT our community from harm

Survivors of sexual abuse deserve SUPPORT



You can make a DIFFERENCE.
To report, or to learn more, visit our office.

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 reflect on the year, I thank our staff, volunteers, partners and communities for their commitment. Together, we delivered humanitarian and development support across Fafan, Shabelle and Jarar Zones and other areas of operation, including food and cash assistance, health and WASH services, youth skills, climate-smart agriculture, protection and inclusion.

Across 17 programmes, more than 6,000 people benefited directly and over 30,000 people were reached indirectly. Our women-led leadership remains a core strength, with more than 55% of leadership roles held by women. We also strengthened our technical capacity, partnerships, safeguarding and compliance systems.

We will continue serving communities with purpose, integrity, accountability and compassion.

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.**









Across 17 programmes, EAO reached more than 6,000 direct beneficiaries and over 30,000 indirect beneficiaries through integrated humanitarian response, health, education, youth empowerment, livelihoods, food security, climate resilience, WASH, protection, disability inclusion and community-based development activities.

15–19. Contact Us

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20. Online Presence

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

📸 *Photos showcasing our beneficiaries and project activities*