



ETHIOPIA
TRANSITIONAL JUSTICE IMPLEMENTATION ROADMAP
(UNOFFICIAL TRANSLATION)

MINISTRY OF JUSTICE
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1. Introduction

The implementation of the comprehensive transitional justice framework in Ethiopia has now reached a new and advanced phase. In November 2023, the Government of Ethiopia officially launched the transitional justice system, which is based on principles of accountability, truth-seeking, amnesty, reconciliation, reparation, and institutional reform. A significant milestone in this process was the establishment of a Transitional Justice Working Group of Experts, tasked with preparing the transitional justice system's foundation. This expert group organized extensive public consultation forums and discussions, culminating in the release of the report titled "Transitional Justice Policy Options for Ethiopia: Public Consultation and Feedback Gathering Report" in December 2023. Additionally, in January 2024, the group submitted a draft document titled "Federal Democratic Republic of Ethiopian Transitional Justice Policy" draft to the government.

Following this, the Ministry of Justice of the Federal Democratic Republic of Ethiopia conducted four final review discussions on the draft national transitional justice policy from February 20-24, 2024, with various stakeholder groups. After a thorough and inclusive preparation process, the Council of Ministers discussed the policy in detail during its 30th regular meeting and officially approved the "Federal Democratic Republic Ethiopian Transitional Justice Policy" on April 17, 2024.

Following the approval of the policy, preparations have commenced to enter the implementation phase. This roadmap has been prepared to guide the implementation, monitoring, and support system of the policy, ensuring that all necessary processes are carried out as required. The roadmap is designed based on the policy's stated implementation direction.

2. Purpose and Objectives of the Transitional Justice Implementation Roadmap

The adoption of the comprehensive National Transitional Justice Policy document in Ethiopia, while a significant national milestone, is not enough on its own. The steps that follow in the next chapter to establish a national transitional justice system are crucial to ensuring its implementation.

The implementation of transitional justice inherently demands the extensive collaboration of institutions, the establishment of structures for coordination, oversight, and support systems. The approved framework of the transitional justice policy, aiming for lasting peace, comprehensive justice, reconciliation, and the rule of law, requires clearly defined roles and responsibilities for various stakeholders, transparent work processes and timelines, and the establishment of effective mechanisms for resource mobilization and utilization.

Thus, before the institutions reflected in the policy organize and begin their work, and even after they commence their activities, it is necessary to develop a comprehensive national roadmap to lead the implementation of transitional justice effectively and efficiently. Having a roadmap ensures that all stakeholders can carry out their tasks collaboratively and in an integrated manner. It also provides the opportunity to execute the pillars of transitional justice that Ethiopia has committed to, with greater transparency, predictability, timeliness, and efficiency. The roadmap is a key tool to bring the policy's intended outcomes to fruition.

In procedural terms, the preparation of this roadmap draws on limited ideas outlined in the African Union's Transitional Justice Implementation Framework of May 2020¹, while also considering the practices of a few countries that have experience in this regard.

In the coming months and years, at various levels, the Ethiopian Transitional Justice Implementation Roadmap will guide the operationalization of the transitional justice system with the following key objectives:

- Focusing on the policy by clearly outlining the main activities, timelines, and expected key outcomes.
- Detailing the necessary documents and major tasks that will ensure the policy's implementation at the appropriate level, scale, and quality.
- Clarifying the roles and responsibilities of stakeholder institutions in the implementation process.
- Establishing a structured, coordinated, and consistent approach to implementation by ensuring tasks are executed in a clear sequence by various stakeholders and within set timelines.
- Providing overall guidance through a framework where process outcomes are evaluated via consultations and establishing a permanent institutional mechanism to incorporate recommendations into policy implementation actions.
- Defining the resources required for the policy's implementation, identifying funding sources, and assigning responsibilities to the government and other stakeholders.

3. The Implementation Roadmap Preparation Process and Stakeholder Involvement

The pre-policy preparation process for Ethiopia's Transitional Justice Policy involved extensive public consultations and stakeholder engagement, including victims of human rights violation and civil society groups. The final draft of the policy has been prepared through a similar public review and comment process.

This type of process is crucial for ensuring the meaningful participation and public engagement of all stakeholders in any transitional justice endeavor. Transitional justice initiatives, aligned with fundamental human rights principle of public participation, play a vital role in securing public trust and confidence, recognizing marginalized community voices, ensuring justice and peace, and recognition of the process and lasting impact.

Similarly, in the preparation of this roadmap, practical steps have been taken to ensure the participation and engagement of stakeholders. To ensure that the views and voices of government, public, and victims are well-represented, this document has been prepared in collaboration with various stakeholders. Experienced professionals, including four former Transitional Justice Working Group of Experts team members, have participated in this work - two from the Federal Ministry of Justice, one from the Ethiopian Human Rights Commission, and two from Ethiopian Civil Society Organizations.

Two international forums were held in Addis Ababa to discuss the draft roadmap document - the first forum took place on July 03, 2024, with government institutions and experts, while the second forum occurred on July 04, 2024, with international organizations and civil society groups. Some of the participating

¹ African Union. Roadmap for the Implementation of the African Union Transitional Justice Policy. May 2020. Addis Ababa. Ethiopia.

organizations have also submitted their comments on the document in writing. The ideas presented in the forums and written submissions have been incorporated into the final content of this roadmap as necessary.

4. Scope of the Transitional Justice Implementation Roadmap

This roadmap applies to any current or future legal, institutional, or procedural measures taken by any government or non-governmental entity to implement Federal Democratic Republic of Ethiopia's Transitional Justice Policy.

The roadmap within the national transitional justice framework also applies to the regions in their assistance role, duty to cooperate and collaborate with federal transitional justice initiatives. The regions may prepare their own roadmap when engaging in transitional justice initiatives to uncover truth, and carry out reconciliation and reparation activities on matters not covered under federal power, in accordance with transitional justice understanding and principles.

5. Guiding Principles for the Transitional Justice Implementation Work Reflected in the Roadmap

Any policy implementation process based on the roadmap will be guided by relevant international and regional documents, as well as the principles and values established in the national transitional justice policy. Therefore, the organization and execution of the implementation activities set out in the following sections will:

- Safeguard the security of participants and victims;
- Guarantee the right to protection from re-victimization;
- Involve and reflect all segments of society and key stakeholders;
- Ensure accountability and promote inclusive justice;
- Pay special attention to addressing gender-based discrimination;
- Take into account the unique circumstances of vulnerable communities;
- Be led by a coordinated, integrated, and sequential approach to various aspects of transitional justice mechanisms;
- Emphasize public ownership and national decision-making;
- Be implemented in a way that considers national and regional contexts.

6. Transitional Justice Implementation - Institutional Coordination Mechanism

6.1. Purpose and Objectives of the Institutional Framework

The national transitional justice process to be implemented over a period requires the cooperation and coordination of many institutions, making it a complex process. When thinking about the structure and functioning of established transitional justice institutions, it is necessary to outline a unified coordination leadership, as well as the associated roles and responsibilities. Therefore:

- It will follow and coordinate the implementation activities during the transitional period until the institutions to be involved in the transitional justice policy are fully established by law and their responsibilities are fully secured.
- Additionally, after the newly established transitional justice institutions are formed, it will sustainably coordinate, implement, and monitor the overall execution of the process, continuously evaluate the process, and establish a shared perspective.

The "Transitional Justice - Institutional Coordination Mechanism" will be established.

6.2. Members and Responsibilities of Transitional Justice- Institutional Coordination Mechanism

The Transitional Justice Institutional Coordination Mechanism shall consist of 13 members comprising high-level officials from:

- Two from House of People's Representatives
- Ministry of Justice
- Federal Supreme Court
- Ministry of Peace
- Ministry of Women and Social Affairs
- Ministry of Finance
- Ethiopian Human Rights Commission
- Three institutions to be established later
- Two from civil society organizations and academia²

The mechanism shall have a chairperson and a secretary selected from among its members.

- Until otherwise decided, the Directorate of Human Rights within the Ministry of Justice shall serve as the secretariat of the Institutional Coordination Mechanism.
- The tenure of this mechanism shall last until the completion of the transitional justice process.
- The Institutional Coordination Mechanism shall meet every three months.

The Transitional Justice Institutional Coordination Mechanism shall have the following responsibilities:

- Review and provide feedback on draft laws, regulations, and procedures (guidelines, directives, etc.) prepared by experts for newly to be established transitional justice institutions.

² Two representatives from civil society (including academic and policy research institutions) will be selected through the national platform coordinated by the Ethiopian Civil Society Organizations Authority and the Ethiopian Civil Society Organizations Council.

- Ensure the establishment and operationalization of new transitional justice institutions within the timeframe set in the roadmap.
- Review and provide input on various research studies necessary for transitional justice.
- Support national public awareness creation activities on transitional justice policy.
- Facilitate training on capacity building and awareness creation for officials, experts, and support staff of newly established institutions.
- Ensure sustainable institutional coordination and collaboration among institutions at the national level, assigned responsibilities and tasks based on the policy.
- Carry out tasks that ensure consistency.
- Monitor the operationalization of institutional coordination, and provide necessary support.
- Conduct regular consultations and provide feedback on structural issues that require joint attention.
- Ensure appropriate institutional coordination and collaboration between federal and regional transitional justice institutions, and monitors and provides professional support.
- Ensure a system of checks and balances without compromising the independence, impartiality, or operational matters.

6.3. Budget for Transitional Justice- Institutional Coordination Mechanism

The Institutional Coordination Mechanism for Transitional Justice will be allocated a budget that enables it to carry out its functions and responsibilities in line with the scope and nature of its work. The budget shall comprise financial and in-kind support from the government, civil society organizations, and partner agencies, as well as other legally acceptable sources.

- The budget will be funded through funds allocated by the government, financial and in-kind support from civil society organizations and partners, as well as other legally designated sources.
- The Secretariat of the Institutional Coordination Mechanism will work closely with the Ministry of Finance to secure the necessary financial and in-kind support from various international and national partners to operationalize the Transitional Justice system. Depending on the circumstances, the Ministry of Finance will manage the funds either through a single account or, if necessary, allocate resources to individual institutions based on their specific work.
- The implementation phase of Transitional Justice financial and procurement services will be conducted in accordance with the government's financial and procurement law, taking into account the unique nature of the institution and the complexity of the implementation process.
- The Institutional Coordination Mechanism for Transitional Justice will utilize the services of the financial and procurement department of the Ministry of Justice for its budget management.
- The Transitional Justice-Institutional Coordination Mechanism budget information, broken down into the respective sub-sections concerned.

- The detailed budget for the Transitional Justice Institutional Coordination Mechanism is outlined below, categorized into distinct sections.

	Activities	Responsibility to Coordinate	Timeframe³	Annual budget
1.	Transitional Justice-Institutional Coordination Mechanism establishment	Ministry of Justice	phase 1: August 21, 2024	
2.	Development of a joint monitoring system for Transitional Justice activities	Transitional Justice-Institutional Coordination Mechanism Secretariat ⁴	Phase 2: September to November 2024	
3.	Conducting regular meetings (4)	Secretariat	From September 2024 to August 2025	

7. Coordination and Sequencing Transitional Justice Implementation Activities

7.1. Measures for Complementarity and Synergy among Transitional Justice Implementation Activities

For the implementation of the Transitional Justice Policy to achieve its intended goals, it is essential not only to present its content in a comprehensive manner but also to ensure that the various transitional justice mechanisms are implemented in a coordinated, complementary, and appropriately sequenced manner.

Given that the transitional justice process involves numerous institutions, it is important to determine the coordination and synergy between different mechanisms of transitional justice throughout the implementation process. Moreover, it is crucial to clearly define and establish the procedures needed to ensure this coordination and avoid duplication, so that all activities proceed in a coherent and transparent manner.

7.2. General Sequencing Framework for Transitional Justice Implementation Activities

In the realm of transitional justice activities, there is no distinct prioritization based on comparative impact or outcomes of transitional justice mechanisms. As clearly stated in the policy, the selected approach involves integrating and implementing various transitional justice mechanisms comprehensively. However, this does not imply that every activity must be implemented simultaneously. The implementation of the various pillars of transitional justice will follow a decision-making process based primarily on intertwined realities on the ground, security conditions, public interests, firm guarantees from different political forces and political environment, the long-term national benefits/goals, resource allocation, and other potential challenges.

³ In the next fifteen months, the main operational activities will be organized under five different phases:

- **Phase 1** (June-August 2024):
- **Phase 2** (September-November 2024):
- **Phase 3** (December 2017 - February 2025):
- **Phase 4** (March-May 2025):
- **Phase 5** (June-August 2025):

These phases will delineate the timeframes for the activities to be carried out.

⁴ Herein after, 'secretariat'.

Therefore, although a reference chronological order is placed on this road map, practical execution will be based on these considerations and studies. Although ensuring coordination across all transitional justice activities is necessary, considering the nature of transitional justice tasks and the complex nature of the current conflict in Ethiopia, as well as the challenges in human rights protection, the following four main areas of focus will be given special attention and priority:

- Public mobilization/advocacy activities,
- Institutional capacity building and preparatory activities,
- Criminal accountability, and
- Truth-seeking and amnesty processes.

Therefore, "permanent reparation" and "institutional reform" activities will follow as subsequent actions, ensuring that the justice process continues to address both individual and systemic harms. However, it is important to note that the initiation of reparation processes in the early stages does not imply that these efforts will be delayed or sidelined. Early reparation efforts may begin simultaneously with the transitional justice process to provide immediate relief to victims and signal a commitment to justice.

In this respect, the sequencing of transitional justice mechanisms should be designed to ensure a balanced and timely implementation by:

- Facilitating "complementary, coordinated, and justifiably sequenced cooperation" among institutions;
- The challenges and opportunities of initiating the process either simultaneously or in phases must be carefully considered in terms of aligning with the government's interests, fostering strong public trust in the process, and ensuring the effective implementation of the overall policy.
- Additionally, a comprehensive document outlining the steps needed to minimize challenges associated with the simultaneous or phased implementation of measures will be prepared.

The sequenced implementation-master deck for a sequenced implementation of the various transitional justice tasks, detailing the order of prioritization and execution, is presented in Annex 1.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
4.	Preparation of a guiding document that ensures a coordinated, organized, and sequenced collaboration between transitional justice institutions	Secretariate	Phase 1: August 30, 2024	

8. Public Engagement, Awareness Raising, and Communication Strategies

The transitional justice process, rooted in principles of national and public ownership, should be designed to ensure broad public participation and garner widespread public support. To achieve this goal, it is essential

to implement a well-organized approach for raising awareness about the policy and its implementation process while ensuring the process remains transparent and publicly accessible. Additionally, the general process should be guided by transparent principles, ensuring that the public and stakeholders receive clear and accessible information regarding the actions being taken in a language they understand.

Accordingly, a participatory and comprehensive public engagement strategy must be in place, drawing from the needs, aspirations, and shared vision of Ethiopians, to implement an effective transitional justice system. To achieve this, the following key activities should be undertaken:

- Make the policy’s foundational concepts, objectives, and roles of transitional justice institutions clear and understandable to the public.
- Translate key transitional justice documents into multiple languages spoken in the country, ensuring they are accessible and comprehensible to all.
- Implement activities that promote public participation, stakeholder support, and a sense of ownership during key phases of implementation (such as public discussions and training programs).
- Use online platforms, radio and television programs, and press outlets to carry out sustained public awareness efforts.

By ensuring public engagement, raising awareness, and conducting effective public relations, the following major actions will be undertaken to enhance transparency and public participation in the transitional justice process.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
5.	Preparing a basic awareness-raising document that provides a comprehensive overview of transitional justice policies/processes in various languages. (1) Dissemination of printed document and through online platform	Secretariat, in collaboration with Civil Society Organizations	Phase 2: (September-November 2024)	
6.	Producing a TV program based on public opinion, demonstrating the role of public participation in the effectiveness of transitional justice. Broadcasting it. (12)	Secretariat, in collaboration with Government Communication Service	Phase 1: (June-August 2024)	
7.	Producing a short national message on the goals and objectives of transitional justice, delivered by the Head of State, and broadcasting it in all major languages across all media. (1)	Secretariat, in collaboration with Government Communication Service and the Office of FDRE President.	Phase 1: (June-August 2024)	
8.	Preparing a message on the	Secretariat, Government	Phase 1:	

	objectives/goals of transitional justice, delivered by the Speaker of the House of Peoples' Representatives, and broadcasting it in all major languages across all media. (1)	Communication Service, Office of the Speaker of the House of Peoples' Representatives	(June-August 2024)	
9.	Producing and broadcasting a documentary video that highlights the role of local customary justice systems and chapters in transitional justice implementation. (1)	Secretariat	Phase 1: (June-August 2024)	
10.	Organizing national panel discussions involving religious leaders and elders on the role they play in implementing the transitional justice policy. (3)	Secretariat, Council of Religious Institutions, Regional Administrations	Phase 1: (June-August 2024)	
11.	Organizing detailed awareness-raising forums on the content of the policy and the implementation process for senior leaders of federal and regional government institutions, members of the House of Peoples' Representatives, and members of regional councils. (14)	Secretariat, in collaboration with the institutions	Phase 2: (September-November 2024)	
12.	Organizing detailed awareness-raising forums on the content of the policy/implementation process for zonal and woreda officials in all regions and city administrations. (28)	Secretariat, in collaboration with the institutions	Phase 2: (September-November 2024)	
13.	Preparation of detailed awareness-raising forums (briefings) for civil society organizations working in Addis Ababa/regional level on human rights, conflict resolution, rule of law, and justice issues. (10)	Secretariat: In collaboration with civil society organizations:	Phase 2: (September-November 2024) Phase 3: (December 2024-February 2025)	
14.	Preparation of detailed awareness-raising forums for political party leaders on the content and implementation process of the policy. (2)	Secretariat: In collaboration with the Joint Council of Political Parties	Phase 2: (September-November 2024)	
15.	Preparation of detailed awareness-raising forums for universities across the country, focusing on the community and senior leadership,	Secretariat: In collaboration with the Ministry of Education:	Phase 2: (September-November 2024)	

	regarding the content and implementation process of the policy. (10)			
16.	Preparation of detailed awareness-raising forums for diaspora community representatives on the content and implementation process of the policy. (In Europe, America, Arab countries, and some African countries) (5)	In collaboration with the Diaspora Commission and the Ministry of Foreign Affairs	Starting from Phase 2: (September-November 2024)	
17.	Preparation of a unique national consultation forum, distinct from the usual processes, for public feedback on the draft laws and other legislation regarding the establishment of transitional justice institutions. (For one draft law, 5 national forums)	Secretariat	Phase 2: (September-November 2024)	
18.	Publishing and distributing the policy options document, the public consultation and feedback process report, and the policy in both Amharic and English through print and websites.	Secretariat: In collaboration with civil society organizations	Phase 1: (June-August 2024)	
19.	Translation of the transitional justice policy into at least 10 national languages, including Tigrinya, Oromiffa, Afar, Sidama, Gurage, and Somali, and making the copies available in print and through social media and websites.	Secretariat: In collaboration with the regional Justice Bureaus	Phase 1: (June-August 2024)	
20.	Hiring an expert to prepare a series of short, follow-up educational videos containing lessons/messages related to the transitional justice process. (1)	Secretariat	Phase 1: (June-August 2024)	
21.	Preparation and dissemination of historical and exemplary models of countries that have successfully implemented transitional justice processes. (2)	Secretariat	Phase 2: (September-November 2024)	
22.	Preparation and dissemination of short videos, including dramas and cartoons, addressing various issues of transitional justice implementation. (5)	Secretariat	Starting from Phase 2: (September-November 2024)	

23.	Preparation of a documentary video to highlight the role of affected community segments (victims, gender-based violence survivors, offenders, disabled people, etc.) in the implementation of transitional justice. It will involve raising awareness by incorporating their unique circumstances, organizing sensitization work, and broadcasting it: (1)	Secretariat; in collaboration with civil society organizations;	September - November 2024	
24.	Types of information provided to media institutions: preparation of a communication strategy that encompasses the timing/frequency of information provision, requests for information/communication services, and establishes a relationship with media institutions: (1)	Secretariat	Phase 1: (June - August 2024)	
25.	Preparation of responses by a professional to frequently asked questions from the media, including one concise response to multiple inquiries on common issues:	Secretariat	Phase 1: (June - August 2024)	
26.	To ensure that reports prepared by media institutions and professionals on the policy and the transitional justice process be grounded in full knowledge training for media institution leaders, news and production department heads, reporters, government-public relations officers, community radio representatives, and registered YouTubers, preparing sequential content-focused training programs: (6)	Secretariat Government Communication Service:	Phase 2: (September - November 2024)	
27.	Ensuring that media institutions maintain their own weekly programs dedicated to the transitional justice process: Preparing selected programs: (one per week; 52 per year)	Secretariat Government Communication Service: Media Council:	Starting from Phase 1: (June - August 2024)	
28.	Documenting activities undertaken under the policy implementation	Secretariat	Starting from Phase 1:	

	section with visuals (spots) for submission to media institutions, combining transitional justice updates from the Ministry of Justice's websites and other social media platforms: (26)		(June - August 2024)	
29.	Preparing press release in Amharic and English regarding current issues related to the transitional justice processes: Submitting to media institutions, combining updates from transitional justice and Ministry of Justice's websites and other social media platforms: (12) Organizing a press release conference: (4)	Secretariat	Starting from Phase 1: (June - August 2024)	
30.	Preparing a permanent repository (tagline) for news and information related to all transitional justice processes, for use by media institutions, researchers, and the public: (1)	Secretariat	Phase 1: (June - August 2024)	
31.	To make the transitional justice issue a regular agenda in the timely press releases provided by the Government Communication Service for media outlets: Conducting discussions with leaders; Making decisions;	Secretariat Government Communication Service	Phase 1: (June - August 2024)	
32.	Preparing regular briefing sessions on the current status of transitional justice processes for foreign diplomatic missions, international organizations, and development partners in Ethiopia: (4)	Secretariat In collaboration with the Ministry of Foreign Affairs:	Starting from Phase 1: (June - August 2024)	

9. Legislative Initiatives

In Ethiopia, the comprehensive implementation of the Transitional Justice system requires the enactment of various laws. One of the key issues highlighted in the Transitional Justice Policy is the preparation of new substantive law. Another is the enactment of laws that establish institutions that will be formed in the future.

Thus, the legislation that will enable the realization of the issues addressed in the policy document is clearly outlined in this roadmap.

9.1. Legislative Initiatives and Drafting

The preliminary task included in the policy regarding substantive law is the drafting of a "Crimes Under International law." This process will mainly focus on:

- Introducing a new law to address international crimes that are not currently covered under the FDRE Criminal Code (especially crimes against humanity, extrajudicial killings, torture, enforced disappearances, severe sexual violence, and certain war crimes), in line with international treaties that the country has accepted.
- The drafted law will include provisions that recognize the customary international law regarding international crimes and ensure that it applies retroactively to crimes committed before the law's enactment, based on the extent to which the law is executable under such a framework.

The timeline for the drafting process, as indicated in the roadmap, covers the time required for preparatory research that will form the basis of the law, the discussions that will take place on the draft law, the submission of the draft to the Council of Ministers for approval, and the time it will be presented to the House of People's Representatives. The entire process will be carefully planned.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
33.	Drafting Proclamation for Crimes Under International Law: <ul style="list-style-type: none"> - Legislative drafting; - Organizing five stakeholder consultation forums; - Review of draft legislation; - Presenting the final draft to the Council of Ministers and the House of People's Representatives for approval; - Raising public awareness about the approved law; - Training the responsible bodies for its implementation. 	<ul style="list-style-type: none"> □ The Secretariat; □ The Ministry of Justice, in collaboration with the Council of Ministers and the House of People's Representatives. 	Starting from Phase 1: (June - August 2024) Phase 2: (September - November 2024)	

9.2. Preparation of Laws for the Establishment of Transitional Justice Institutions

One of the issues that determines the effectiveness of the transitional justice process is the establishment of independent and neutral institutions that align with the principles set forth in the policy. Based on the policy, these institutions should be designed in a manner that incorporates appropriate power, responsibility, organizational structures, and related functional frameworks. The priority should be given to ensuring that these institutions are established effectively.

In this regard, the transitional justice institutional establishment legislation will encompass a broad range of substantive issues in a holistic manner. Therefore, the main activities to establish institutions that fully implement the policy include the following:

a) Criminal Investigation and Prosecution:

The legislation for the establishment of a Special Prosecution Office that will handle criminal investigations and prosecutions will be passed incorporating the following:

- The creation of a legal framework with broad criteria defining gross violations of human rights for subject matter jurisdiction, ensuring comprehensive criminal accountability.
- Establishing a clear legal framework to determine personal jurisdiction for criminal accountability, particularly for most responsible individuals with significant involvement in gross human rights violations crimes.
- To establish a special investigation and prosecution system that ensures criminal accountability and facilitates comprehensive criminal investigations and prosecutions. This system will be built on a legal framework tailored to address the distinct nature of crimes subject to the transitional justice process, further strengthens the existing Constitution, criminal law, and criminal procedural law.
- Establishing a legal framework that outlines the specific criteria for determining liability, especially for those who have committed gender-based violence and related crimes.
- To establish a framework that ensures full criminal accountability for the crimes covered by the policy, while safeguarding the provisions outlined in the Constitution and ensuring that no one is exempt from prosecution or enjoys immunity.
- Establishing a legal framework that facilitates the extradition of the most responsible individuals who are not present in the country to ensure their accountability.
- Implementing a system that provides incentives or rewards for individuals who identify or provide evidence against high-level perpetrators who cannot be reached through regular investigations.
- Establishing a legal framework that provides security measures and support services for individuals who offer testimony against most responsible perpetrators to ensure their protection and well-being.

In order to ensure full accountability for the serious crimes outlined in the policy, specific legal frameworks must be established to support this goal.

b) Truth-Seeking: Public Disclosure, Reconciliation, Amnesty, and Reparation activities

- Truth-Seeking: Establishment of a Commission that implements truth-seeking, public disclosure of the truth, reconciliation, amnesty, and reparation activities.
- Establishing a legal framework with subject matter jurisdiction over gross-violations of human rights for truth-seeking, public disclosure of the truth, and reconciliation activities.
- Amnesty should be based on pre-existing conditions and be detailed. Additionally, amnesty should be legally grounded, particularly for types of crimes that may not be eligible for amnesty.

- Establishing a legal framework for the return/restitution of victims and a permanent reparation system.

c) Transitional Justice Special Bench:

- Preparation of a legal framework for the establishment of a special bench within the Federal High Court and Federal Supreme Court to hear cases and deliver verdicts.
- Establishment of the special bench with jurisdiction to address gross human rights violations/crimes under international law, including first-instance and appellate powers.
- Provide procedures for the selection, appointment, and accountability of judges, including matters related to removal from office.
- Establishment of a specialized registrar’s office, a public defender’s office, and a victims’ support coordination office to manage the related administrative and legal services.

d) Legal and Institutional Reform:

- Preparation of a legal framework and organizational structure for the establishment of a commission that will implement legal and institutional reform activities.

Regarding the establishment of transitional justice institutions, the timeline outlined in the roadmap includes the time required to draft the foundational laws for each institution, conduct public consultations on the drafts, submit them to the Council of Ministers and House of People's Representatives for approval, and the time needed to organize the offices and human resources for these institutions.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
34.	Transitional Justice Special Pro Establishment Law Preparation and Institutional Structure Tasks: <ul style="list-style-type: none"> - Conducting a comprehensive study on establishing the special prosecution office as an independent and autonomous entity, incorporating key fundamental principles. This will focus on the office's organizational structure, appointment criteria for officials, standards for the selection, appointment, and removal of prosecutors and investigators, work schedule for the special prosecution office, the powers and functions of the office, financial independence, its relations with other institutions, and the operational framework of 	Secretariat Ministry of Justice, in collaboration with the Council of Ministers and the House of Peoples' Representatives.	phase 1 (June - August 2024): phase 2: (September - November 2024)	

	<p>the office, along with the implementation of existing laws. Drafting a law outlining the organizational structure, powers, and functions of the special prosecution office.</p> <ul style="list-style-type: none"> - Organizing five consultative workshops with stakeholders for gathering input. - Review of draft legislation as per the consultation conducted. - Submitting the final draft for approval to the Council of Ministers and the House of Peoples' Representatives. - Publicizing the approved law. - Training the implementing body. - Organizing the office and human resources of the office. 			
35.	<p>Truth-seeking/Revealing, Reconciliation, Amnesty, and Reparation Commission Establishment Proclamation Preparations and Organizational Setup:</p> <ul style="list-style-type: none"> - Conducting a comprehensive study that outlines fundamental guiding principles required for ensuring independence, impartiality, acceptance, and credibility in carrying out the truth-seeking, reconciliation, amnesty, and reparation activities. (Focusing primarily on the commission's organizational structure, appointment of officials, qualifications for appointees, appointment and roles of commissioners, operational period, powers and responsibilities of the commission, budgetary independence, and relationships with other institutions). - Defining the commission's powers, duties, and related matters. - Establishing a framework for the rehabilitation of victims and 	<p>Secretariat</p> <p>Ministry of Justice, in collaboration with the Council of Ministers and the House of Peoples' Representatives.</p>	<p>Phase 1</p> <p>(June - August 2024):</p> <p>Phase 2:</p> <p>(September - November 2024)</p>	

	<p>incorporating a permanent reparation system into the legal framework.</p> <ul style="list-style-type: none"> - Organizing five consultation forums with stakeholders. - Reviewing the content of the draft proclamation. - Submitting the final draft to the Council of Ministers and the House of Peoples' Representatives for approval. - Disseminating the approved law. - Training the implementing bodies. - Organizing the commission's secretariat and human resource structure. 			
36.	<p>Special Bench for Transitional Justice Establishment Proclamation Preparation and Organizational Setup:</p> <ul style="list-style-type: none"> - Conducting a study that includes key guiding principles for establishing an independent and impartial bench (focusing primarily on the organizational structure of the special bench, the types of cases the bench will handle, the criteria for selecting qualified judges, the process for public and stakeholder consultation and feedback on the appointment of judges, the selection and vetting system for judges, the assignment of judges, professionals working in the bench with advisory and facilitation roles, the registrar of the special bench, victim coordination office, defense attorney coordination office, and the procedures for the appointment and replacement of judges). - Drafting a proclamation that defines the powers, functions, and related issues of the special bench. - Organizing five consultation forums with stakeholders. 	<p>Federal Supreme court with Secretariat in collaboration</p> <p>Ministry of Justice, the Council of Ministers and the House of Peoples' Representatives.</p>	<p>phase 1 (June - August 2024):</p> <p>phase 2: (September - November 2024)</p>	

	<ul style="list-style-type: none"> - Reviewing the content of the draft proclamation. - Submitting the final draft to the Council of Ministers and the House of Peoples' Representatives for approval. - Publicizing the approved law. - Providing training to the implementing bodies. 			
37.	<p>Preparation of the Law for the Establishment of the Legal and Institutional Reform Institution and organizational Setup</p> <ul style="list-style-type: none"> - Conducting study/research that guides vetting ensuring independence, impartiality, accountability, and credibility in the implementation of reform and oversight activities. - Drafting a law that defines the authority, powers, and related responsibilities of the commission leading the reform and vetting process. - Organizing five consultation forums with stakeholders. - Reviewing the contents of the draft law. - Submitting the final draft to the Council of Ministers and the House of Peoples' Representatives for approval; disseminating the approved law. - Training the entities responsible for implementing the law. - Organizing the office and human resources of the institution. 	<p>Secretariat</p> <p>Ministry of Justice, in collaboration with the Council of Ministers and the House of Peoples' Representatives.</p>	<p>Phase 3: (December 2024-February 2025)</p> <p>Phase 4: (March 2025- May 2025)</p>	

10. Capacity Building for Transitional Justice Institutions

Capacity building initiatives for institutions established to implement transitional justice policies require careful planning and execution. These capacity-building activities will be organized in both short-term and long-term plans. Primarily, these activities will focus on the following issues.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
38.	<p>To enable the newly established transitional justice institutions to fully implement their policies effectively, the following foundational capacity-building activities will be undertaken:</p> <ul style="list-style-type: none"> - Providing training for leaders of newly established institutions on the policy and operational processes, including capacity development programs, content delivery, and cross-functional training with other governmental entities. (4) - Offering similar training sessions for professionals within the institutions. (4) - Conducting detailed stakeholder mapping to identify development partners, civil society organizations, and other entities that can support the transitional justice institutions financially, with resources, and technically. (1) - Organizing workshops that involve development partners and civil society organizations to clarify their roles within the transitional justice process. (1) 	Secretariat	<p>phase 2: (September - November 2024)</p> <p>Phase 3: (December 2024- February 2025)</p>	
39.	<p>In the process of implementing transitional justice, particularly for enhancing the capacity of a special prosecution office, the following detailed tasks will be carried out:</p> <ul style="list-style-type: none"> - Collaborate with international experts who have global experience in investigative and prosecution technical procedures related to international crimes to 	<p>Secretariat</p> <p>Special Prosecution Office</p>	<p>phase 2: (September - November 2024)</p>	

	<p>assist the unit's leadership and professional staff. This includes preparing a guide for the roles of the experts. (2)</p> <ul style="list-style-type: none"> - Identify organizations and professionals that provide detailed technical training on international crime investigations and prosecution, and offer training sessions. (4) - Implement a case management system that facilitates the integration of modern technology into crime investigation and prosecution processes. (1) - Develop training modules focusing on investigative and prosecutorial tasks. (1) - Arrange visits to countries in Africa and elsewhere that have a successful history in crime investigation and prosecution, in line with the unit's leadership and other selected professionals. (3) - Set up a free hotline for any individual, including victims of human rights violations, to report crimes and submit evidence related to criminal activities, along with an online platform for public access. (1) - Create a database (and website) that enables the organization to store and manage information, witness statements, records, and other documents effectively for the unit's activities and public accessibility. (1) 		Phase 3: (December 2024- February 2025)	
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<p>40.</p>	<p>The following activities will be carried out to enhance the Transitional Justice Special Bench:</p> <ul style="list-style-type: none"> - This will involve judges, capacity-building experts, prosecutors, registrars, defense attorneys, and legal support professionals to enhance the prosecution of international crimes. Professionals with international experience in criminal investigation, prosecution, decision-making, and other related matters will be invited to prepare guidelines that enable the following activities: (1) Hiring consultants; (2) - Training involving professionals with extensive experience in international crimes, investigations, prosecution, decision-making, victim-witness protection, and related matters providing continuous and capacity- - Judges, capacity-building experts, and selected prosecutors will participate in tours in Africa and other countries to gain experience in the criminal justice process, capacity building, and decision-making on relevant issues. (3) - Activities related to the bench including branches will be supported by modern technological advancements and necessary technical guides are prepared to facilitate this. (1) - To modernize criminal justice operations and make them accessible to the public, a data warehouse (and website) will be 	<p>Federal Supreme Court</p> <p>Secretariat</p>	<p>phase 2: (September - November 2024)</p> <p>Phase 3: (December 2024- February 2025)</p>	
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	commission's work for effective documentation and public accessibility. (1)			
42.	<p>Institutional Reform Activities to Enhance Institutional Capacity:</p> <p>The following activities will be carried out:</p> <ul style="list-style-type: none"> - Preparing guidelines that allow for the involvement of international professionals who can assist in defining the nature, necessity, and detailed framework of the institutional reform activities to be conducted in the area of transitional justice, as well as the responsibilities of the institution and its stakeholders. (1) - Organizing regular and advanced training sessions provided by experienced professionals. (5) - Facilitating visits to other African countries and other countries for commissioners and selected institutional professionals to enable them to gain best practice experiences. (3) - Creating a virtual database (and website) to compile and archive information, testimonies, records, and other documents to modernize the commission's work and ensure public accessibility. (1) 	<p>Institution/commis sion</p> <p>Secretariat</p>	Phase 4: (March 2025- May 2025)	

11. Regional Participation and Responsibility in the Transitional Justice Implementation Process

11.1. Introduction

To ensure the effectiveness of the transitional justice process, a cohesive national framework is essential. In order for the transitional justice process to achieve its intended goals, there must be a unified national-level framework. However, given the complexity, geographic diversity, and breadth of issues requiring redress,

regional entities must be entrusted with specific responsibilities and integral involvement in implementation processes to guarantee comprehensive and context-sensitive outcomes.

As such, in the coming period, as laws that establish transitional justice institutions are enacted and detailed procedures are put in place, the regions must bear clear and effective responsibilities to participate in the national and regional transitional justice implementation processes. Various activities will be carried out to ensure this is achieved effectively and with impact.

11.2. Regional Responsibility in the Transitional Justice Implementation Process

In alignment with the subject-matter jurisdiction of transitional justice institutions:

- A technical document will be prepared that outlines the support and collaboration that regions provide to federal institutions,⁵
- Additionally, a technical document will be prepared detailing activities for regional-level transitional justice processes—such as truth-telling, reconciliation, and reparation—that are carried out in full ownership and responsibility by the regions, in accordance with the fundamental principles of national transitional justice.

To achieve this, a joint platform for coordination and operational leadership between the regions and national transitional justice efforts will be established. This platform will set the framework for collaboration and procedures.

A national reconciliation system that is comprehensive and inclusive will be implemented, guiding the reparation activities to be undertaken by the regions, such as compensation, restitution, reintegration, satisfaction,⁶ and guarantees of non-recurrence. The process, cooperation, and timeframes will be coordinated through a jointly developed roadmap.

At the regional level, a strategy will be formulated to identify, assess, and reform any gaps or deficiencies in existing legal frameworks and institutions that enabled human rights violations. The work will also involve capacity-building for the institutions.

In coordination with the national transitional justice framework and civil society organizations, the regions will organize ongoing and structured public forums. These forums are designed to foster awareness and build trust in the transitional justice process at the grassroots level, ensure meaningful public participation, promote social harmony, and strengthen consensus on key issues.

⁵ The expanded system of regional involvement may focus on various activities. These include identifying and selecting traditional conflict resolution mechanisms that are beneficial to the country, as well as identifying victims and providing financial support for reconciliation efforts. It also involves rehabilitating and reintegrating victims, preparing memorials to preserve the history of violations, and presenting necessary evidence for the success of the transitional justice process. Additionally, regions are responsible for organizing venues and times for public dialogues, facilitating logistics, reporting perpetrators and referring them for prosecution, and organizing platforms to ensure public trust in the transitional justice process. Other key activities include strengthening public solidarity and cohesion, ensuring the participation of the regional population, being prepared for institutional reform, and providing security support as needed.

⁶ The tasks of implementation include fully uncovering and publicizing the truth about the violations, as well as formally apologizing for the crimes committed by the government in various ways (for example, writing letters of apology to specific victims). It also involves organizing memorial events and giving recognition to these occasions.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
43.	Preparation of a Comprehensive Guiding Document that outlines the participation and responsibilities of the regions in the implementation of transitional justice processes (1)	secretariat in collaboration with regions	phase 2: (September - November 2024)	
44.	Prepare technical document for identification of legal and institutional aspect that contributed to gross violation of human rights Frame and initiate institutional reform programs	Regional justice offices and administration	Phase 4: (March-May 2025)	

12. The Role of Traditional justice System

Ethiopia has various traditional and religious conflict resolution mechanisms that exist within its communities. These systems should be integrated into the transitional justice process.

Traditional and religious institutions will play the following roles in the implementation of transitional justice:

Regions shall be responsible for coordinating traditional conflict resolution procedures within the national transitional justice process, based on clear guidelines. A technical manual will be prepared for this purpose, indicating:

- Traditional and religious conflict resolution mechanisms should effectively assist the federal government or regions in truth-seeking, reconciliation, accountability, bringing suspects to justice, and reparation programs.
- Additionally, mechanisms must be established to clarify their responsibilities and safeguard their independence, autonomy, and integrity.
- There must be a focus on making their operations victim-centered, addressing organizational and structural issues, as well as training needs.

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
45.	Preparation of a Manual for the Identification, notification, and regulating their roles and responsibilities in the Transitional Justice Process: (1)	Regions and Universities with those localities in collaboration with secretariat	phase 2: (September - November 2024)	
46.	Capacity building for selected traditional institutions (2 rounds)	Regions and Universities with those localities in collaboration with secretariat	Phase 4: (March 2025- May 2025)	

13. Activities to Identify/Implement the Role of Vulnerable Community Groups in the Transitional Justice Process

13.1. General Activities

The transitional justice process should give special attention to vulnerable community groups, including women, children, youth, persons with disabilities, the elderly, and internally displaced persons, along with focusing on victims of gross human rights violation. It is essential to establish a mechanism that specifically addresses the unique needs and interests of these groups.

To ensure participation and protection for vulnerable communities in the transitional justice process, the following activities will be implemented:

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
47.	Developing and implementing a detailed strategy for the participation of vulnerable community groups in the implementation of transitional justice. (1)	Secretariat: In coordination with the Ethiopian Human Rights Commission, civil society organizations, and partners.	phase 2: (September - November 2024)	
48.	Establishing a regular monitoring mechanism to ensure that the voices and participation of vulnerable community groups in the transitional justice process are adequately represented and implemented. Conducting regular monitoring activities (2):	Ethiopian Human Rights Commission and civil society organizations.	Starting from Phase 1 (June - August 2024).	
49.	Establishing a dedicated functional unit that can effectively address the interests of vulnerable community groups in the transitional justice institutions.	Secretariat	Starting from phase 1 (June - August 2024) phase 2: (September - November 2024)	

13.2. Measures Required to Provide Special Response for Survivors of Gender-Based Violence

	Activities	Responsibility to Coordinate	Timeframe	Annual budget

50.	Establishing accountability mechanisms ensuring safety and security for victims of gender-based violence (1); This includes creating a self-sustaining supportive environment.	Secretariat In collaboration with commissions and civil society:	Starting from Phase 1 (June - August 2024)	
51.	In the short term, establish a comprehensive and sustainable system that provides psychological, counseling, and medical support to women who have experienced gender-based violence in the context of transitional justice; Strengthening rehabilitation services for victims of gender-based violence (centralized centers, support institutions); Developing and implementing programs	Secretariat In coordination with: Commissions, Ministry of Women and Social Affairs,	Starting from Phase 1 (June - August 2024)	
52.	In the short term, establish a temporary system that provides psychological, counseling, and medical support to women who have experienced gender-based violence in the context of transitional justice;	Secretariat In coordination with: Commissions, Ministry of Women and Social Affairs,	Starting from Phase 2: September - November 2024	
53.	Establishing and strengthening a long-term framework in transitional justice to provide economic (self-sufficiency) services for women who have experienced gender-based violence; Developing and implementing programs.	Secretariat In coordination with: Commissions, Ministry of Women and Social Affairs and Civil Society Organizations	Starting from Phase 5: (June – August 2025 E.C.)	

14. Establishing a Centralized Information System for Transitional Justice

The information related to national transitional justice should be organized in a central repository, ensuring accessibility for the public. This system will serve as a sustainable infrastructure for information development and will include the following tasks related to transitional justice and associated issues:

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
54.	Information Infrastructure Development A) Website and Social Media: - Develop a website that documents the processes, reports, proceedings, image and	Secretariat	Phase 1: (June - August 2024):	

	<p>sound records, main documents, publications, and current reports on national transitional justice activities.</p> <ul style="list-style-type: none"> - For this purpose, ensure the provision of a high-capacity server. - Manage information dissemination and storage methods for the website and other transitional justice-related purposes, ensuring that new information is updated regularly, with a skilled and dedicated field professional managing it. - Regularly share relevant information on Facebook and Twitter pages. - Establish an external database or backup drive with significant capacity to centralize key information on the transitional justice process. <p>B) Archives:</p> <ul style="list-style-type: none"> - Set up a centralized archive system to preserve essential documents related to the transitional justice processes with confidentiality and security. - Organize necessary office supplies and equipment to facilitate this function. <p>C) Museum:</p> <ul style="list-style-type: none"> - Create a museum that continuously displays the transitional justice policy, processes, and activities in a well-organized manner, allowing for updates over time. - Ensure that this is managed within the Ministry of Justice building. 			

Annex 1: Transitional Justice Sequenced Implementation – Master-Deck

	Activities	Responsibility to Coordinate	Timeframe	Annual budget
1.	Transitional Justice-Institutional Coordination Mechanism establishment	Ministry of Justice	phase 1: August 21, 2024	
2.	Development of a joint monitoring system for Transitional Justice activities	Transitional Justice-Institutional Coordination Mechanism Secretariat	Phase 2: September to November 2024	
3.	Conducting regular meetings (4)	Secretariat	From September 2024 to August 2025	
4.	Preparation of a guiding document that ensures a coordinated, organized, and sequenced collaboration between transitional justice institutions	Secretariate	Phase 1: August 30, 2024	
5.	Preparing a basic awareness-raising document that provides a comprehensive overview of transitional justice policies/processes in various languages. (1) Dissemination of printed document and through online platform	Secretariat, in collaboration with Civil Society Organizations	Phase 2: (September-November 2024)	
6.	Producing a TV program based on public opinion, demonstrating the role of public participation in the effectiveness of transitional justice. Broadcasting it. (12)	Secretariat, in collaboration with Government Communication Service	Phase 1: (June-August 2024)	
7.	Producing a short national message on the goals and objectives of transitional justice, delivered by the Head of State, and broadcasting it in all major languages across all media. (1)	Secretariat, in collaboration with Government Communication Service and the Office of FDRE President.	Phase 1: (June-August 2024)	
8.	Preparing a message on the objectives/goals of transitional justice, delivered by the Speaker of the House of	Secretariat, Government Communication Service, Office of the Speaker of the House of Peoples'	Phase 1: (June-August 2024)	

	Peoples' Representatives, and broadcasting it in all major languages across all media. (1)	Representatives		
9.	Producing and broadcasting a documentary video that highlights the role of local customary justice systems and chapters in transitional justice implementation. (1)	Secretariat	Phase 1: (June-August 2024)	
10	Organizing national panel discussions involving religious leaders and elders on the role they play in implementing the transitional justice policy. (3)	Secretariat, Council of Religious Institutions, Regional Administrations	Phase 1: (June-August 2024)	
11	Organizing detailed awareness-raising forums on the content of the policy and the implementation process for senior leaders of federal and regional government institutions, members of the House of Peoples' Representatives, and members of regional councils. (14)	Secretariat, in collaboration with the institutions	Phase 2: (September-November 2024)	
12	Organizing detailed awareness-raising forums on the content of the policy/implementation process for zonal and woreda officials in all regions and city administrations. (28)	Secretariat, in collaboration with the institutions	Phase 2: (September-November 2024)	
13	Preparation of detailed awareness-raising forums (briefings) for civil society organizations working in Addis Ababa/regional level on human rights, conflict resolution, rule of law, and justice issues. (10)	Secretariat: In collaboration with civil society organizations:	Phase 2: (September-November 2024) Phase 3: (December 2024-February 2025)	
14	Preparation of detailed awareness-raising forums for political party leaders on the content and implementation process of the policy. (2)	Secretariat: In collaboration with the Joint Council of Political Parties	Phase 2: (September-November 2024)	
15	Preparation of detailed awareness-raising forums for universities across the country,	Secretariat: In collaboration with the Ministry of Education:	Phase 2: (September-November 2024)	

	focusing on the community and senior leadership, regarding the content and implementation process of the policy. (10)			
16	Preparation of detailed awareness-raising forums for diaspora community representatives on the content and implementation process of the policy. (In Europe, America, Arab countries, and some African countries) (5)	In collaboration with the Diaspora Commission and the Ministry of Foreign Affairs	Starting from Phase 2: (September- November 2024)	
17	Preparation of a unique national consultation forum, distinct from the usual processes, for public feedback on the draft laws and other legislations regarding the establishment of transitional justice institutions. (For one draft law, 5 national forums)	Secretariat	Phase 2: (September- November 2024)	
18	Publishing and distributing the policy options document, the public consultation and feedback process report, and the policy in both Amharic and English through print and websites.	Secretariat: In collaboration with civil society organizations	Phase 1: (June- August 2024)	
19	Translation of the transitional justice policy into at least 10 national languages, including Tigrinya, Oromiffa, Afar, Sidama, Gurage, and Somali, and making the copies available in print and through social media and websites.	Secretariat: In collaboration with the regional Justice Bureaus	Phase 1: (June- August 2024)	
20	Hiring an expert to prepare a series of short, follow-up educational videos containing lessons/messages related to the transitional justice process. (1)	Secretariat	Phase 1: (June- August 2024)	
21	Preparation and dissemination of historical and exemplary models of countries that have successfully implemented	Secretariat	Phase 2: (September- November 2024)	

	transitional justice processes. (2)			
22	Preparation and dissemination of short videos, including dramas and cartoons, addressing various issues of transitional justice implementation. (5)	Secretariat	Starting from Phase 2: (September- November 2024)	
23	Preparation of a documentary video to highlight the role of affected community segments (victims, gender-based violence survivors, offenders, disabled people, etc.) in the implementation of transitional justice. It will involve raising awareness by incorporating their unique circumstances, organizing sensitization work, and broadcasting it: (1)	Secretariat; in collaboration with civil society organizations;	September - November 2024	
24	Types of information provided to media institutions: preparation of a communication strategy that encompasses the timing/frequency of information provision, requests for information/communication services, and establishes a relationship with media institutions: (1)	Secretariat	Phase 1: (June - August 2024)	
25	Preparation of responses by a professional to frequently asked questions from the media, including one concise response to multiple inquiries on common issues:	Secretariat	Phase 1: (June - August 2024)	
26	To ensure that reports prepared by media institutions and professionals on the policy and the transitional justice process be grounded in full knowledge training for media institution leaders, news and production department heads, reporters, government-public relations officers, community	Secretariat Government Communication Service:	Phase 2: (September - November 2024)	

	radio representatives, and registered YouTubers, preparing sequential content-focused training programs: (6)			
27	Ensuring that media institutions maintain their own weekly programs dedicated to the transitional justice process: Preparing selected programs: (one per week; 52 per year)	Secretariat Government Communication Service: Media Council:	Starting from Phase 1: (June - August 2024)	
28	Documenting activities undertaken under the policy implementation section with visuals (spots) for submission to media institutions, combining transitional justice updates from the Ministry of Justice's websites and other social media platforms: (26)	Secretariat	Starting from Phase 1: (June - August 2024)	
29	Preparing press release in Amharic and English regarding current issues related to the transitional justice processes: Submitting to media institutions, combining updates from transitional justice and Ministry of Justice's websites and other social media platforms: (12) Organizing a press release conference: (4)	Secretariat	Starting from Phase 1: (June - August 2024)	
30	Preparing a permanent repository (tagline) for news and information related to all transitional justice processes, for use by media institutions, researchers, and the public: (1)	Secretariat	Phase 1: (June - August 2024)	
31	To make the transitional justice issue a regular agenda in the timely press releases provided by the Government Communication Service for media outlets: Conducting discussions with leaders; Making decisions;	Secretariat Government Communication Service	Phase 1: (June - August 2024)	

32	<p>Preparing regular briefing sessions on the current status of transitional justice processes for foreign diplomatic missions, international organizations, and development partners in Ethiopia: (4)</p>	<p>Secretariat In collaboration with the Ministry of Foreign Affairs:</p>	<p>Starting from Phase 1: (June - August 2024)</p>	
33	<p>Drafting Proclamation for Crimes Under International Law:</p> <ul style="list-style-type: none"> - Legislative drafting; - Organizing five stakeholder consultation forums; - Review of draft legislation; - Presenting the final draft to the Council of Ministers and the House of People's Representatives for approval; - Raising public awareness about the approved law; <p>Training the responsible bodies for its implementation.</p>	<ul style="list-style-type: none"> ▫ The Secretariat; ▫ The Ministry of Justice, in collaboration with the Council of Ministers and the House of People's Representatives. 	<p>Starting from Phase 1: (June - August 2024)</p> <p>Phase 2: (September - November 2024)</p>	
34	<p>Transitional Justice Special Pro Establishment Law Preparation and Institutional Structure Tasks:</p> <ul style="list-style-type: none"> - Conducting a comprehensive study on establishing the special prosecution office as an independent and autonomous entity, incorporating key fundamental principles. This will focus on the office's organizational structure, appointment criteria for officials, standards for the selection, appointment, and removal of prosecutors and investigators, work 	<p>Secretariat Ministry of Justice, in collaboration with the Council of Ministers and the House of Peoples' Representatives.</p>	<p>phase 1 (June - August 2024):</p> <p>phase 2: (September - November 2024)</p>	

	<p>schedule for the special prosecution office, the powers and functions of the office, financial independence, its relations with other institutions, and the operational framework of the office, along with the implementation of existing laws.</p> <p>Drafting a law outlining the organizational structure, powers, and functions of the special prosecution office.</p> <ul style="list-style-type: none"> - Organizing five consultative workshops with stakeholders for gathering input. - Review of draft legislation as per the consultation conducted. - Submitting the final draft for approval to the Council of Ministers and the House of Peoples' Representatives. - Publicizing the approved law. - Training the implementing body. <p>Organizing the office and human resources of the office.</p>			
35	<p>Truth-seeking/Revealing, Reconciliation, Amnesty, and Reparation Commission Establishment Proclamation Preparations and Organizational Setup:</p> <ul style="list-style-type: none"> - Conducting a comprehensive study that outlines 	<p>Secretariat Ministry of Justice, in collaboration with the Council of Ministers and the House of Peoples' Representatives.</p>	<p>phase 1 (June - August 2024):</p> <p>phase 2: (September - November 2024)</p>	

	<p>fundamental guiding principles required for ensuring independence, impartiality, acceptance, and credibility in carrying out the truth-seeking, reconciliation, amnesty, and reparation activities. (Focusing primarily on the commission's organizational structure, appointment of officials, qualifications for appointees, appointment and roles of commissioners, operational period, powers and responsibilities of the commission, budgetary independence, and relationships with other institutions).</p> <ul style="list-style-type: none"> - Defining the commission's powers, duties, and related matters. - Establishing a framework for the rehabilitation of victims and incorporating a permanent reparation system into the legal framework. - Organizing five consultation forums with stakeholders. - Reviewing the content of the draft proclamation. - Submitting the final draft to the Council of 			
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	<p>Ministers and the House of Peoples' Representatives for approval.</p> <ul style="list-style-type: none"> - Disseminating the approved law. - Training the implementing bodies. <p>Organizing the commission's secretariat and human resource structure.</p>			
36	<p>Special Bench for Transitional Justice Establishment Proclamation Preparation and Organizational Setup:</p> <ul style="list-style-type: none"> - Conducting a study that includes key guiding principles for establishing an independent and impartial bench (focusing primarily on the organizational structure of the special bench, the types of cases the bench will handle, the criteria for selecting qualified judges, the process for public and stakeholder consultation and feedback on the appointment of judges, the selection and vetting system for judges, the assignment of judges, professionals working in the bench with advisory and facilitation roles, the registrar of the special bench, victim coordination office, defense attorney coordination office, and the procedures for the appointment and replacement of judges). - Drafting a proclamation that defines the powers, functions, and related 	<p>Federal Supreme court with Secretariat in collaboration Ministry of Justice, the Council of Ministers and the House of Peoples' Representatives.</p>	<p>phase 1 (June - August 2024):</p> <p>phase 2: (September - November 2024)</p>	

	<p>issues of the special bench.</p> <ul style="list-style-type: none"> - Organizing five consultation forums with stakeholders. - Reviewing the content of the draft proclamation. - Submitting the final draft to the Council of Ministers and the House of Peoples' Representatives for approval. - Publicizing the approved law. <p>Providing training to the implementing bodies.</p>			
37	<p>Preparation of the Law for the Establishment of the Legal and Institutional Reform Institution and organizational Setup</p> <ul style="list-style-type: none"> - Conducting study/research that guides vetting ensuring independence, impartiality, accountability, and credibility in the implementation of reform and oversight activities. - Drafting a law that defines the authority, powers, and related responsibilities of the commission leading the reform and vetting process. - Organizing five consultation forums with stakeholders. - Reviewing the contents of the draft law. - Submitting the final draft to the Council of Ministers and the 	<p>Secretariat Ministry of Justice, in collaboration with the Council of Ministers and the House of Peoples' Representatives.</p>	<p>Phase 3: (December 2024- February 2025)</p> <p>Phase 4: (March 2025- May 2025)</p>	

	<p>House of Peoples' Representatives for approval; disseminating the approved law.</p> <ul style="list-style-type: none"> - Training the entities responsible for implementing the law. <p>Organizing the office and human resources of the institution.</p>			
38	<p>To enable the newly established transitional justice institutions to fully implement their policies effectively, the following foundational capacity-building activities will be undertaken:</p> <ul style="list-style-type: none"> - Providing training for leaders of newly established institutions on the policy and operational processes, including capacity development programs, content delivery, and cross-functional training with other governmental entities. (4) - Offering similar training sessions for professionals within the institutions. (4) - Conducting a detailed stakeholder mapping to identify development partners, civil society organizations, and other entities that can support the transitional justice institutions financially, with resources, and technically. (1) <p>Organizing workshops that involve development partners and civil society organizations</p>	Secretariat	<p>phase 2: (September - November 2024)</p> <p>Phase 3: (December 2024- February 2025)</p>	

	to clarify their roles within the transitional justice process. (1)			
39	<p>In the process of implementing transitional justice, particularly for enhancing the capacity of a special prosecution office, the following detailed tasks will be carried out:</p> <ul style="list-style-type: none"> - Collaborate with international experts who have global experience in investigative and prosecution technical procedures related to international crimes to assist the unit's leadership and professional staff. This includes preparing a guide for the roles of the experts. (2) - Identify organizations and professionals that provide detailed technical training on international crime investigations and prosecution, and offer training sessions. (4) - Implement a case management system that facilitates the integration of modern technology into crime investigation and prosecution processes. (1) - Develop training modules focusing on investigative and prosecutorial tasks. (1) - Arrange visits to countries in Africa and elsewhere that have a successful history in 	<p>Secretariat</p> <p>Special Office Prosecution</p>	<p>phase 2: (September - November 2024)</p> <p>Phase 3: (December 2024- February 2025)</p>	

	<p>crime investigation and prosecution, in line with the unit's leadership and other selected professionals. (3)</p> <ul style="list-style-type: none"> - Set up a free hotline for any individual, including victims of human rights violations, to report crimes and submit evidence related to criminal activities, along with an online platform for public access. (1) <p>Create a database (and website) that enables the organization to store and manage information, witness statements, records, and other documents effectively for the unit's activities and public accessibility. (1)</p>			
40	<p>The following activities will be carried out to enhance the Transitional Justice Special Bench:</p> <ul style="list-style-type: none"> - This will involve judges, capacity-building experts, prosecutors, registrars, defense attorneys, and legal support professionals to enhance the prosecution of international crimes. Professionals with international experience in criminal investigation, prosecution, decision-making, and other related matters will be invited to prepare 	Federal Supreme Court Secretariat	<p>phase 2: (September - November 2024)</p> <p>Phase 3: (December 2024- February 2025)</p>	

	<p>guidelines that enable the following activities:</p> <p>(1) Hiring consultants;</p> <p>(2)</p> <ul style="list-style-type: none"> - Training involving professionals with extensive experience in international crimes, investigations, prosecution, decision-making, victim-witness protection, and related matters providing continuous and capacity- - Judges, capacity-building experts, and selected prosecutors will participate in tours in Africa and other countries to gain experience in the criminal justice process, capacity building, and decision-making on relevant issues. (3) - Activities related to the bench including branches will be supported by modern technological advancements and necessary technical guides are prepared to facilitate this. (1) - To modernize criminal justice operations and make them accessible to the public, a data warehouse (and website) will be developed to aggregate information, witness testimonies, registries, and other 			
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	relevant documents for better management.			
41	<p>Activities to Support the Truth Commission on Truth-Seeking, amnesty, and reparation:</p> <ul style="list-style-type: none"> - Develop guideline to recruit experts with international experience to assist the commission in managing truth-seeking and amnesty processes, including methods for investigating and prosecuting international crimes, and establishing a system for truth-seeking and amnesty. (1) Conduct training sessions. (2) - Organize continuous and expert-level training sessions conducted by professionals with extensive experience in relevant issues. (5) - visits for commissioners and professionals to successful examples in Africa or other countries to learn from best practices. (3) - Create a technical plan for establishing a physical archive for the commission to collect and preserve historical records related to human rights violations, victim 	<p>Commission:</p> <p>Secretariat:</p>	Phase 3: (December 2024- February 2025)	

	<p>testimonies, and other evidence. (1)</p> <ul style="list-style-type: none"> - Establish infrastructure and museum management. (1) - Develop a virtual database (and website) to organize and store documents, testimonies, records, and other materials for the commission's work for effective documentation and public accessibility. (1) 			
42	<p>Institutional Reform Activities to Enhance Institutional Capacity: The following activities will be carried out:</p> <ul style="list-style-type: none"> - Preparing guidelines that allow for the involvement of international professionals who can assist in defining the nature, necessity, and detailed framework of the institutional reform activities to be conducted in the area of transitional justice, as well as the responsibilities of the institution and its stakeholders. (1) - Organizing regular and advanced training sessions provided by experienced professionals. (5) - Facilitating visits to other African countries and other countries for commissioners and selected institutional professionals to enable them to gain best practice experiences. (3) <p>Creating a virtual database (and website) to compile and archive</p>	<p>Institution, commission Secretariat</p>	<p>Phase 4: (March 2025- May 2025)</p>	

	information, testimonies, records, and other documents to modernize the commission's work and ensure public accessibility. (1)			
43	Preparation of a Comprehensive Guiding Document that outlines the participation and responsibilities of the regions in the implementation of transitional justice processes (1)	secretariat in collaboration with regions	phase 2: (September - November 2024)	
44	Prepare technical document for identification of legal and institutional aspect that contributed to gross violation of human rights Frame and initiate institutional reform programs	Regional justice offices and administration	Phase 4: (March-May 2025)	
45	Preparation of a Manual for the Identification, notification, and regulating their roles and responsibilities in the Transitional Justice Process: (1)	Regions and Universities with those localities in collaboration with secretariat	phase 2: (September - November 2024)	
46	Capacity building for selected traditional institutions (2 rounds)	Regions and Universities with those localities in collaboration with secretariat	Phase 4: (March 2025- May 2025)	
47	Developing and implementing a detailed strategy for the participation of vulnerable community groups in the implementation of transitional justice. (1)	Secretariat: In coordination with the Ethiopian Human Rights Commission, civil society organizations, and partners.	phase 2: (September - November 2024)	
48	Establishing a regular monitoring mechanism to ensure that the voices and participation of vulnerable community groups in the transitional justice process are adequately represented and implemented.	Ethiopian Human Rights Commission and civil society organizations.	Starting from Phase 1 (June - August 2024).	

	Conducting regular monitoring activities (2):			
49	Establishing a dedicated functional unit that can effectively address the interests of vulnerable community groups in the transitional justice institutions.	Secretariat	Starting from phase 1(June - August 2024) phase 2: (September - November 2024)	
50	Establishing accountability mechanisms ensuring safety and security for victims of gender-based violence (1); This includes creating a self-sustaining supportive environment.	Secretariat In collaboration with commissions and civil society:	Starting from Phase 1 (June - August 2024)	
51	In the short term, establish a comprehensive and sustainable system that provides psychological, counseling, and medical support to women who have experienced gender-based violence in the context of transitional justice; Strengthening rehabilitation services for victims of gender-based violence (centralized centers, support institutions); Developing and implementing programs	Secretariat In coordination with: Commissions, Ministry of Women and Social Affairs,	Starting from Phase 1(June - August 2024)	
52	In the short term, establish a temporary system that provides psychological, counseling, and medical support to women who have experienced gender-based violence in the context of transitional justice;	Secretariat In coordination with: Commissions, Ministry of Women and Social Affairs,	Starting from Phase 2: September - November 2024	
53	Establishing and strengthening a long-term framework in transitional justice to provide economic (self-sufficiency) services for women who have experienced gender-based violence;	Secretariat In coordination with: Commissions, Ministry of Women and Social Affairs and Civil Society Organizations	Starting from Phase 5: (June – August 2025 E.C.)	

	Developing and implementing programs.			
54	<p>Information Infrastructure Development</p> <p>A) Website and Social Media:</p> <ul style="list-style-type: none"> - Develop a website that documents the processes, reports, proceedings, image and sound records, main documents, publications, and current reports on national transitional justice activities. - For this purpose, ensure the provision of a high-capacity server. - Manage information dissemination and storage methods for the website and other transitional justice-related purposes, ensuring that new information is updated regularly, with a skilled and dedicated field professional managing it. - Regularly share relevant information on Facebook and Twitter pages. - Establish an external database or backup drive with significant capacity to centralize key information on the transitional justice process. <p>B) Archives:</p> <ul style="list-style-type: none"> - Set up a centralized archive system to preserve essential 	Secretariat	Phase 1: (June - August 2024):	

	<p>documents related to the transitional justice processes with confidentiality and security.</p> <ul style="list-style-type: none"> - Organize necessary office supplies and equipment to facilitate this function. <p>C) Museum:</p> <ul style="list-style-type: none"> - Create a museum that continuously displays the transitional justice policy, processes, and activities in a well-organized manner, allowing for updates over time. <p>Ensure that this is managed within the Ministry of Justice building.</p>			
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