



**PADet**

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**Professional Alliance for Development**

# **2021 Annual Report**

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Addis Ababa, Ethiopia

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## Abbreviations

<b>AGYW</b>	Adolescent Girls and Young Women
<b>ALFA</b>	Accelerated Learning for Africa
<b>ART</b>	Antiretroviral Therapy
<b>BDS</b>	Business Development Service
<b>CC</b>	Community Communication
<b>CCRDA</b>	Consortium of Christian Relief and Development Associations
<b>DIC</b>	Drop-in Center
<b>ESAP3</b>	Ethiopian Social Accountability Program Phase Three
<b>EU</b>	European Union
<b>FSW</b>	Female Sex Worker
<b>GBV</b>	Gender-Based Violence
<b>GGI</b>	Geneva Global Inc
<b>HRM</b>	High-Risk Men
<b>HTC</b>	HIV Testing and Counseling
<b>HTP</b>	Harmful Traditional Practice
<b>IEC</b>	Information Education Communication
<b>LTFUP</b>	Lost to Follow Up
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MKP</b>	MULU Key Population
<b>MoH</b>	Ministry of Health
<b>O2O</b>	One to One
<b>PCF</b>	Pestalozzi Children Foundation
<b>PE</b>	Peer Educator
<b>PEPFAR</b>	United States Presidents Emergency Plan for AIDS Relief
<b>PPEs</b>	Personal Protective Equipment
<b>PrEP</b>	Pre-exposure Prophylaxis
<b>SHG</b>	Self Help Group
<b>SJ</b>	Smart Journey
<b>SNU</b>	Sub National Unit
<b>SOP</b>	Standard Operating Procedure
<b>SRH</b>	Sexual Reproductive Health
<b>STI</b>	Sexually Transmitted Infection
<b>TB</b>	Tuberculosis
<b>VAWG</b>	Violence Against Women and Girls
<b>USAID</b>	United States Agency for International Development
<b>VSLA</b>	Village Saving and Lending Association
<b>WHO</b>	World Health Organization
<b>WWG</b>	Women Watch Group

## I. Background

Professional Alliance for Development [PADet] is an indigenous non-governmental organization established in 1998 to bring sustainable change to children, youth, and women so they can benefit from a better and more secure life.

### **Vision**

We envision a transformed society where children, youth, and women live secure and healthy lives.

### **Mission**

We support vulnerable children, youth, and youth to improve their well-being through the delivery of integrated, sustainable, and quality programs focused on sexual reproductive health, HIV/AIDS prevention, child protection, women development, food security and livelihood promotion and better migration management.

### **Values**

Our core values are manifested in what we stand for, how we behave and how we conduct business. In this regard, PADet subscribes to the Humanitarian Accountability Standards (HAPs), which recognize the close links between quality, accountability and results. According to HAPs, systematically improving accountability leads to improved quality, impact, and results. This further strengthens the organization's commitment to its beliefs and values. In our actions, we believe in the following core values:

**Integrity:** This is in the spirit of upholding the principles of honesty and responsibility, setting a good example, and maintaining the highest ethical standards.

**The courage of conviction:** This is a pledge to fight against poverty and hunger. Therefore, we always side with the poor and disadvantaged people, helping them bring positive changes into their life.

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

**Transparency:** This requires us to make decisions and implement them in compliance with rules and regulations. In addition, it provides critical stakeholders with reliable, relevant, and timely information on the issues that concern them.

**Impartiality and equity:** This means providing equal opportunities for all. Therefore, do not discriminate in any way. The exception is our program focused on poor and vulnerable social groups, a set of corresponding values designed to unleash our individual and collective potential and create the synergy essential to achieving our mission.

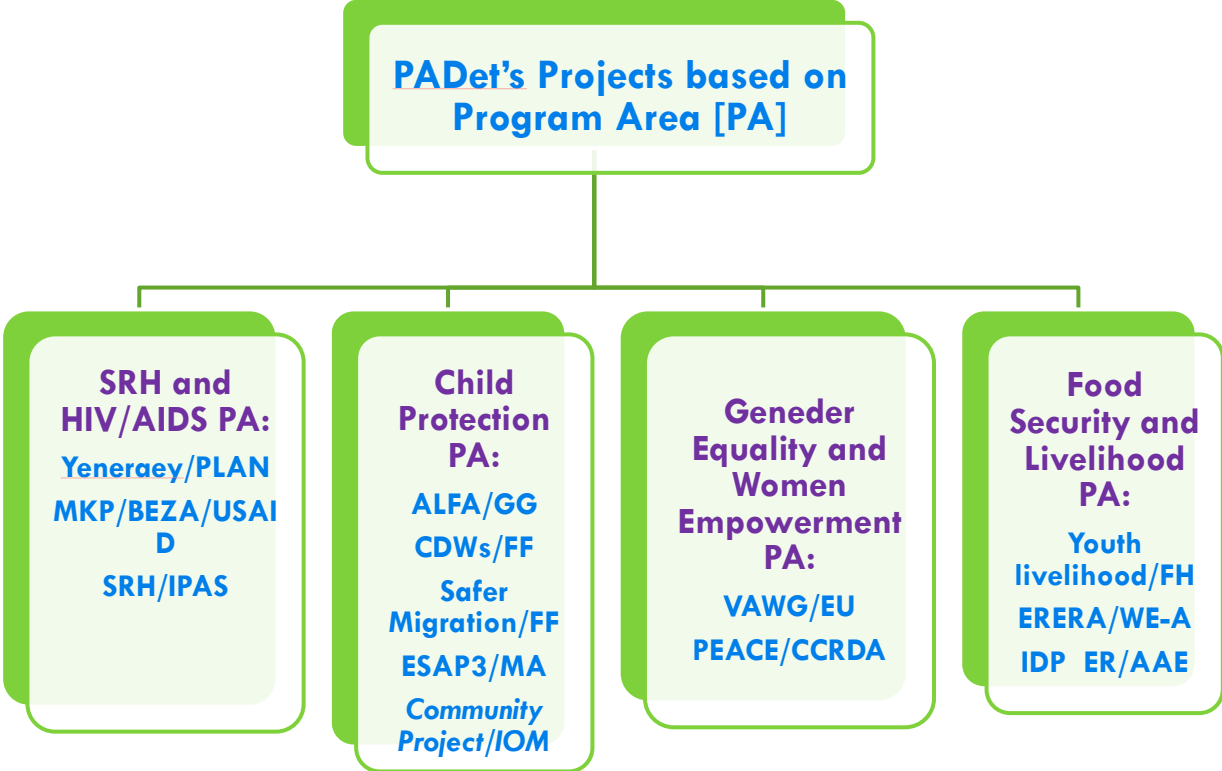
PADet is operational in four administrative regions: Afar, Addis Ababa, Oromiya, and Amhara National Regional States.; It is currently implementing 11 projects in 32 districts with a total of 73,580,821 million birr for this fiscal year (2022-2023). These projects aim to reach over 83,510 beneficiaries, 77% of whom are females.

Considering past achievements, PADet has contributed to building the capacity of target community members: children, youth, and women. To reach children and other vulnerable groups, PADet intervenes at the family level. Through the interventions, PADet has created an enabling environment and has improved household food security and livelihoods by increasing watershed protection developing irrigation systems and vegetable gardens in schools where it reached several vulnerable households. PADet has reached thousands of HIV/AIDS prevention beneficiaries in high-risk corridors through traditional structures and innovative measures such as door-to-door interventions. PADet has increased awareness of parental practices and the effects of child abuse occurring in different localities in terms of child protection. It has particularly helped influence parents to cancel early arranged marriages in cooperation with local administrations. Finally, PADet has helped build the capacity of government collaborators, which has improved their effectiveness.

PADet practices a participatory development approach in which stakeholders fully participate in the development process. It has adopted a decentralized management system where the operational areas can manage the project portfolio. Eight field coordination offices provide support to projects. The coordination offices are in Addis Ababa, Woldiya, Muketuri, Ankober, Bahirdar, Dessie, Semera and Addis Kedam towns. The offices are staffed with well-experienced personnel, 29% female, and equipped with necessary office amenities.

In terms of extended partnerships, PADet works with the following partners: Management Agency, Ipas, FH, EU, Save the children (with grants from Master Card and USAID), Action AID, Pact international, VSO, German Foundation for World Population, the Ethiopian Red Cross Society, IFRC, Geneva Global, Packard Lucile Foundation, Pestalozzi Children Foundation, OAK Foundation, Freedom Fund, Population Service International (PSI), the Multi-Trust Fund managed by the World Bank and the British Council, the Ethiopian Roads Construction Authority and CCCC (a Chinese construction company), Plan International (with grants from FINNIDA and SIDA).

PADet is also a member of various networks and consortiums at the regional and national level, of which the CAADP Non-State Actors Coalition (CNC), the United Religion Initiative (having affiliation with global interfaith peacebuilding initiatives); the Consortium of Reproductive Health (CORHA), Population, Health and Environment (PHE,) and the Consortium of Christian Relief and Development Association (CCRDA) are the major ones.



## I. Program Delivery by Projects:

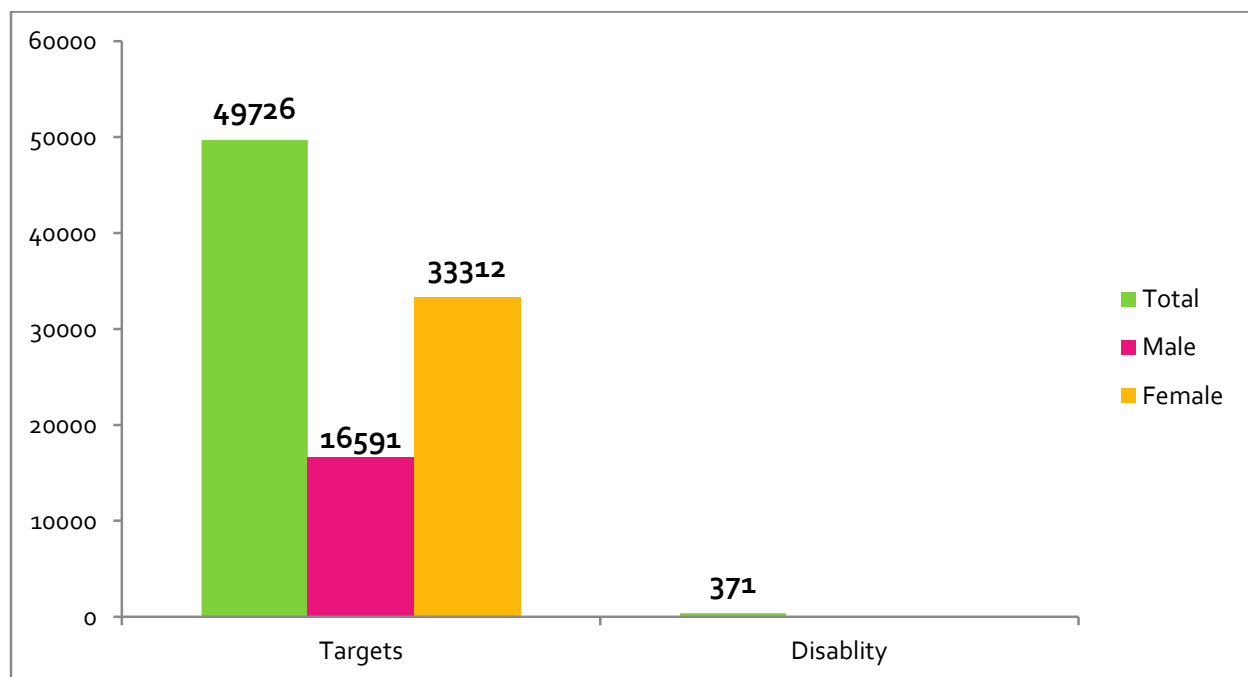
### 1. Summary of Achievements [Outcome Level]

- Awareness-raising programs on health, child protection, safer migration, gender-based violence (GBV), etc., were conducted through different projects to improve the knowledge and information of different target groups such as women and girls, youth, parents, local government authorities and other community members. As a result, target groups' knowledge, attitudes, and practice [KAP] were enhanced through cascaded community conversations [CCs], community-wide events, home-to-home visits, peer-to-peer sessions, etc.
- During this period, various capacity-building activities such as business development service BDS, safer migration, water, sanitation and hygiene [WASH], conflict management, human trafficking and migrant smuggling, overseas employment were conducted to empower women, youth, and children. As a result, the target groups improved their skills, knowledge, attitudes, and practices and thus feel empowered to perform well in the matters that affect their lives.
- Targets groups also had access to various quality information and services regarding their health, safety, livelihoods, rights, needs and priorities, which enabled them to live a better life.
- Target groups, such as school children, were provided with necessary materials to start their education correctly, including school supplies and uniforms. This support allowed them to continue their education and reside in their village.
- Marginalized groups such as women, people with disabilities, and girls, who are also PADet's primary focus, could protect themselves from various forms of abuse and exploitation and begin to maintain their rights.
- Women, children, and girls developed self-assertiveness and self-confidence, which made them aware of their rights and role in the development process.
- Women, children, and youth were empowered through various viable economic opportunities and could engage in self-employment or wage employment programs.
- PADet delivered appropriate services to internally displaced persons (IDPs) residing in different ANRS through relevant engagement activities that put IDPs in a better position.

## Targets that benefited through Projects:

No	Project Name	Beneficiaries			Disability	Remark
		M	F	T	T	
1	Safer migration	89	540	629	4	
2	IDP-AAE Emergency	2627	3748	6375	95	
3	ALFA	2077	2657	4735	2	
4	ERERA	531	1545	2076	26	
5	ESAP 3	196	137	333	28	
6	Yene Raey	1310	5121	6421	216	
7	MKP	3022	6800	9,822	-	
8	VAWG	3168	6837	10005	-	
9	SRHR-Ipas	1934	776	2710	-	
10	PEACE	203	18	221	-	
11	CDWs	337	1634	1803	-	
12	FWSs-CCRDA	--	1895	1895	-	
13	IDP Private Support	315	315	630	-	
14	Quality of Education	782	1289	2071	-	
<b>Total</b>		<b>16,591</b>	<b>33,312</b>	<b>49,726</b>	<b>371</b>	

**Table 1: Total Targets reached through projects**



**Bar Chart 1: Total number of supported targets**



## 2. Significant Accomplishments [output level] of the Annual Period:

### 2.1 SRHR and HIV/AIDS PA

#### **KP HIV Prevention and FSW's Project:**

- Peer-to-peer sessions were conducted for 7,764 key priority populations. From this number, a total of 4,812 female sex workers [FSWs], and 2, 952 adolescent girls and young women [AGYWs] and high risk men [HRMS] had participated.
- Among the 4,995 people tested, 355 people were HIV reactive/positive, and 339 (95.5%) were linked to antiretroviral therapy (ART) and other related treatments.
- In the reporting period, 718 female sex workers [FSWs] were screened for pre-exposure prophylaxis (PrEP) using the eligibility criteria and 675 of those were found eligible and were newly initiated to PrEP.
- We disseminated 1,840 Information, Education and Communication (IEC) materials to targeted populations which held messages on HIV, STIs, condom use, family planning, TB, etc.
- A total of 232,000 male condoms were distributed to the targeted population, including female sex workers [FSWs], high risk men [HRMs] and adolescent girls and young women [AGYWs].
- Female sex worker's [FSW's] knowledge, attitudes and practices have improved towards HIV. They are now vigilant about HIV by practicing safe sex and using condoms. Most of the FSWs came from the surrounding rural areas of Mersa, Woldiya and Kobo towns. Therefore, they did not know about safe sex and condom use. The sessions improved their practices and knowledge of HIV prevention mechanisms and increased their demand for services in the health facilities created through referral linkage.

#### **Plan vs. Achievement of MKP Project:**

MER Indicator	Annual Target	Annual performance	% Against the annual target	Remark
<b>Prevention</b>				
KP_PREV	1521	1652	108.61	
PP_PREV	3315	2952	89.05	
PrEP_NEW	704	652	92.61	
PrEP_CURR	724	672	92.82	
GEND_GBV	224	208	92.86	
TB_PREV	150	129	86.00	
<b>Testing</b>		0		
CXCA-SCRN	154	131	85.06	

CXCA-SCRN_POS	12	8	66.67	
Referred for treatment	12	7	58.33	
HTS_INDEX	4293	2208	51.43	
HTS_INDEX_POS	601	282	46.92	
linkage		272		
HTS_TST(other modalities	2512	2092	83.28	
HTS_TST_POS (other modalities)	120	66	55.00	
Linkage		60		
HTS_SELF	370	276	74.59	
HTS_SELF_POS		6		
Unassisted HIVST	92	74	80.43	
HTS_RECENT	701	241		
Recent		88		
Long term		153		
<b>Treatment</b>				
TX_NEW	148	135	91.22	
TX_CURR	192	288	150	
<b>Viral Suppression</b>				
TX_PVLS	179	179	100	

### ***Yene Raey Project:***

- A total of 271 children, of whom 164 were girls, were trained on sexual and reproductive health and rights (SRHR) and gender equality. As a result, their level of awareness increased and they were to develop their self-confidence.
- A total of 2,198 adolescent school girls have used locally produced and reusable dignity kits. The support was given for highly vulnerable children and children with disabilities.
- 1,983 children trained on menstrual hygiene management [MHM], of whom 590 were school girls and 393 were boys, had made sanitary pads which empowered them to continue their education. This led to a decrease in cause by menstruation flow.
- A total of 56 girls between the ages of 10 and 14 were rescued from child marriage and 75 students, including 38 girls, returned to school. In addition,, 105 students, of whom 57 were girls, were rescued from child labor exploitation.
- A total of 352 girls received seed money and engaged in various income-generating activities (poultry production, garden vegetable cultivation, sheep fattening, and seedling planting) to cover their school supplies.
- 25 new village saving and credit association (VSLA) groups were formed within 25 Kebeles which were also involved in various income-generating activities. A

three-day training was provided to these 25 groups comprised of 125 young women on how to engage in income-generating activities and maximize their capital through their interest and incentive.

- PADet has provided startup capital to 45 highly vulnerable parents. Each person received 1,485.11 birr for a total of 66,830.00 birr given based on the level of vulnerability.
- One hundred eighty highly vulnerable girls were given raw materials used to produce local and reusable dignity kits to help them make their own local reusable dignity kits so they could attend school without interruption.

### **ASRH Project:**

- Project launching up workshop had been organized and conducted on September 30, 2021, at the Muketuri town administration hall to firstly raise the pertinent stakeholders' awareness, from three (3) Woredas (Yaya Gullallee, Jiddaa and Wuchale Woreda), about the project's purpose, activities, and expected changes. Secondly, to inform the pertinent actors of their roles and responsibilities in due process and lastly, to create a platform to help establish a joint effort between the different actors. A total of 18 participants, including four women, had attended the workshops (service providers, health extension workers, clubs, youth champions, adolescents, service users, project staff, etc.) to bring the anticipated changes.
- A total of 31 health extension workers, including 27 women from three Woredas (Y/Gullallee, Jiddaa and Wuchale Woredas), received training on reproductive, maternal and adolescent youth health, social and behavioural change communication methods, unwanted pregnancy prevention, as well as on the revised law on abortion and family planning method (Short Act and Long Act). They also received referral service for three consecutive days from October 29 to October 31, 2021, at the Wuchale Woreda town of Muketuri.
- The trained health extension workers conducted weekly visits in their targeted areas and 1,983 households in three Woredas. They visited 722 homes in Wuchale, 653 homes in Yaya Gullallee, and 608 families in Jiddaa
- A total of 30 youth champions, including 15 girls, from three Woredas, Y/Gullallee, Jiddaa and Wuchale, received training on October 26 and 27, 2021, on Public Health Significance of Adolescents and Youth Health, and the Prevention of Pregnancy in Adolescents, at the Wuchale Woreda.
- These champions were active members of the youth associations club and were chosen based on the selection and illegibility criteria.

- Six hundred different communication materials, including brochures and flip charts, were distributed to community members in public areas and clubs to create awareness about Adolescent Sexual and Reproductive Health (ASRH), including unsafe abortion and unwanted pregnancy.
- Six hundred forty-eight clients were referred for various reproductive health [RH] services at Ipas supported health facilities. Accordingly, 129 clients were referred for implants, 68 for IUCD, 42 for STI, 169 for HIV testing and counselling, 120 for safe abortion, 120 for post-abortion care. These clients were referred to IPAs supported Government Health Institution using a standard referral slip.

## **2.2 Child Protection PA**

### ***Accelerated Learning for Africa [ALFA] Project:***

- An awareness-raising event was organized in which school directors, supervisors, Kebele chairpersons, woreda administrations, woreda education experts, and child and women affairs participated. ALFA approaches, components, and calendars were presented, and in-depth discussions were conducted. In-depth consultations were also conducted with participants on sustaining accelerated learning (ALFA) and accelerated learning program [ALP] programs in their respective Woreda. Accordingly, a total of 61 people, including five women, participated in the event.
- Six hundred students, including 283 girls, enrolled in ALFA classes for this academic year.
- For this academic year, 205 students, including 80 girls, enrolled in ALP classes.
- Twelve days of training for 22 facilitators, including seven women, and ten government schoolteachers, including three women, were organized at Chanco town. The trainers were composed of PADet staff, Geneva Global Ethiopia GGE, Sululta Woreda Education experts and the Fitcha TTC cluster resource centre supervisor. The training was conducted from October 6 to October 17, 2021. The main objective of the start-of-year training workshop is to give facilitators the knowledge, skills, and confidence to effectively use the same basic Speed School model, methods, and materials identified in the training of trainers [ToT], beginning on the first day of class.
- We have planned to establish 20 self help groups [SHGs], but to date, only 12 SHGs with 446 members, including 50 men, have been found and have started saving money. They held a total amount of 14,720 birr.

- An Educational Community Practice (ECOP) workshop was held with directors, educational experts, and supervisors on the concept and benefits of ECOP in linked schools. The orientation was cascaded to six (6) linked schools. A total of 4 men participated in it.
  - Sixty-one teachers, including 22 women and linked school directors, participated in the linked School Teachers and Directors (POPCI) training. The following topics were covered: how to provide systematic and regular in-service support, how to share experience, how to apply the ALFA experience to their school, etc.
- To enable the linked schools to have an income, PADet supported six linked schools with income generating activities [IGA] seed money amounting to 30,000 birrs. The supported schools were engaged in sheep fattening, sale of mobile cards, sale of stationery materials and container rental services, which will cover the expenses for vulnerable children to continue their education.

***Improving the quality of education project:***

- A total of 1,313 students, including 649 girls (F=649), have participated in various school clubs. These clubs have periodical (annual, quarterly, and monthly) plans and reports documented in each (10) school. Such engagement in co-curricular activities has increased the students' practical learning outcomes and enhanced the collaborative participation of teachers and students. In addition, a total of 537 lower-achieving and vulnerable female students have participated in tutoring to strengthen their academic performance and reduce potential dropouts.
- In project-supported schools, school principals and well-experienced teachers delivered teachers' coaching services to improve teaching-learning processes. They advised new teachers (fresh graduates) on teaching active teaching-learning process, making continuous assessments, preparing annual and daily lesson plans, and teaching aid preparation and utilization in the school. However, based on the monitoring data, the coaching services given were not regularly given and sufficient. By this academic period, three teachers, including one female teacher, have received coaching services in three targeted schools, Gachene, Sofiager, and Abali. This has put new teachers cascading ability in a better position.
- In our effort to support child rights clubs, we have developed brochures to share relevant information with school communities (teachers and children) and their surrounding communities (parents, religious leaders and Kebele leaders). These brochures were about child rights and safeguarding, child labour and early marriage practices. In addition, a banner that contains various types of active

learning methodologies was prepared to promote and increase children's participation levels in classrooms. Hence, 142 teachers, including 69 female teachers, have used active learning methodologies. Two thousand one hundred fourteen (2,114) school children, including 1,054 schoolgirls, have benefited from displaying the banner in the school compound.

- We provided awareness-raising training to 20 Kebele religious leaders and elders (all males) on the importance of education, child labour and early marriage prevention.
- We successfully conducted an internal end-line evaluation of the project by creating an evaluation team of six (6) experts, including one (1) female expert, from PADet and the District Education Office (DEO). According to participants' observation and beneficiaries' reflection, the project highly contributed to providing school materials to make the school environment conducive, community mobilization to support the schools, and enabling teachers and the community through various relevant training to improve education quality. We also conducted a validation workshop with 33 participants, including eight (8) women.
- We organized a meeting with 20 target school communities and parents, including five females, to discuss the value of education, child labour and early marriage practices.
- In addition, we conducted a meeting with eight steering committee members, of whom six were men and two were women. The discussion points were reviewing bi-annual project performance, smooth closeout and sustaining project activities.
- We also delivered parents, teachers and student's association [PTSA] members training to 12 PTSA members (all males) in Gachene town to discuss the value of education, child labor and early marriage cases.
- We conducted a final evaluation workshop with 33 participants, including five (5) females and two (2) children with disabilities, selected from stakeholders and beneficiaries. However, participants were dissatisfied with ending the project at its early stage.

#### **Child Domestic Workers [CDWs] Project:**

- We officially launched the project after agreeing with the project signatories. A total of 35 people, Male 20 men and female 15 women, participated in the event.
- Two (2) watch groups for the prevention of child domestic labour exploitation (CDLEWGs) of 10 members each were formed in two (2) Woredas from the

project target areas. They are the wing to promote child rights, prevent child domestic labour exploitation, and end modern slavery. CDLEWGs work with PADet in collaboration with the Women and Child Affairs Office, the police, the Labour and Social Affairs Office, communities, and other government structures.

- Child Domestic Labor Exploitation Watch Groups started home-to-home awareness-raising programs from which they:
  - Identified 53 traumatized and abused children for holistic services
  - Referred 23 child domestic workers CDWs for holistic services
  - Referred four (4) victims of violence for shelter services
  - Referred three (3) victims to Woreda Women Children and Social Affairs Office [WWCSAO] for psycho-social support/counseling.
  - Referred one CDW to legal support. The CDW had lost ten-month wage and received it later following the referral services.
  - Served 276 girls after conducting a risk assessment
  - Identified 30 CDWs for academic support through educational risk assessment conducted by watch group members
  - Reached 1407 employers, including 137 men and 998 women above the age 18, 269 girls and three (3) boys under age 18 to help improve the working conditions of CDWs
  - Conducted ten different village discussions and employee-to-employee sessions on child rights and building smooth relationships with their CDWs. 239, of whom 218 were female, attended the session.
- Labor and Social Affairs and Women and Child Affairs experts took three-day training on child rights and the existing legal framework. The participants were from Woredas 01 and 14 of the Kolfe Keraniyo sub-city, aiming to protect children from abuse and domestic labor exploitation in the project implementation area. Outsourced professional trainers from the Women and Child Affairs Bureau in Addis Ababa conducted the training. Nineteen (19) people, including 12 females, participated. Eight (8) participants were from Woreda 01, nine (9) from woreda 14, two (2) from PADet.

***Safer Migration Project:***

- We held community conversation sessions on safer migration, and 355 potential female migrants promoted a safer migration project.
- We conducted Peer-to-peer sessions at the school level. The contents of the session included life skills, ways of illegal migration, human trafficking, smuggling and form of legal migration by using peer educator's manual. A total of 189 girls attended the session.

- We provided the training to 156 stakeholders, including 67 females, from the government, religious groups, Iddir and the recruitment agency.
- We provided vocational and business skill training to 83 potential migrants (all females) and returnees who engaged in self-employment and wage employment activities.
- The project also planned to provide educational materials to schoolgirls to help them enroll in their respective grades. As a result, educational materials, including 30 dozen exercise books, were purchased and distributed to 30 pro-poor schoolgirl students. We did it in close collaboration with Kalu Woreda Women, Children and Youth Office and other stakeholders.

**ESAP3 Project:**

- We prepared service mapping by involving all key stakeholders, including relevant local government departments such as the Labor and Social Affairs Office and the Women and Children Affairs Office. We also wanted to ensure the inclusion of citizen representatives, including representatives of vulnerable social groups, in the social accountability (SA) process.
- We provided a two-day training on social accountability (SA) and gender and inclusion to selected representatives of local community structures, the Woreda SA Committee and service user groups in Degem, Wuchale and Jidda Woredas. This training equipped them to claim their entitlement using service standards. The participants were from 13 identified community structures, and 12 persons were from Woreda SACs.
- To update the SAC members, we organized and conducted a consultation meeting with the Woreda Social Accountability Committee (SAC) in the Degem, Wuchale and Jidda Woredas. All three (3) Woredas and the SAC Committee revised the constitution to committee members.
- We conducted institutional mapping in Wuchale, Jiddaa and Degem to identify existing critical community structures at the Woreda and Kebele levels linked with W-SACs.
- The Woreda SA experts had sent information about the COVID-19 virus (Amharic version) to Woreda and Kebele SAC in the Jida, Degem and Wuchale Woredas to protect them from infection.
- We transmitted online radio programs intended for citizens every week on Mondays and Sundays from Debre Birhan FM from 3 to 4 p.m. on various topics related to COVID-19.
- In Degem, Jida and Wuchale, Woreda SAC members conducted a one-day meeting to debate the existing joint action plan [JAP]. The SAC members discussed the implemented JAP and prioritized the results. Additionally, they



discussed the new problem raised by the community. Finally, they planned new JAP activities to implement.

### **2.3 Gender Equality and Women Empowerment PA**

#### **VAWG Project:**

- The project planned refresher training for community facilitators to help them renew their skills and knowledge and motivate them for the remaining period. We also delivered a two-day refresher training to 17 community facilitators, including 11 females in Gorebella Kebele. We updated them with the current situation and disseminated new information to the audience. In addition, the training helped them renew their commitment.
- During this reporting period, 2,016 participants participated in a capacity empowerment discussion program for women and girls to respond to various forms of VAWG and HTPs such as early marriage, gender equality, etc.
- During the same reporting period, the PADet-EU Ankober project office worked with WWGs leaders and community facilitators and organized discussion sessions in different target Kebeles. These discussions focused on VAWGs topics, and 598 women and girls participated in these discussions and shared their experiences.
- The project supported girls' clubs and helped them facilitate and conduct discussions, experience sharing and referral linkages. Accordingly, the project organized a discussion program, and 2,386 students participated in ten project target schools, of which 1,267 were female students.
- For the same period, in seven (7) targeted Kebeles from the Ankober Woreda, 2,012 community members, of whom 1,048 were females, participated in dialogues and reflection forums focused on gender equality, the role of men to prevent VAW, unpaid care work (UCW), women's rights, and other relevant topics.
- We conducted a three-day training focused on gender equality, gender mainstreaming and existing policies and laws relevant to women and girls' rights. The project technical committee selected the training resource-persons after conducting a short meeting. The committee considered the trainers' experiences or CV, facilitation and communications skills, and professional background in project development and laws during the selection process. We delivered the training for three consecutive days in two clusters, with 120, including 34 females.

#### **PEACE Project:**

- One of the main activities planned was to conduct consultative sessions to identify, validate and share best practices in conflict management. We had planned to involve 150 participants from five targeted Woredas. However, we

held the session with only 50 participants from two targeted Woredas. Among the 50 participants, three (3) were females from the Kemise town administration, the Efrata Gedeme woreda, and the Ataye town administration.

- We held two (2) consultative sessions with two (2) targeted project sites called Kemise and Ataye to share best practices in conflict management.
- The project had planned to establish three (3) Peace and Coexistence Committee (PCC) platforms. Therefore, we provided a two-day training to PCC members from December 10 to December 14, 2020. These members were from the Amhara region Oromo Special zone, the Kemise woreda, the Mersa Habru woreda, and the Raya Kobo woreda in the North Wollo zone, all located in the Kombolcha and Woldia towns. The objective of the training was to train and equip Peace and Coexistence Committee (PCC) members with essential knowledge and skills on peace and conflict, forms and functions of social institutions and fundamental principles and procedures of PCC. Seventy-five (75) participants, of which six (6) were females, were invited and attended the training from the Kemise, the Mersa, and the Kobo Woredas.
- Finally, we planned training for Peaceful Coexistence Committee (PCC) members for three project target Woredas during this period. We delivered the training to Kemise town PCC members. 20 PCC members, of which two (2) were females received two-day training on conflict theory, including the definition, the types and the different layers of conflict.

## ***2.4 Food Security and Livelihood Promotion PA***

### **PReSERVE:**

- We officially launched the project at the Skylight hotel (in collaboration with consortia members: FH, PADet, RTI, and others) during a workshop in which 53 different stakeholders, including 30 females, participated.
- We recruited and assigned to their respective site the project staff, including youth advisors, accountants, employment officers, training and working officers, a cashier/secretary.
- In collaboration with PADet Head Office staff (Program Director, Monitoring and Evaluation (M&E) Manager, Gender and Livelihood Manager and HR Officer), we provided a one-day induction and orientation for 19 PADet and RTI employees, including one (1) female. The presentation included the following main points:
  - an overview of PReSERVE, youth employment project plan, HR rule, M&E process, and cross-cutting issues like gender and environment;

- the Code of Conduct and Safeguarding;
- how to maintain working relations with the team, with partners, staff and other stakeholders;
- an invitation to FH Ethiopia and RTI staff to attend the orientations. Two (2) RTI staffs were present.
- We prepared the Youth Employment Project Detail Implementation Plan (DIP) and Cash Flow plan (financial plan).
- The program director reviewed the youth selection criteria and was ready for use. We also emailed the volunteers' criteria for review; prepared the stakeholder mapping format and checklist for a field office visit.

***Emergency Projects:***

***PADet-AAE Emergency Response Project:***

- We established Emergency Response Committees at the town level and in all 12 targeted IDP centers. Each committee had four (4) to five (5) members from IDP centers and 22 members at the town level; only females were the heads of committees.
- We trained the committees on the project overview, the beneficiary selection criteria and gender-based violence (GBV).
- The committees of each IDP center selected and registered a list of the poorest and most eligible beneficiaries for the project. The committees selected the beneficiaries based on the following criteria:
  - Women-headed households with prominent families
  - Lactating mothers
  - Pregnant women
  - Child-headed households
  - Single female-headed households
  - PWDs, families with chronically ill members
  - High-dependency ratio
  - Presence of vulnerable members in the family
  - Other vulnerable households
  - worst affected families
- We distributed a total of 7,548,800 birr to 5,375 women-headed households, lactating mothers, pregnant women, and other disadvantaged households.
- We provided 1,656 dignity kits and 2,575 soaps to 1,000 adolescent girls and productive women.

### **ERERA Project:**

- From August to October 2021, we delivered a total of 15 kg of Sorghum, 0.25 kg of pepper and 1 liter of palm oil per individual to 318 IDPs from 98 households in the Shewarobit town and 646 IDPs from 210 homes in the Kara Kori Kebele located in the Efrata Cena Gidim Woreda, in three rounds.
- The emergency response committees selected beneficiaries based on beneficiary selection criteria and targeted the most vulnerable ones fairly and transparently.
- We provided basic household materials like plates, iron pots, spoons, and mattresses. We distributed two (2) iron pots, one (1) big plate, one (1) large spoon and one (1) handwashing dish to 300 households, including 90 households from Zuti and 210 households from Kara Kori. We also distributed plastic plates to households based on their family size.
- Our initial assessment revealed a high gap of girls' sanitary pads (modes) in the IDP centers. Women, especially young girls, are in dire need of sanitary pads. Having considered this situation, we purchased 606 sanitary pads and distributed them to 163 productive young girls and women.
- We also purchased and distributed 1650 dignity kits to 275 adolescent girls and productive women. We gave half a dozen dignity kits to each individual.
- Additionally, we procured and delivered 50 tin, ten (10) packets no. 10 nail, four (4) packets no. 12 nail, and ten packets tin nail to the emergency response committee for distribution to the Kara Kori Kebele IDPs.

### **Small Grant to Support IDPs Residing in Azezo Shelter, Gonder:**

- Philanthropists, Likie Tieme Lisan Kassa families and Felekeche disbursed a total of 260,000 birr to buy 58 quintals of Teff and 315 litres of edible oil. We distributed it to 630 IDPs, including children, lactating mothers, pregnant mothers, people with disability and HIV+ people. PADet collaborated with relevant stakeholders to select IDPs based on jointly set criteria.

## II. Monitoring and Evaluation Activities

- We conducted field-level periodical project review meetings with relevant stakeholders at various levels.
- The head office staff conducted a periodical review of the projects through the appropriate media (telephone, email, virtual, etc.).
- We did periodical (monthly and quarterly) follow-ups and supervised supportive feedback from the field and head office staff.
- We conducted joint supportive supervisions with government stakeholders and beneficiaries.
- We prepared and delivered periodical (Quarter, bi-annual and annual) reports to donors and government stakeholders.
- We revised and then submitted MEL tables and plans for different projects (safer migration, CDWs, VAWG and ERERA) to donors.
- Based on the revised PADet SP, we prepared a program-level M&E framework to monitor and evaluate program performance and achievements.
- We successfully conducted an internal end-line evaluation of education project quality by creating an evaluation team. Six (6) experts, including one (1) female, from PADet and the District Education Office (DEO), conducted the evaluation. Finally, we prepared an evaluation report and submitted it to PCF.
- We also conducted a field visit program at the Muketuri, Fagite Lakuma and Gachene Woredas and delivered technical support to field staff.

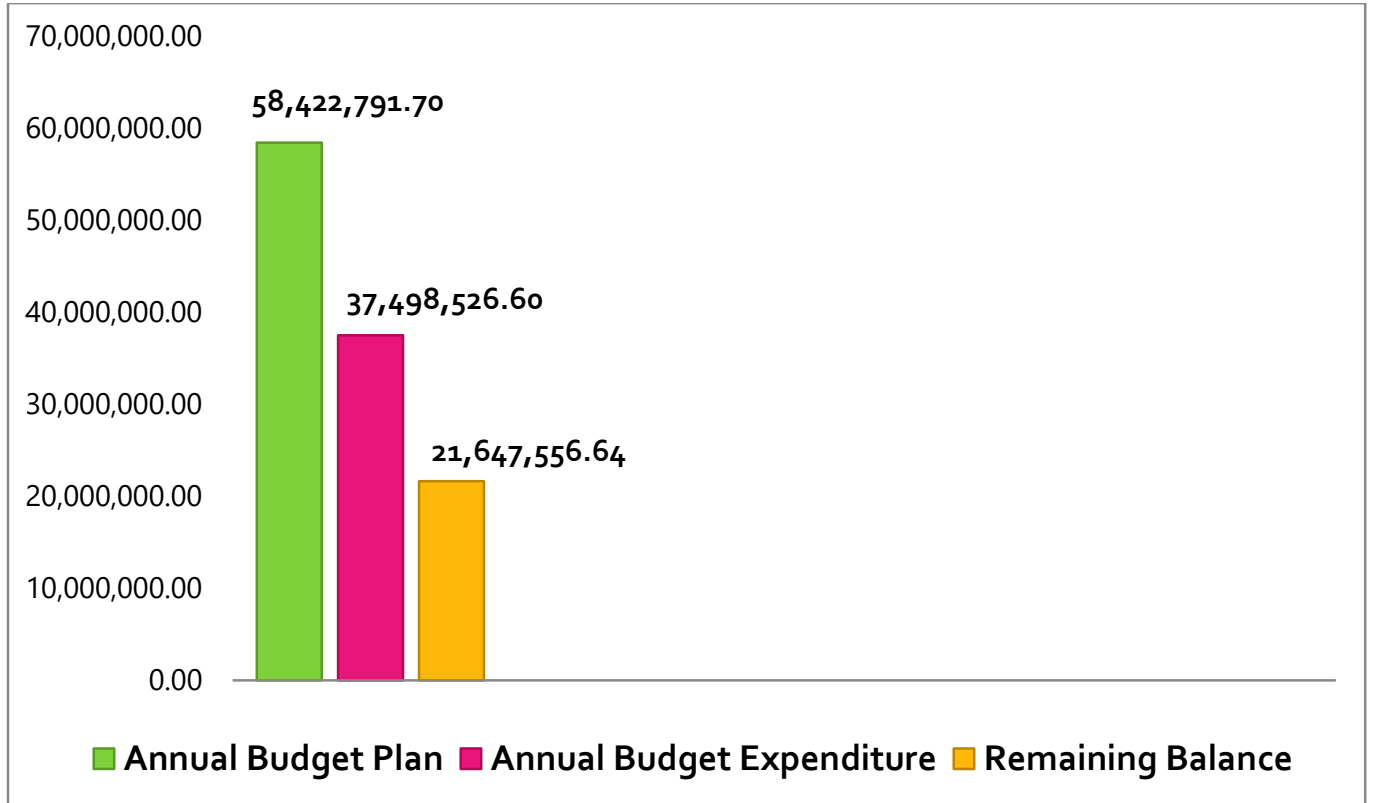
## III. Human Resource

No	Department	Number of staffs			Gender share [%]		
		Male	Female	Total	Male	Female	Total
1	Program	56	17	73	71	29	100
2	Admin	20	14	34			
	<b>Total</b>	<b>76</b>	<b>31</b>	<b>107</b>			

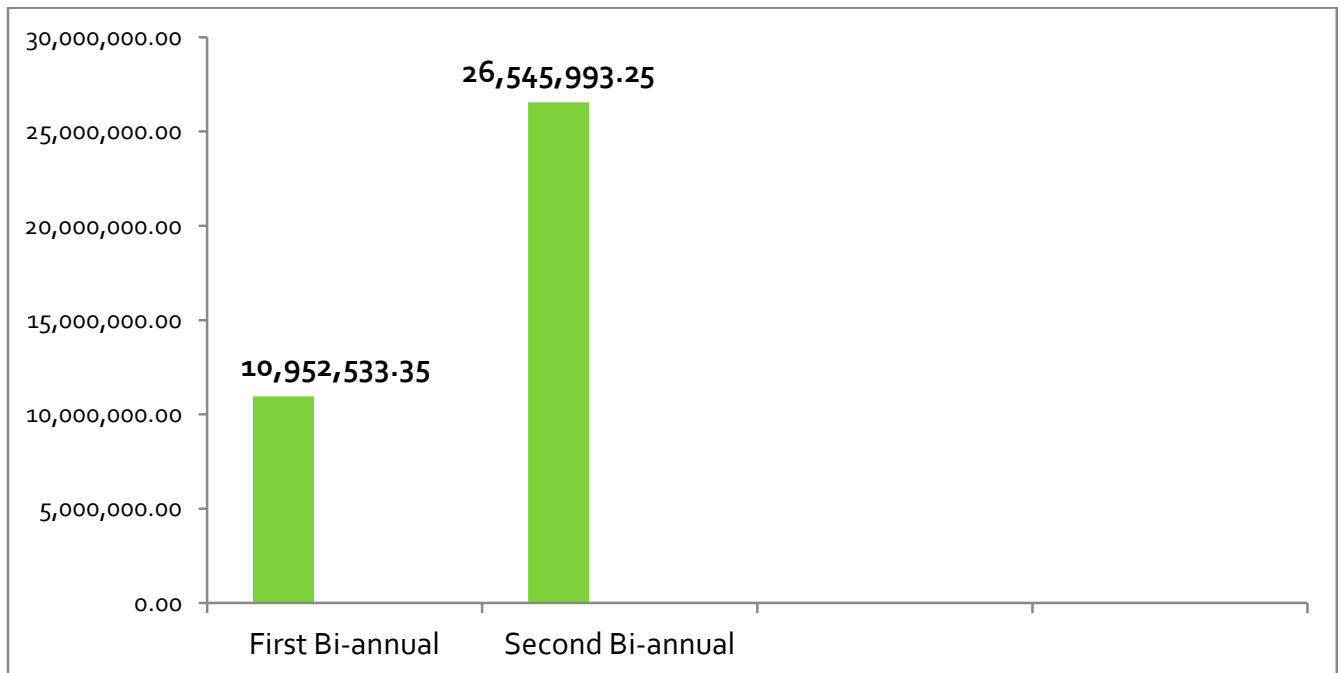
## IV. Financial Performance in Birr

No	Donor	Project Name	Annual Budget Plan	Annual Expenditure	Remaining Balance	Performance %	Reasons for deviation
1	PLAN	YENE RAEY	2,250,864.00	2,250,864.00	0.00	100	
2	FF	SM NEW	2,730,528.31	1,299,680.00	1,430,848.31	47.6	Conflict
3	FF	SM OLD	281,310.48	281,310.48	0.00	100	
4	FF	CDWs	2,217,321	1,549,273.00	668,048.00	69.9	Late approval from the donor side
5	Women Action	ERERA	5,280,528.00	5,280,528.00	0.00	100	
6	Emergency Azezo Town	Emergency	260,000	260,000	0.00	100	
7	BEZA	MKP	6,629,388.38	6,260,564.39	368,823.99	94.4	
8	EU	VAWG	3,791,107.69	3,791,107.69	00	100	
9	CCRDA	PEACE	1,422,097.01	1,303,249.91	39,604.85	97.1	
10	Facilitator for change	Women empowerment	200,000	97,110.20	0.00	100	
11	IDP ER	AAE	7,548,800	7,545,140.01	0.00	100	
12	FH	PReSERVE	4,849,776.84	568,117.68	18,110,622.12	3	The project started late, in May 2021
13	Ipas	SRHR	628,837	160,505.75	468,331.25	26	Four months utilization only
14	ESAP3	MA	215,331.76	215,331.76	00	100	
15	GG NEW	ALFA	2,968,533.36	2,709,115.28	0.00	<b>91.26%</b>	
16	GG OLD	ALFA	2,433,263.99	2,433,263.99	0.00	100	
17	PCF	Improving quality of education	1,122,475.00	1,122,475.00	100	100	
18	PADet Admin which have no Budget			361,645.77	0.00		
<b>Total</b>			<b>58,422,791.70</b>	<b>37,498,526.60</b>	<b>21,647,556.64</b>		

## Summary of Budget Performance in Birr:



## Budget Performance by Semi-annual Basis in Birr:



## **V. Major Challenges**

- The two significant challenges related to the VAWG Project are, on the one hand, the low incentive paid to community facilitators, which can be discouraging to them and on the other hand, staff turnover, which impacts our ability to create various awareness-raising campaigns.
- Other challenges include the fact that the Women Watch Groups (WWGs) and paralegal service providers did not fully engage to facilitate and lead the discussion in collaboration with community facilitators due to low commitment and skill gaps (also for the VAWG Project).
- Security problems at two project sites (Dessie, Woldiya, Raya Kobo and Habru) made implementation difficult for the Safer Migration, KP, and PEACE projects.
- The day-to-day rising cost of materials and local currency inflation was also a challenge.
- Regarding the CDWs project, approvals of training materials took longer. Because of this, we had to postpone the planned activities to the next project period.
- The collection of police officer profiles was challenging because they weren't interested in disclosing and providing their personal information (for the CDWs project).

## **VI. Measures Taken**

- The Project Office encouraged inactive and vacant community facilitators to work with the Kebele administration, Women Affairs and WWGs chairpersons.
- The Project Office also worked closely with school communities and the Idir and Kebele council members to organize an awareness-raising program discussion. The discussion was possible because the Kebele council had regular monthly meetings at the grassroots level, thus creating a better chance.
- We informed our donors of the project extension plan submission.
- Finally, we agreed with the CC facilitators and stakeholders at the Kebele, sub-city, and Woreda levels to begin the CC sessions as soon as possible.

## **VII. Lessons Learned**

- Local community structures significantly contributed to conflict prevention and resolution at the grassroots level.
- The "Yene Raey" project is a project that is well-aligned with the district and Kebele stakeholders. This project is made possible through a close working relationship with the government from collaborative monitoring and evaluation of its project implementation. This approach contributes to sustainability and



project ownership by the district and Kebele stakeholders, including schools. Part of the success of the "Yene Raey" emanates from this working relationship.

- Broken promises destroy the trust between beneficiaries and organizations. It's imperative never to make any commitments until funds are approved and ensure that the logistics systems deliver people's entitlements.
- Women are better positioned to propose solutions to problems that affect families. It is crucial to consult and discuss plans and progress with them.
- The more people are aware of what is happening and why, the more confident they will feel in the distribution process, and the more they will support it. We need to be as transparent and open as possible at every distribution stage.
- Problems are inevitable. We must be realistic and open that the beneficiaries may have priorities and values different from ours.
- Clubs (peer-to-peer dialogues, girls' clubs, and mini-media) integration at the school level has a significant role in achieving the expected outcomes.
- We must utilize various techniques to enhance community awareness, attitudes, and behaviours, such as training, peer-to-peer sessions and experience sharing among school clubs.
- We must enhance children's knowledge, attitudes, and perception of SRHR, HTPs, and GBVs, which plays a decisive role in alleviating HTPs, GBV and violating sexual rights.
- Self-help among children decreases the dropout rate of children, especially girls, and increases their academic performance.
- We have learned that school feeding programs, when started, play a vital role in maintaining students' attendance and enrolment.
- Collaboration with our respective District Education Office enhances community acceptance and engagement.
- We have learned that teachers' self-motivation is essential to continue project activities, particularly enhancing students' participation in classrooms, academic results, and club activities.
- We have also noticed that the school director's continuous follow-up and support mechanism can enhance teachers' engagement in project activities.
- Continuous/uninterrupted cascading of sessions is very important to alleviate mobility problems of FSWs.
- The project's primary focus is integrating various Yene Raey project area activities. Incorporating multiple activities, where possible, helps to address rural vulnerable adolescent girls and young women SRHR challenges.

- Working in close collaboration with school clubs helps bring sustainable effects in the aftermath of the "Yene Raey" project.
- Yene Raey's project learned that investing in children in multi-dimensional ways leads to success in projects or programs implementation.

## VIII. Annexes:

### Success Story 1

Andinet Saving Group members live in the Kalu Woreda 06, a Kebele special place of Fontenina. They participated in a community discussion on PADet's promotion of the safe migration project for four weeks. The project awakened them; they developed a culture of saving, and instead of going illegally to Arab states, they chose to work here in their own country. Because of this decision, they saved 50 birr a week and increased their capital to 65,000 birr.

The group's name is now "Andinet Women Saving Group". They are an exemplary group for the rest of society, and they educate the community on the dangers of illegal migration through literature and drama.

The other community members started to see changes that made them aware of the seriousness of illegal migration and the purpose of saving. As a result, two other like-minded groups were formed through the support and influence of the Andinet Saving Group.



**Photo 1: Andinet saving group members**

### Success Story 2

Title: Empowerment of young women through the Yene Raey project interventions

Name: Tirusira Mulat

Age: 23

Sex: Female

Amhara PA, FagitaLekuma woreda, Danbul kebele

Knowledge hub: SRHR

Tirusira Mulat is living in the FagitaLekuma woreda. She is now 23 years old. She completed grade 12 in 2013, but she can't continue her education and has no job because of the poor economic status of her family. The Professional Alliance for Development (PADet) has implemented the Yene Raey project since 2018 in the FagitaLekuma woreda located in the Awi

Zone, one of the sponsorship communities of PIE and APA. Kebele administrators selected Tirusira Mulat to participate in the project activities based on the criteria given by the project team.

She has taken training on SRHR, life skills and entrepreneurship. She was also involved in the young women's Village Savings and Loan Association (VSLA), established by the project. The project also disbursed 7500.00 ETB for the association as a revolving fund and saved it in the Addis Kidam branch of the Commercial Bank of Ethiopia. She was given 1,000 birr from the fund to start a small business. She first engaged in poultry production and sale. She then improved her economy and engaged in sheep fattening and sale. Parallely, she continued her education and graduated with a diploma in teaching.

Tirusira has rented a house and opened a shop in Addis Kidam. She sells small goods and services. She said, "if I didn't get this chance from the project, I would face many risks. I had planned to go to Addis Ababa for a housemaid job, but now I have assets amounting to 10,000 birr". She also said, "I have learned that if girls can engage in any activity, they can be effective in their localities, which will improve their lives." She hopes to expand her shop and become a big retail shop in the town. She also plans to teach the community her profession.



**Photo 2: Tirusira Mulat in her shop**

### **Success Story 3**

Beritu Dessie is a 14-year-old girl who left Adadi Mariam to live with her uncle in Addis Ababa to gain access to education. After arriving in Addis Ababa, her uncle assigned her to domestic work at Aynalem Seleshi's house. In the beginning, she agreed with her employer to access education through the night program, with a 650-birr wage per month. In Aynalem's house, she was safe from sexual abuse and nutrition problems.

After starting the night program, her employer began to spar and nag her to terminate her education, but Beretu was always active and aware of her rights and responsibilities. Therefore, she did not accept any violation of her rights. She talked openly with her employer after he said schooling had changed her behaviour. Beretu's situation persisted and ended in conflict after staying for 11 months at Aynalem's house as a servant. Beretu never obtained her salary from her employer. Aynalem also told her that he would expel her from his house if she did not stop her education. After disagreeing with Aynalem, he sacked her from his home. Beretu then asked him to pay the 11-month salary he owed, but Aynalem only gave her 1,000 birr.

Moreover, her uncle never supported her and sided with Aynalem, saying Beretu had become "arrogant and greedy." Beretu then cried in the streets and had no address of any relative. Fortunately, a member of the watchdog group, Miss Shemachash, found Beretu, inquired about her condition, and contacted her former employer to negotiate quietly and collect Beretu's salary. However, Aynalem did not agree to pay all the months' wages, and Shemachash reported the matter to the police. Aynalem finally agreed to pay all the months due and paid a sum of 5,550 birr (five thousand five hundred and fifty birr) to Beretu. Shemachash then contacted Beretu's mother, who came to Addis Ababa from Adadi Mariyam. She welcomed her daughter with peace of mind. Shemachash is proud and satisfied with her work.

#### **Success Story 4**

Yenenesh Mossie is one of the successful VSLA members of the project. She is part of the seven (7) member cashier group that the project supported.

She is a 23-year-old woman and has completed 10th grade. But unfortunately, she never found a job after completing her education, making her hopeless. She then decided to go abroad (to Arab countries) to find job opportunities. Later, she heard that the PADet-Plan project was supporting young unemployed women. At the same time, the Kebele administrator selected her among many young women to participate in activities as part of the women's empowerment and income-generating training organized by the project.

PADet provided a three-day training to 95 young women from different Kebeles. Most members of her group had interrupted their education because of economic problems. At the end of the training, the project facilitated the opening of group accounts for five (5) members of her group with 8,000.00 birr. The members chose her as the group cashier and decided to hold monthly meetings and saved 50 birr whenever they met. She also told us that two (2) group members built their own house; the money for the building fees came from the group IGA. Most members have enough movable assets and cash to cover their needs.

Now, she lives a decent life and has enough assets and cash on hand. She has four (4) sheep and a one-hectare Dekerency tree (used as a cash crop), estimated at more than 1,000 sacks of charcoal. She has built a house with 21,000 birr and keeps 2,000 birr in cash as a running cost. She has a capital amounting to 35,000 birr, including fixed assets. She concluded that the PADet-Plan project is continuously changing the lives of children, youth (including her), and other community members through the Yene Raey project.



**Photo 3: Yenensh Mossie with her sheep**

### Success Story 5

Sewareg Melak Ayehu lives in the Zembela kebele. She goes to the Zembela public primary school and is one of the preeminent students in her school. She is a peer education facilitator and a girls' club representative. She has taken Menstrual hygiene management (MHM) training offered by the Yene Raey project, can prepare local sanitary pads, and trains her colleagues.

Project: What is your name, age, grade, where and with whom do you live?

Sewareg: My name is Sewareg Melakayehu. I am 14 years old. I am in grade 7, and I live in the Zembela kebele with my parents.

Project: What do you like and dislike?

Sewareg: I like the truth, and I don't particularly appreciate lying. My role model is PADet. I want to be a medical doctor [her vision] to solve my community's health problems.

Project: Would you like to tell me about your life?

Sewareg: Okay! When I was seven years old, I was sent to look after children as a servant. Unfortunately, my parents had no income to fulfill my basic needs and education materials. Because of this and more, they decided to send me as a maidservant [child labour exploitation] to Injibara town with little money. I served for four years in a difficult situation; I could never tell you how much I suffered.

Project: How do you run away from such life; tell me in detail?

Sewareg: Meanwhile, my elder sister, Atsede Mariam, informed me that the PADet-Plan 'Yene Raey' project supported vulnerable children. I then told my father and mother that I wanted to return to continue my interrupted education. My parents agreed with my idea. So, I resumed my education, and the school principal, W/ro Alemitu, chose and sent me to participate in peer-education facilitator training and receive seed money from the project.

The project opened an account for me with 625 birr and took half of it as seed money. I bought four (4) hens with that money, and the hens laid so many eggs. I sold those eggs to cover my

education materials. I saved 2,000 birr in the Addis Kidam branch of the CBE. With that saved money, I bought a sheep. Nowadays, I have enough assets such as three (3) sheep, six (6) hens, and cash.

Let me tell you my medium-term plan. My elder sister, Atsede Mariam, will start university in mid-2014 E.C. I planned to cover her transportation cost and the needed materials for her freshman program. I will continue to support her throughout her studies because our parents do not have the means to help her.

Project: Can you tell me how much capital you have?

Sewareg: With pleasure! Considering PADet-Plan seed money, I have three (3) sheep, six (6) hens, half a hectare of decerency tree (cash crop).

Project: What about your academic performance?

Sewareg: I am a preeminent student in the school. I ranked 2nd in my class, and my average result is 87.8 percent.

Project: What about MHM?

Sewareg: I received local sanitary pad preparation training for five days as part of the PADet-Plan Yene Raey Project. After the training, my friend, Emebet, and I gave local sanitary pad preparation training to 12 female teachers and 98 adolescent girls. As a result, female teachers are also using these pads and modes because they are cost-effective, cause no health problems, are reusable, and are environmentally friendly. Furthermore, adolescent girls are learning freely and safely by using local dignity kits; that is why no girl was missing from school due to menstrual flow.

Project: Finally, how do you define (explain) PADet-Plan?

Sewareg: - Oh! I have no word to explain PADet-Plan; I can say the organization is my everything. It has transformed my unhappy life into a blissful one. It made me visionary, disciplined and academically successful. Therefore, on behalf of the children in the district who have benefited from the project, I wish long life to the organizations and the highly dedicated workers.

Project: Thank you so much!



**Photo 4: Sewareg Melak with her sheep and hens**