



PADet

Professional Alliance for Development

Annual Summary Report, 2020

January, 2021
Addis Ababa

Abbreviations

AGYW: Adolescent Girls and Young Women

ALFA: Accelerated Learning for Africa

ART: Antiretroviral Therapy

BDS: Business Development Service

CC: Community Communication

CHCT: Community HIV Care and Treatment

DIC: Drop In Center

ESAP3: Ethiopian Social Accountability Program Phase Three

EU: European Union

FSW: Female Sex Workers

GBV: Gender Based Violence

GGI: Geneva Global Inc

HRM: High Risk Men

HTC: HIV Testing Counseling

HTP: Harmful Traditional Practice

IEC: Information Education Communication

LTFUP: Lost to Follow Up

M&E: Monitoring and Evaluation

MKP: MULU Key Population

MOH: Ministry of Health

O2O: One to One

PCF: Pestalozzi Children Foundation

PE: Peer Educator

PEPFAR: United States Presidents Emergency Plan for AIDS Relief

PPEs: Personal Protective Equipment

PrEP: Pre-exposure Prophylaxis

SHG: Self Help Group

SJ: Smart Journey

SOP: Standard Operating Procedure

STI: Sexually Transmitted Infection

TB: Tuberculosis

VAWG: Violence against Women and Girls

USAID: United States Agency for International Development

VSLA: Village Saving and Lending Association

WHO: World Health Organization

WWG: Women Watch Group

EXECUTIVE DIRECTOR'S MESSAGE

It is more than more than two decades since PADet was founded. The organization has extended its reach to four regions in Amhara, Oromia, Afar and AA region serving more than 150000 vulnerable and disadvantaged population with a broad range of development programs guided by its strategic plan.

PADet works to empower its target population, i.e., children, youths and women to solving their problems.

The year 2020 was characterized by COVID 19 which has created a challenging environment for PADet for smooth running of its programs. COVID is continuing to be lingering challenge leaving large segment of the population bed-ridden and causing heavy human costs with all social and economic consequences.

In spite of the challenges, the programs of PADet are progressing well. The program continues to emphasis a responsible, accountable and result focused actions. This year PADet has nearly completed the construction of its own office in the premise of future social enterprise scheme. From January 2021, the head office will be housed in the newly constructed office at Furi, Sebeta Oromia special zone.

Moving forward, PADet has strong commitment to advance its mission and objectives and it continues to be professionally and ethnically driven by its values. In this connection, it continues to focus on issues critical to long term organizational development and sustainability of which setting up a viable social enterprise scheme is one. Considering our promising track records, we are confident that development partners will collaborate with us in realizing our mission and objectives.

Lastly, I want to extend my sincere gratitude for all partners who support us in achieving successes in our community development endeavors.

Amare Worku

Vision and Mission Statement

Vision

PADet envisions a transformed society where children, youth and women are living better and secured lives.

Mission

Support vulnerable children, women and youth in their effort to improve their wellbeing through delivery of integrated, sustainable and quality programs on sexual reproductive health, prevention of HIV/AIDS, child protection, women development, food security/livelihood promotion and better migration management.

Values

Our values advance the principles of letting everyone knows what PADET stands for; how we behave and our approach to doing business. In this regard, PADet subscribes to the Humanitarian Accountability Standards/HAPs which espouses the close links between quality, accountability and results. According to HAP's, improving accountability in a systematic way results to enhanced quality, impact and outcomes, hence this would further strengthen the organization's commitment to its beliefs and values. In our actions, we believe in the following core values:

Integrity: Upholding the principles of honesty, responsibility, setting a good example and maintaining the highest ethical standards possible.

Courage of conviction: This is a pledge to fight against poverty and hunger. Therefore, PADet always sides with the poorest and disadvantaged people, helping them bring about positive changes in their life.

Accountability: This embraces PADet's ongoing commitment to account for its actions, to respond periodically to questions concerning its activities or answer to those who will be affected by our decisions or actions.

Transparency: This requires PADet to take decisions and implement them in a manner that follows rules and regulations. Moreover, it provides key stakeholders with reliable, relevant and timely information on matters that affect them.

Impartiality and equity: These imply providing equal opportunity to all. Thus, no discrimination whatsoever. The exception is in PADet's program focus on the poor and vulnerable social groups, which are a set of interrelated values believed to enable us to unleash our individual and collective potentials and create synergy that are essential to realize our mission.

1. Reproductive health and HIV/AIDS thematic areas progra

Result achieved

The knowledge, attitude and practice of both Key Populations [FSWs] and Priority Populations [AGYW and HRM] is ever changing towards becoming vigilant of HIV transmission.

Girls and children are protected from different forms of sexual abuse, HTPs [early marriage, labor exploitation] and irregular migration.

Program Delivery by Projects

1.1 Major Accomplishments of Yene Raey Project

This project has been implemented since 2018 in Fageta Lakum Woreda of the Awi zone. The purpose of the project is to create conducive learning environment for girls and promote ASRH message in 28 primary schools through insuring the equal participation of girls, boys and the entire school communities. The project is using child right clubs and child parliaments etc. as a main means to ensure the right participation of children. The project is supported with the fund obtained from plan international office. here are some of the major achievements of the project in this reporting period.

- The project has provided more than 2,800 pants and 5,600 Modes for 2,800 adolescent girls for proper management of menstrual hygiene [MHM]
- Stationery materials were procured and provided for 16 schools mini media clubs, so the club members able to take ASRH message. By this, a total of 97 (58 Girls and 39 Boys) are directly benefited from the provision
- The project provided startup capital for those vulnerable adolescent girls and young women who are now engaged in different small-scale businesses. In this budget year, the project office provided birr **162, 698 .00** for **162** adolescent girls i.e. **1,004.31** for each beneficiary.

- 10 new village saving and credit associations [VSLA] groups were formed in 10 Kebeles and a total of birr 6,584.72 was injected for each / 10/ groups. The members of this group are able to get loans to engage in income generation activities to support their children's schooling.
- The project office has provided startup capital for 45/9 groups/ highly vulnerable parents each with birr 1,485.11 as a form of revolving fund i.e. it is not a direct donation. Accordingly, a total of birr 66,830.00 was provided to 45 beneficiaries. The members are able to receive credit services that enabled them to participate in income generation activities.
- Awareness raising training was conducted for children with disabled parents and guardians, district government representatives and for disabled children on 'Inclusiveness' for two days, and a total of 64 of which 16 (M:7, F, 9) are children and 48 (M:20; F: 28) are parents and government representatives. Among the participants 11 children were disabled.
- The project office provided COVID-19 protection materials such as liquid soap, hand sanitizers, alcohol, eye goggles, facemasks and examination gloves for district health offices to be distributed for 7 health centers by considering adolescent girls and young women.
- We prepared, published and disseminated 2,711 IEC/BCC booklets that can give current information on the overall situations of COVID and SRHR services as well as GBV and/ child/ forced marriage and a total of 13,555 (of which 8,133) may be benefited from the information.
- The project office procured 1,600 locally produced reusable dignity kits and distributed for 800 highly vulnerable and poor girls through district education office.

Success story

Bitewush registered to school in grade one. After a year i.e. while she was in grade two the school management screened and selected her to engage in IGA to cover her scholastic fees. PADet PLAN Yene Raey project has opened an account for its IGA targets in commercial bank of Ethiopia Addis Kidan branch with a deposit of birr 462.62 and she took birr 200.00 to buy hens. Then, she bought two hens and they laid several eggs. Out of the two hens, one hatched 12 chickens. After 6 months she sold them and earned birr 1,200 and then bought one sheep. In short, now a day she has two medium aged calves, four hens that are laying eggs, one sheep and birr 7000.00 cash at bank. Additionally, she has got different trainings; such as peer dialogue, local sanitary pad preparation, life skill and club management trainings. Eventually, she is now stood as high ranking in academics.



- The project office purchased and provided 12 items of contraceptives with a cost of birr
- 111,506.00 for district health office to be distributed for 7 health centers to address 6,035 beneficiaries.

1.2 Major Accomplishments of MULU KP Project

The Mulu key priority population project is implemented in Dessie town and Dessie Zuria kebeles to minimize the transmission of HIV/AIDS among most at risk populations. It also provides a comprehensive HIV/ADIS service like condom distribution, ART services, ART drugs, TB screening, HIV prophylaxis drug services through Dropping in center (DIC) and referral services to the health facilities. It also has a component of awareness creation through peer-to-peer sessions to create demand for service uptake. The project has been supported by USAID through Population Service International (PSI). The following points are the major results of this reporting period.

- A total of 83 FSWs, 186 AGYWs, 173 HRMs, 60 one to one and 34 others took peer to peer training
- 173 groups with 3091 participants of HRM were reached through minimum sessions of client session guide. Besides, 83 groups with 910 participants of FSW, 22 groups Gender norm PE with 460 participants ,12 groups with 143 posttest participants and 186 groups with 2542 participants of AGYW have been reached through minimum sessions using manuals developed for respected target groups.
- HTC activity has been conducted and 2408 targeted people have known their status. Of these 494 people, 168 people were found to be HIV reactive/positive and 160 (95.2%) of them are linked to ART and other related treatments
- In Dessie ART site 312 positive clients have registered as ever started and 104 of them were active / on ART/.
- The total number of active HIV prophylaxis drug (PrEP) clients in Dessie DIC were 135 including 7 clients absorbed from BPDO as of October 2019 during the transition period
- A total of 23 clients were found to be HIV positive by Self testing and 21 of positives werelinked for ART service.
- A total of 756,164 pieces of male condoms were distributed throughout the implementation period through fixed & mobile condom outlets.

1.3. Major Accomplishments of Reduce new HIV Infection among Female Sex Workers/CCRDA Project.

In order to minimize the impacts of HIV/AIDS among the most at risk segments of the populations especially Female Sex Workers, PADet has implementing a one-year project in Kobo and Mersa towns of the North Wollo zone, in Amhara regional state. The project is enhancing the knowledge of female sex workers (FSW) about HIV/AIDS and promote a referral system for the delivery of comprehensive HIV and RH services. The fund for this project is obtained from the Global fund through CCRDA. These are some of the major results of the project in this reporting period.

- A total 90 peer educators of whom 50 (SJ) and 40 one to one were selected to conduct peer sessions
- A total of 1,090 FSWs were reached through Smart session guide and 800 FSWs have also been reached through one-to-one sessions
- A total of 15,194 pieces of male condoms were distributed to FSWs
- A total of 157 FSWs tested and two positive cases identified. Two of them are linked for ART and other related treatments

1.4. Major Accomplishment of CHCT Project

Enhancing the local capacity of HIV/AIDS prevention mechanism was one of the focus areas of 2020 physical plans of PADet. PADet has undergo the community HIV/AIDS Care and Treatment project (CHCT) through the fund obtained from USAID through project hope. The following points are the major results of the project through the reporting period.

- A total of 1131 people were tested through ICT and 49 were identified as HIV positives
- A total of 455 people were tested through Self testing and 6 were identified as positives
- Total percentage of linkages of identified positives is 98.5% for both ICT and Self-test
- A total of 301 LTFUPs were reengaged to care
- A total of 180,350 condoms were distributed for most at risk population specially for female sex workers to prevent the transmission of HIV/AIDS.

2. Child Protection and Development

Result achieved

- Most of the targets [school children and girls] have developed self-reliance/ confidence and realized their basic rights [child and SRH]
- Students learning motivation and active participation is becoming ever increasing
- School environment becomes more conducive for children
- Improved the academic results of students
- Created a better education access for the marginalized, drop out and illiterate children

2.1. Major Accomplishments of ALFA Project

Accelerated Learning in Africa (ALFA) is a project meant to address the education need of drop out and illiterate children in the age of 9-14 years. This project, as the name it implies a three-year education calendar (grade 1-3) is given within one year learning period without compromising the quality of learning. The learning program is given in a collaboration with the education offices and education bureau of the regional state.

Area of implementation: Oromia region, North Shoa zone, Wuchale Woreda, Addis Ababa Zuria, Sululta Woreda.

The following points are major areas of change in this reporting period.

- Selection of target Kebeles and facilitators was done. We provided intensive training by experienced professionals to enhance their skills
- Educational materials such as exercise book, pens, pencils, flip-charts, markers, chocks, papers, etc purchased and distributed to targeted schools. Office furniture also distributed to all ALFA class and ALP class
- Wuchale Woreda 25 SHG groups whose members have a Total of 494, Male=14, Female=480 established during 2019/20 education program and saved 80,000 birr at Oromia saving and credit Association. Matching fund was released amounting 145,000 was for them
- At Sululta Woreda 20 SHG groups whose members have a Total of 395, Male=79, Female=316 continued to save a total of 33,648 birr at Oromia Save and credit

Association. PADet provided an injection fund for 20 SHG groups found at Sululta Woreda amounting 116,000 birr for running of their own business and generate their income.

- 5 children to children's groups (5 children in one group) formed in each linked school. PADet provided pens, pencils, exercise books and Alphabet word and number chart for each child enrolled in child-to-child program
- Training provided to each 14 linking schools as ALFA has innovative teaching methods and how to sustain this methodology in the area of regular students.
- Before the occurrence of the COVID -19 PADet has established a total of 45 ALFA classes (25 in Wuchale, and 20 in Sululta Woredas) each class has a total of 30 students, thus a total 750 students in Wuchale and 600 students in Sululta Woredas were enrolled out of these 37% of the students were girls.
- Due to the occurrence COVID- 19, it is apparent that schools were closed for more than six months. So PADet has provided a micro class for the students to compensate missed classes during 2020/21 project for a total of 670 students (272 female and, male 398) were addressed through the Micro class in Wuchale and Sululta Woredas of which 360 students (160 Female and 200male) students enrolled in Wuchale Woreda. And 310 students (Male 198 and Female 112) students enrolled in Sululta District.

2.2. Major Accomplishments of Improving Quality of Education Project

Improving access and quality of primary education is a project predestined to improve the quality of primary education in 10 targeted schools in Argoba district of Afar national regional state. It has been implementing since July, 2018 and has brought significant improvement in teaching and learning process, learning environment and enhancing the knowledge of parents and communities about the value of education. the following major changes has been registered in 2020 reporting period. The project is funded by Pestalozzi Children Foundation (PCF)

- 95% of 141 targeted school teachers are applying active learning methodologies in classrooms.

Success story

The project has been focusing on improving school environment and increasing community awareness on the importance of education in ten primary schools and the schools are found in remote areas of the Woreda and it is not accessible for follow up due to bad road conditions and mountains terrain. During the initiation time of the project, the schools have many internal and external problems which includes:

Externally:

- less community participation
- Untrained PTSA (parents teachers students association) members
- Uncomfortable school compound

Internally:

- Uncomfortable classrooms for teaching learning process due to windows and doors were broken
- All classrooms have no ceilings and students are very much affected by hot weather condition
- Old method of teaching learning process
- At lower grade levels /1-4/, students reading competency level was poor
- Poor facilities of library and laboratory classrooms
- Shortage of teaching aid preparation materials and uncomfortable for teachers to prepare teaching aids
- Absenteeism and drop out of students
- Child labor and early marriage

- By this academic year, a total of 26 (F=10) new teachers have got coaching services in ten targeted schools to improve teaching and learning outcome.
 - All target schools re-established six functional clubs and a total of 1,985 (F=929) students have been participating in mini media, child parliament, girls' clubs, child rights, environmental protection and sport clubs
 - A total of 1,049 (M=1,047) students participated in tutorial classes to cover up backlogs occurred due to COVID-19 lockdown as a result learning outcome improved.
 - A total of 10 (all male) teachers got training on school clubs management /child safeguarding at Gachene town for two days.
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- A total of 195 combined desks, 5 shelves, 26 chairs, 11 blackboards and 11 tables were purchased for both regular and 0-classes and distributed to target schools
 - Four school renovation works are completed and handed-over to the respective school communities. This makes a total of 786 (F=383) students' learning environment is safe and comfortable
 - A total of 1,517 (F=755) of grade 4-8 students actively participated in developing the bylaws.
 - A total of 226 (F=117) club members have been participating in established child parliaments in all targeted schools and these clubs have annual and monthly plans and reports
 - A total of 10 (all male) teachers were trained on MOE child parliament in school guideline and child rights for two days. The training was given at Gachene town in collaboration with Woreda Women Affair Office. as a result, the targeted schools have made function the child parliament in targeted schools.
 - A total of 7 (F=4) and a total of 19 (F=5) dropped out students, who were engaged to support families in agricultural work and shepherd were returned to their schools in Bilu and Goze primary schools respectively
 - A total of 590 (F=141) community members participated in cleaning of school compound and fencing of schools. The community contribution of the ten targeted schools in labour and in-kind is ETB 738,630, the effort made by the community created a better learning space for the students.

3. Women Development

Results achieved

- Potential female/girl migrants able to make informed decision in terms of identifying their livelihood path ways.
- Potential migrants who decided to works in their home lands received vocational trainings and able to engaged on viable business opportunities after receiving intensive trainings and awareness creation sessions.
- The project has strengthened a capacity of labor and social affairs office as a result the office able to deliver legal advice, technical trainings (cooking, housekeeping etc.) and predeparture trainings for the needy potential migrant.
- Significant numbers of returnees received vocational trainings and busines start up seed money as a result they able to participate in different income generation activities.
- Vulnerable women/ girls received subsistence support during the difficult time because of COVID sanction as a result they able to sustain their life during the difficult time.

3.1 Major Accomplishments of VAWG Project

PADet has made a contractual agreement with the European union for the 1st time to reduced the impact of Gender based violence and enhance and participation and decision-making power of women in the matters that affects their life. It is a new chapter for PADet to secure a direct fund from European union. The project is being practised since February 2020 and it will continue for the next three years. It is a few months since this project has been started because of the emerging COVID-19. Some of the major activities carried on in this reporting period.

- Project support Women watch groups (WWGs) about different materials, print paper 30, pen 5 packet, minute book, 10, stapler, 10 puncher, 10, file box, 20, carbon, 10, staples, 20 and 69 medium size note books. The ultimate goal of these groups is to minimize the gender base violence at Kebele level.
- Accordingly, 69 /69=F/leaders trained for five days on training topics, Leadership, Gender, Gender Based Violence (VAWG), Women's Right, Advocacy and Lobbying and communication skills
- According to project plan capacity building training on facilitation skill for 19/12 F/ community facilitators have been given for five days at Gorebela town by district women affair office assigned experts
- A total of 40 individuals were selected from 10 project target kebeles working together with district women affair, General attorney, peace building and security and police

office and local level administration. The five days training on paralegal service training have been given for 40 (8=F) trainees

- PADet-EU Ankober project work in partnership with district Education office organized two days orientation HTPs and how to facilitate discussions for 50 executive committee members of Girls club and 10 women focal/ club leaders
- Based on school needs and gaps, project office provides different materials support for all 10 target schools such as mattress, pillow, bed sheet, pant, modes, bath soap, soap for washing cloth, safe, balidi, exercise book, pen, etc

- 16 days activism campaign was organized to end Violence against Women and Girls with the main purpose of to influence people's behavior, and/or be a means of attracting attention and generating public support. In general, a total of **395 (261=F)** participants were involved in the organized event at Gorebela town
- Based on their gaps and needs, project office in collaborate with district education office purchased and distributed different mini-media materials (6 Muntarbo/Amplifiers, 6 Radios, 7 Microphones, 14 32 GB flash, cultural musical instrument, foot and hand ball, cultural cloth, electric wire, Exercise book, pen, etc.

3.2. Major Accomplishments of the Safer Migration Project

The project has been implemented for the last four years since January 2017, the ultimate purpose of the project is to promote safer migration of women to the middle east county through enhancing awareness raising and education of the communities and potential

migrants about the consequence and impacts of irregular and unsafe migration, enhancing better services delivery capacity of government offices to the needy people who want to have overseas employment through safe and legal channels and establishing

a better livelihood opportunity for the potential migrants through training and other capacity development works. the project is implemented through the fund obtained from Freedom fund (FF). here are some of the Achievements of the project.

- A total of 985 female participants (CC=608, peer to peer=377) were involved in both community conversations and peer to peer sessions
- A total of 183 female potential migrants were involved in Vocational training/BDS training
- A total of 183 female potential migrants were involved in Vocational training for Overseas
- A total of 159 (M=97, F=62) stakeholders got awareness training on unsafe migration prevention and practices of safer migration
- A total of 54 female peer educators participated on 5 days training
- A total of 52 female community conversation facilitators got 3 days refresher training
- A total of 71 (M=16, F=55) Teachers and government stakeholders got training on human trafficking and safe migration
- A total of 89 (M=57, F=32) participants from private agency and private TVET collage got training on safe migration and system change
- A total of 405 (M=127, F=278) vulnerable groups got emergency relief for COVID-19

Success story

Neima Seid, 24, is now working at Dessie in the youth employee's café. Previously, she had no source of income to support herself and her daughter. Neima Seid comes to know PADet through an awareness program in her community. Immediately after abandoned by her partner, she got an opportunity to acquire life skills and safe migration lessons through PADet community engagement programming. She has also got a chance to participate on business development and vocational training.

Before this, she had opened a small tea room under a plastic shelter on the roadside of Dessie. After a prolonged endeavor, she gets to a better level of providing snack service to post office employees at Dessie town. PADet has helped her in creating market linkage. Now she is happy with the business she managed and says to her peers that ceaseless effort is very important in getting the desired result in life.



Although Neima Seid has no experience of overseas employment, she continues to advise her peers that exhausting all possibilities to work at our own country are better than attempting to migrate illegally to Arab countries. Finally, she said that "thanks to PADet support she manage to live a sustainable life with better income.

4. Livelihood and Food Security Thematic Area

Results achieved

- Capacity of Bahir Dar university and TVETs developed to have the capacity to deliver transferable life skills education for their graduates through Career Labs, which were either established or improved.
- Partnerships are developed between higher education institutes, colleges and employers as a result the trained youth linked to the existing job opportunities.

4.1 Major Accomplishments of the Peace and Conflict Resolution Project with the CCRDA and EU

As we all know, lack of peace and stability was remaining one of the developmental constrain of the nation for the last three years. PADet is doing an effort with pertinent actors of peace and coexistence parties/ organs to curv the consequences of conflicts in the conflict prone areas of Kobo and Afar, Mersa and Afar, Kimmisa and EfrataGidem boarding areas of the country. this project is a consortium project support by the European commission, civil society support program III.

The project will be implemented for two years starting from July 2020. The implementation of this project delayed because of the spread of COVID-19 pandemic. Here are some of the major accomplishments.

- Project annual plan was prepared
- Project launch up program was conducted at the project target area like South Wollo, North Wollo and North Shoa zone of Amhara regional state.
- A research was conducted and the document is now under preparation by head office.

4.2. Social Accountability project with ESAP

PADet is implementing social accountability project phase three in selected three Woredas of North Shoa, Oromia zone (Wuchale, Degem and Jida Woredas). In this phase the project has focused on delivering a capacity development training for the government official and woreda level house of people representative to apply participatory budgeting and gender sensitive budget planning to insure the participation of community in a budgetary process.

5. Monitoring and Evaluation Activities

- PADet managed to conduct M&E, gender and inclusiveness, and child safeguarding training to its staffs at Deberberhan town. A total of 13 staffs were participated on the training
- Periodical project review meetings with relevant stakeholders at various levels were conducted at field level
- Periodical review of projects conducted by head office staff through appropriate media (telephone, email, virtual, etc)
- Periodical (monthly and quarterly) follow ups and supportive supervisions of projects were made and feedbacks given by both the field and head office staff
- Routine Data Quality Assessments were made and feedbacks recognized specifically for PEFAR projects
- Daily data entry in to CommCare app was made by USAID/PEFAR staff at field level
- Joint supportive supervisions were conducted with government stakeholders and beneficiaries
- Periodical (Quarter, bi-annual and annual reports) were prepared and delivered to Donors and government stakeholders
- Annual and/or midterm evaluation of projects has been conducting either by government or donors

6. Other Organizational Accomplishments

- Joint consultative meeting was conducted with the board on different aspects of the organization
- PADet has completed the construction of its own office building and moved its base to the new office
- The organizational working manuals such as Financial & procurement, etc has been revised

7. Major Challenges

- COVID-19 impact (lockdown and fear of contracting the virus)
- Lack of PPEs to protect from the virus
- High cost of materials/inflation

- Lack of budget

8. Measures Taken

- Adhering to MOH and WHO SOPs
- Budget realignment was made to shift allocated budget to purchase PPEs
- Periodically asked the donors approval for budget shortages.

10. Lessons Learned

- Empowering the grass root community associations and structures played key roles in improving basic services in a more sustainable manner
- Recognizing the diversity of target population and segment interventions by age, life stage, and vulnerability status is vital for success of the project
- Effective networking and partnership is crucial for smooth project implementation
- Develop smooth communication with stakeholders, staff and even with target groups was found to be crucial for joint and effective implementation.

10. Personnel Human resource

Category	Regular staff		Temporary staff		Volunteers	
	Total	# of female	Total	% of female	Total	% of female
Management	12	3	-	-	4	2
Monitoring & Evaluation	3	-	-	-	-	-
Training	12	5				
Finance	11	10				
HR	3	1				
Logistics	5					
Administration	9	4				
Field staff	21	7	49	15	46	35
Total	76	30	49	15	50	37

8. Financial

8.1 Financial Performance

No	Donor	Project Name	Plan/Revenue	Budget Expenditure of the year
1	PLAN International	YENE RAEY	2,540,743.5	2,559,116.24
2	Management Agency/ESAP	ESAP 3 PROJECT	167,114.22	223,379.13
3	GENEVA GLOBAL	ALFA MUKATURI and suluta	4,292,368	2,860,428.97
5	FREEDOM FUND	SAFE MIGRATION	1,947,690.90	1,726,809.28
6	POTENTIAL		1,244,161.89	1,638,795.09
7	PSI	MULU Key population	3,183,216.26	3,276,520.50
8	PCF	IMPROVE QUALITY OF PRMARY EDUCATION	4,451,101.39	6,020,902.85
9	EU	VAWG	5,132,620.16	2,953,668.16
10	CCRDA	PEACE	869,683.16	500,330.68
11	BEZA/USAID	MKP	1,878,083.58	1,569,978.77
12	HOPE	CHCT	1,432,807.89	1,511,068.05
13	EU	Emergency	690,000.00	689,999.50
14	OKE			74,917.60
15	CCRDA	HIV	397,435.00	425,394.08
16	General Fund		1,896,866.00	510,139.81
17	General Fund		47,292.94	
	Total		30,171,184.89	26,541,448.71

8.2. Administrative vs program expense

