



Professional Alliance for Development [PADet]



ANNUAL REPORT

2024

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ACRONYMS

ACSO	Agency for Civil Society Organizations
AGYW	Adolescent Girls Youth Women
AIDS	Acquired Immuno Deficiency Syndrome
ALFA	Accelerated Learning for Africa
ALP	Accelerated Learning Program
ART	Anti-Retroviral Treatment
ASRH	Adolescent Sexual and Reproductive Health
BCC	Behavioral Change Communication
BYOB	Be Your Own Boss
CBO	Community Based Organization
CCC	Community Care Coalition
CDW	Child Domestic Work
CN	Concept Note
COC	Champions of Change
CRC	Child Right Convention
CSC	Community Score Card
CSE	Comprehensive Sexual Education
CSO	Civil Society Organization
CSSP	Civil Society Support Program
DIC	Drop-in Center
ESAP	Ethiopian Social Accountability Project
ETB	Ethiopian Birr
EU	European Union
FBO	Faith Based Organization
FF	Freedom Fund
FH	Food for the Hungry
FP	Family Planning
FSL	Food Security and Livelihoods
FSW	Female Sexual Workers
FTC	Farmers Training Center
FY	Fiscal Year
GBV	Gender Based Violence
GESI	Gender Equality Social Inclusion
GG	Geneva Global
HEW	Health Extension Workers
HIV	Human Immuno Virus
HTS	HIV Testing Service
ICT	Information Communication Technology
IGA	Income Generation
JAP	Joint Action Plan
KP	Key Population
KPP	Key Priority Population
LSAO	Labor and Social Affairs Office
MA	Management Agency

MBMF	My Body My Future
MEL	Monitoring Evaluation and Learning
MNCH	Maternal Neonatal Child Health
MPC	Multi-Purpose Cash
ODK	Open Data Kit
PADET	Professional Alliance for Development
PDP	Personal Development Plan
PEMS	Prevalence of Domestic Servitude in Ethiopia
PHCU	Primary Health Care Unit
PLHIV	Peoples Living with HIV
PP	Priority Population
PReSERVE	Poverty Reduced Sustainably in an Environment of Resilient and Vibrant Economy
PWD	Peoples with Disability
PYD	Positive Youth Development
QA	Quality Assurance
RDQA	Routine Data Quality Assurance
RFA	Request for Application
RM	Resource Mobilization
SA	Social Accountability
SAC	Social Accountability Committee
SGBV	Sexual and Gender Based Violence
SHG	Self Help Groups
SRH	Sexual Reproductive Health
SRHR	Sexual Reproductive Health Right
STI	Sexual Transmitted Infection
TWG	Technical Working Group
VAWG	Violence Against Women and Girls
VSLA	Village Saving and Lending Association
WRN	Work Ready Now
WSAE	Woreda Social Accountability Experts
WWG	Women Watch Group
YES	Youth Economic and Social Centers

MESSAGE FROM THE BOARD

CHAIRPERSON

Dear Valued Supporters and Stakeholders,

On behalf of PADet, I extend our sincere gratitude for the support and dedication you have shown to our mission. Despite the challenges we encountered in a few of our operational sites due to unpredictable security situations, we continued to achieve significant milestones this year - milestones we celebrate with deep appreciation.



Our programs remain vital to the communities and constituents we serve. We are thankful for the collective efforts that have enabled us to create meaningful change through initiatives in youth livelihood, child development and safeguarding, women's empowerment, promotion of peace and security, reproductive health, and HIV/AIDS prevention and control.

Looking ahead, we have clear operational plans aligned with our strategic direction:

- We plan to consolidate and expand our services in both current and neighboring operational areas, including Amhara, Oromia, Afar, Addis Ababa, and Tigray - depending on available project funding.
- We aim to strengthen our resource base through engagement in social enterprise activities, recognizing its importance to program sustainability.
- We are committed to fostering partnerships with donor agencies, the private sector, local communities, and other key stakeholders, as collaboration is essential for achieving lasting impact.

We believe our efforts must be sustained through strong relationships and the establishment of trust among all partners and stakeholders. As a Board, we remain accountable to our constituents and are proud to support PADet's efforts wherever needed. It has been an honor to work alongside our communities, local government structures, and donor partners in addressing the pressing development needs of our target populations just as we have done since PADet's founding.

Please join us in celebrating our 2024 achievements, which are the result of collective contributions from passionate and committed partners. Our continued success is made possible by your dedication to the advancement of our shared goals. I firmly believe that PADet will continue to grow its legacy as an established civil society organization that inspires generations to come.

With sincere gratitude,
Landuber Araya (Board Chair)

INTRODUCTION

Professional Alliance for Development Ethiopia (PADet) is an indigenous, non-profit, non-governmental humanitarian organization established in 1998 by a group of voluntary development professionals who had served in government and non-governmental organizations. PADet's vision is to create a society where children, youth, and women are living dignified and secured lives. Over the past 26 years of dedicated service, PADet has expanded its reach to serve the poorest, most vulnerable, and marginalized segments of the population, with a particular focus on women, youth, and children. We do this through participatory development programs that address sexual and reproductive health SRH, child safeguarding and development, gender equality and women empowerment, and food security and livelihood promotion.

In 2024, PADet implemented a diverse range of projects funded by multiple donors, each targeting specific areas of development. These projects collectively addressed critical issues such as health, child protection, livelihoods, migration, and peacebuilding, demonstrating PADet's commitment to holistic community development. Below are included all PADets programs in 2024 according to their thematic/program area:

SRH & HIV/AIDS Program:

1. Yene Raey/My Body My Future Phase II – by Plan International
2. Adolescent Sexual and Reproductive Health – by Ipas
3. USAID HIV Prevention, Testing, and Treatment for Key Populations – by BPDO/USAID
4. Enhance CSOs Capacity and Advocacy Skills to Contribute to the National Reduction of New HIV Infection and AIDS Mortality – by Global Fund through CCRDA
5. Epidemic Preparedness Budget Advocacy Capstone Project – by Global Health Advocacy Incubator (Budget Advocacy Academy)
6. USAID Empowered Communities Activity – by USAID
7. Scaling the Tiko Ecosystem for Youth Health and Employment Project – by Tiko

Child Safeguarding & Development Program:

1. Ending Modern Slavery through Prevention of Child Labor Exploitation – by Freedom Fund
2. Safer Migration – by Freedom Fund
3. Child Sponsorship – by Children Believe Fund

Sustainable Food System & Livelihood Program:

1. Poverty Reduced Sustainably in an Environment of Resilient and Vibrant Economy (PReSERVE) – by Food for The Hungry
2. Peace and Cohesion through Advocacy and Dialogue (P-CAD) – by EU
3. Skill and Knowledge for Youth (SKY) – by HELVETAS

Gender Equality and Women Empowerment

*Currently cross-cutting across all projects.

Vision, Mission, and Values

VISION

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

MISSION

Empower children, youth, and women in their effort to improve their wellbeing through the delivery of inclusive, integrated, sustainable, and quality programs on child development & safeguarding, sexual reproductive health, prevention of HIV/AIDS, gender equality & women empowerment, sustainable food systems and livelihoods promotion and integration of social accountability.

VALUES

Our values advance the principles of letting everyone knows what PADet stands for; how we behave and our approach in doing humanitarian support. In this regard, PADet subscribes to the Humanitarian Accountability Partnership Standards [HAPS] which espouses the close links between quality, accountability, and results. According to HAPS, improving accountability in a systematic way results in enhanced outcomes, quality and impact. In our actions, we believe in the following core values:

- **Integrity:** We hold ourselves to the highest ethical standards, advocating for honesty, responsibility, and leading by example. Our commitment to integrity forms the bedrock of our relationship with stakeholders and the communities we serve.
- **Courage of Conviction:** Our commitment extends beyond words; it's a pledge to stand against poverty and hunger. We stand shoulder to shoulder with the most marginalized, using our conviction as a catalyst for a positive transformation of their lives.
- **Transparency:** Our decisions and actions adhere to a framework of rules and regulations, underpinned by transparency. We provide our stakeholders with accurate, relevant, and timely information, fostering an environment of trust and collaboration.
- **Impartiality:** Every individual deserves equal opportunities, free from discrimination. We embrace impartiality, ensuring that our programs and actions benefit everyone, while also giving special focus to the most vulnerable groups in society.
- **Accountability:** We are accountable not only to our organization but to all those affected by our actions. By transparently sharing our progress, acknowledging our challenges, and learning from our experiences, we uphold the trust placed in us.

SUMMARY OF 2024 ACHIEVEMENTS

In 2024, PADet implemented a wide range of projects across its four thematic focuses. The organization reached thousands of beneficiaries across multiple regions, achieving significant milestones in community empowerment, health service delivery, and youth development.

Key Highlights:

- **Sexual and Reproductive Health (SRH):** Improved access to SRH services, including family planning, and GBV prevention, reaching over **40,000 community members**.
- **HIV Prevention and Treatment:** Conducted HIV testing for **10,000+ individuals** and identified **~300 positive cases** with provision of linkage to ART and other DIC services.
- **Child Protection:** Rescued and supported **139 trafficked children**, provided vocational training to **33 CDWs**, and improved working conditions for CDWs through legal agreements.
- **Safer Migration:** Engaged **326 community members** in safer migration dialogues, intercepted **223 illegal migrants**, and provided vocational training to **179 women** for overseas employment.
- **Sustainable Livelihoods:** Trained **630 youths** in soft skills, disbursed **1.84 million ETB** in loans, and supported **324 youths** in on/off-farm activities.
- **Peacebuilding:** Launched the **P-CAD project**, focusing on conflict resolution and peacebuilding in Afar, Amhara, and Tigray regions.

MAJOR ACCOMPLISHMENTS IN 2024

Sexual Reproductive Health and HIV/AIDS Prevention Programs

Yene Raey/ My Body My Future II

Supported by: Plan International Ethiopia

Location: Amhara Region (Fagita Lakoma, Bahir Dar Zuria) and Oromia Region (Kersa Woreda, Jimma Zone)

Purpose: Empower adolescents and youth with knowledge on SRH, economic opportunities, and advocacy skills while promoting gender equality and disability inclusion.

- **Youth Engagement & Education:** Conducted weekly/bimonthly SRH, gender equality, and leadership sessions, reaching *996 youth*, including *58 persons with disabilities (PWDs)*. Trained *20 facilitators* and *15 supervisors* for School CSE programs, benefiting *1,154 students across 30 schools*.

- **Advocacy & Community Engagement:** Provided micro-grants to youth-led clubs in *10 schools*. Conducted community dialogues on SRH, GBV, child marriage, and disability inclusion, reaching *1,411 participants (568 F) and 67 PWDs*.
- **Economic Empowerment:** Formed *11 youth Village Savings and Loan Associations (VSLAs)* with a total of 220 members out of which 80 members engaged in income-generating activities (IGA). Trained *96 youth (39 F) and 9 PWDs* in entrepreneurship, ICT, climate change, and SRH. Delivered vocational training to *70 youth (37 F) and 7 PWDs* in catering, tailoring, and metalwork, supporting graduates with financial assistance for businesses such as garment making and electronics repair.
- **Parental & Community Support:** Formed *16 VSLA* groups with *349 members*, including *12 PWDs*, supporting small businesses. Organized 23 parenting groups with *905 members (566 F, including 28 PWDs)* for SRH education. Established boys' and men's groups for gender awareness and violence prevention.
- **Health & Well-being:** Referred *1,232 youth (672 F, including 51 PWDs)* for SRH services. Trained *549 parents (407 F)* on SRH and parenting. Conducted menstrual hygiene campaigns and climate change education, distributing agricultural inputs to four schools. Improved community access to dignity kits through health worker partnerships.

Adolescent Sexual and Reproductive (ASRH) Health

Supported by: Ipas

Location: Oromia Region (Debre Libanos, Girar Jarso, and Jida Woredas)

Purpose: Reduce maternal morbidity and mortality by increasing access to family planning, and comprehensive SRH services, while addressing gender-based violence (GBV).

- **Community Outreach & Awareness:** Conducted *1,020 community dialogues* and *1,500 youth engagement sessions* on family planning and GBV.
- **Youth and Couple Counseling:** Provided SRH counseling to *1,772 households* including contraception and GBV prevention.
- **Medical & Referral Services:** Referred *1,302 clients (216 M, 1,086 F)* for comprehensive contraception (CC).
- **GBV Response:** Supported *14 GBV survivors* with medical, psycho-social, and legal services through strengthened referral pathways.
- **Health System Strengthening:** Collaborated with health facilities to enhance the accessibility of SRH services, particularly for youth and marginalized communities.
- **Mini-Media and Community Engagement:** Reached *9,000 community members (3,900 M, 5,100 F)* with SRH messages through social events, dramas, and public awareness campaigns.

USAID HIV Prevention, Testing, and Treatment for Key Populations

Supported by: USAID / BPDO

Location: Amhara Region

Purpose: Reduce HIV incidence, improve testing and treatment access, and enhance retention in care for key and priority populations.

- **HIV Testing & Treatment:** Provided HIV testing services (HTS) to *9,208 clients*, identifying *286 new positive cases*, with *283 (99%) linked to care* including Drop-In Centers (DICs) and government facilities.
- **Targeted Testing & Prevention:** Conducted index case testing (ICT) for *1,315 clients*, identifying *99 new positives*, with *98 linked to antiretroviral therapy (ART)*. Reached *1,623 key populations (KP)* and *6,500 priority populations (PP)* with community-based HIV prevention services, including HIV education, risk reduction counseling, condom and lubricant distribution, and pre-exposure prophylaxis (PrEP) initiation.
- **HIV Prevention:** Initiated *868 female sex workers (FSW)* onto PrEP to prevent HIV infection among high-risk populations.
- **GBV Services:** Provided GBV services to *363 clients*, supporting survivors and strengthening protection mechanisms.
- **Viral Load Suppression:** Collected and tested viral load samples of *515 eligible clients*, supporting treatment adherence and national suppression targets.
- **Cervical Cancer Screening:** Screened *247 clients for cervical cancer*, identifying *8 precancerous cases*, all of whom received treatment.

Enhance CSOs Capacity and Advocacy Skills to Contribute to the National Reduction of New HIV Infection and AIDS

Supported by: Global Fund / CCRDA

Location: Amhara Region (Woldia, North Wollo)

Purpose: This project aimed to enhance the capacity of government and Civil Society Organization (CSO) leaders, increase HIV prevention awareness among KPPs, and promote sustainable community-based interventions. Through training, advocacy, and peer education, the project sought to strengthen community care coalitions, advocate for domestic resource mobilization, and improve HIV service access for vulnerable groups, such as FSWs and Adolescent Girls and Young Women (AGYW), to reduce the transmission of HIV and other sexually transmitted infections (STIs).

- **Capacity Building Training:** Conducted a training of training for *27 participants (16 M, 11 F)* to build the capacity of program managers and CSO leaders on the community care

coalition manual, focusing on creating awareness and fostering community engagement for sustainable HIV service delivery.

- **Peer Education and HIV Testing:** Organized small group and one-on-one sessions with *200 FSWs and 200 AGYW*, providing education on HIV prevention, safe sex practices, and testing. This resulted in *194 FSWs and 185 AGYW* being tested for HIV.
- **Sensitization Workshops:** Held workshops for community influential leaders and technical working groups, where *9 leaders* attended a sensitization session on Key Population (KP) service monitoring and evaluation systems, while *32 participants* attended a quarterly review meeting to discuss project progress and identify improvements.
- **Domestic Resource Mobilization Advocacy:** Conducted three workshops at the Woreda and zonal level to advocate for the enhancement of domestic resources for HIV service sustainability, ensuring that government and non-governmental stakeholders understood the importance of continued funding for HIV/AIDS interventions.
- **Community and Health Facility Linkages:** Strengthened links between *3072 KPPs (FSWs and AGYW)* and health facilities for quality HIV services through ongoing peer education, training *11 new peer educators* and establishing *20 peer education groups* in hotspot areas.

Epidemic Preparedness Budget Advocacy Capstone Project

Supported by: Global Health Advocacy Incubator (Budget Advocacy Academy)

Location: Amhara Region (Kallu Woreda, South Wollo Zone)

Purpose: The project aimed to strengthen advocacy efforts for the allocation of a dedicated epidemic preparedness budget in Kalu Woreda, South Wollo Zone, Amhara Region, Ethiopia. Recognizing the woreda's high vulnerability to disease outbreaks - such as cholera, malaria, anthrax, and measles - due to factors including population movement, inadequate access to clean water, and the presence of internally displaced persons camps, the discussions focused on influencing government decision-makers to allocate resources. The event engaged key stakeholders, including government officials and non-state actors (NSAs) to foster a shared understanding of epidemic risks and advocate for urgent budgetary commitments.

- **Contextual Presentation:** Provided a comprehensive overview of PADet's role, objectives, geographic focus, and its efforts in epidemic preparedness advocacy.
- **Stakeholder Engagement & Panel Discussion:** Facilitated discussions with 52 key stakeholders, including representatives from government sectors, regional bureaus, zonal departments, and woreda administrations, to emphasize the importance of allocating funds for epidemic preparedness.
- **Epidemic Preparedness & Budget Advocacy:** Highlighted Kallu Woreda's susceptibility to epidemics and urged the Woreda Finance Department to prioritize budget allocation in the 2024 and upcoming 2025 budget revision.
- **Experience Sharing:** Encouraged representatives from four neighboring woredas to share their insights on epidemic prevention strategies and funding mechanisms.

- **Community & Business Participation:** Engaged community-based organizations and business owners, some of whom expressed willingness to contribute financially if an official account for epidemic preparedness was established.

USAID Empowered Communities Activity

Supported by: USAID

Location: Addis Ababa (Kofe Keranio Sub-City)

Purpose: The USAID Empowered Communities Activity (ECA), implemented by PADet, seeks to improve Reproductive, Maternal, Neonatal, Child, and Adolescent Health (RMNCAH-N) services in the Amhara Region. The project strengthens community systems, promotes health literacy, empowers NSAs for advocacy, and enhances social accountability through tools like the Community Scorecard (CSC). The goal is to improve health outcomes across eight Woredas.

- **Stakeholder Engagement & Workshops:** Successful co-planning and launching workshops were held at both the zonal (Kombolcha) and Woreda levels, engaging 79 participants at the zonal level and 442 participants at the Woreda level. These workshops fostered partnerships with government agencies and NSAs (e.g., CBOs, CSOs, FBOs) and integrated the ECA project into local health plans.
- **NSA Mapping & Capacity Building:** Mapped 1,023 NSAs across eight Woredas and trained them on advocacy, community engagement, and accountability to improve health service delivery.
- **Health Post Assessments & Support:** Evaluated 58 Health Posts (HPs) and provided technical support to ensure accurate data management, facilitating proper documentation and timely reporting.
- **Health Center Integration & Monitoring:** Integrated ECA activities into 58 health centers' regular plans and launched collaborative monitoring efforts to ensure consistency and quality.
- **Advocacy & Accountability Initiatives:** Delivered training on advocacy, CSC, and health literacy to local stakeholders, strengthening their role in monitoring and improving health services.
- **Gender & Community Involvement:** Focused on increasing women's leadership and visibility in health decision-making by involving women's associations in workshops and project activities.

Scaling the Tiko Ecosystem for Youth Health and Employment Project

Supported by: Tiko

Location: Addis Ababa (Kofe Keranio Sub-City)

Purpose: This project increases youth engagement in essential health and social services by implementing a structured mobilization and enrollment system. Operating within Kolfe Keranio Sub-city, it focuses on increasing youth participation through direct mobilization and SMS-based outreach. Mobilizers play a crucial role in registering new participants and ensuring they access available services. The initiative also provides ongoing training, supervision, and technical support to ensure efficiency.

- **Youth Enrollment & Engagement:** Registered *2000+ new enrollments* through direct mobilization and SMS-based outreach. Mobilizers utilized Tiko cards and SMS systems to engage youth, ensuring access to essential services at clinics. Continuous follow-up conducted to support newly enrolled participants.
- **Mobilizer Recruitment & Capacity Building:** Recruited new mobilizers in underperforming areas to enhance engagement. Provided training and mentorship to improve mobilizer effectiveness. Conducted regular follow-ups and supervision to ensure performance targets are met.

Child Safeguarding and Development Programs

Ending Modern Slavery through Prevention of Child Labor Exploitation

Supported by: Freedom Fund

Location: Addis Ababa (Kolfe Keraniyo and Addis Ketema Sub-Cities)

Purpose: Child domestic work encompasses a range of household chores and caregiving tasks performed by children within the homes of employers or guardians. Too often, Child Domestic Workers (CDWs) face exploitation and harsh working conditions, making them vulnerable to violence and depression. Many work long hours without access to education, isolated in their employer's home with limited social interaction. With support from Freedom Fund, PADet has implemented various initiatives to enhance identification and protection systems, ensuring better monitoring of CDWs at risk and reducing the worst forms of exploitation. PADet also refers CDWs to comprehensive shelter services and facilitates the reunification of children with their families. Through interface meetings between employers and CDWs, dialogues with employers and recruiters, community awareness campaigns, capacity-building for law enforcement units, and advocacy efforts, PADet strives to shift perceptions and improve the treatment of CDWs in targeted areas.

- **CDWs:** Reunited *84 children* with their families through community watch groups and improved working conditions through legal agreements with *14 recruiters*.
- **System-Level Changes:** Trained transport workers implemented a registration system, reuniting *248 trafficked children* with their families. Recruiters adopted ethical hiring

practices, benefiting 58 CDWs. The WCSAO recovered 63,400 ETB in unpaid wages, reunited 35 children with their families, and provided support services for CDWs.

- **Empowerment & Training:** Trained 30 CDWs on child rights and labor laws, leading to recovered wages, reduced workloads, and two CDWs returning to school. Provided life skills training to 66 CDWs, vocational and business training to 55, and start-up grants to 23. Engaged 154 employers in awareness sessions, resulting in improved working conditions for CDWs.
- **Community Engagement:** Established 33-member Community Watch Groups to monitor CDW exploitation, mediate conflicts, and refer cases for support. Conducted 1,657 home visits, reaching 1,920 community members. Referred 78 CDWs for legal, health, and psychosocial services and resolved 35 employer-CDW conflicts. Strengthened local government capacity in child protection.

Safer Migration Project

Supported by: Freedom Fund

Location: South Wollo Zone (Kalu Woreda and Dessie City)

Purpose: The project has made significant strides in promoting safer migration and reducing the risks associated with illegal migration and domestic servitude. It has actively engaged communities, government bodies, recruitment agencies, and law enforcement to enhance awareness, provide training, and create protective systems for potential migrants and returnees. The Safer Migration Project has successfully influenced policy, awareness, and behavior, fostering a sustainable migration framework in the region. The combination of community-driven initiatives, law enforcement interventions, and returnee support has significantly contributed to reducing illegal migration and promoting safer alternatives.

- **Enhanced Awareness & Community Engagement:** Established community conversation groups with 3,736 members, including 200 community leaders. Introduced bylaws in 13 Eddirs to penalize illegal migration facilitators, promoting legal migration. Formed 12 peer-to-peer groups in 8 schools, training 300 students (270 F), while 8,587 students received awareness messages on safer migration and anti-trafficking. Decentralized biometric fingerprint scanning in Dessie to ease legal migration processes.
- **Migration Resource Center (MRC) & Hotline Services:** Over 6,000 individuals accessed hotline, internet, and library resources for migration support. Provided 3,560 hotline users with information on safe migration, agency details, and psychosocial support.
- **Legal Migration & Skills Development:** Trained 2,694 potential migrants in overseas employment skills, with 1,918 migrating legally. Improved recruitment agency compliance, facilitating 918 legal job placements.

- **Interceptions & Law Enforcement:** Intercepted *3,659 individuals* attempting illegal migration and arrested *five illegal brokers*. A shoot-out in Kallu Woreda led to trafficker arrests, reinforcing law enforcement efforts. Trained officers on anti-trafficking laws to enhance coordination and intervention.
- **Support for Returnees & Victims:** Assisted *892 intercepted migrants (704 F)* with reintegration support, with *98%* reunited with families. Provided psycho-social support to *125 returnees*, reintegrating *123*. Delivered business training to *65 returnees*, with *25 launching businesses* and *8* preparing to start. Supported *15 returnees* in IGAs, collectively saving *123,000 ETB*. Created six additional employment opportunities for returning female migrants.
- **Institutional Collaboration:** Engaged *152 stakeholders* in a multi-stakeholder workshop, leading to a *60,000 ETB* government allocation for legal migration support. Strengthened recruitment agency monitoring and stakeholder review meetings to align efforts with project goals.

Child Sponsorship Project

Supported by: Children Belief

Location: Amhara Region (Raya Kobo Woreda)

Purpose: Improve education, health, and well-being for vulnerable children through school support, nutrition programs, and community awareness on child protection.

- **Education Support & Infrastructure:** Provided scholastic materials including school bags, uniforms, and exercise books to *600 students*, improving attendance and engagement. Supplied *90 combined desks and teaching aids* (science models, maps, and books) to *8 primary schools* and strengthened *3 educational development centers* with teaching materials. Trained *35 early childhood care and development (ECCD) teachers* in inclusive education and child discipline. Recognized top *50 students* with awards, including school supplies.
- **Health & Nutrition Support:** Delivered essential nutrition packs (wheat flour and vegetable oil) to *150 malnourished children*, reducing malnutrition rates. Provided medical treatment to *80 children* and conducted growth monitoring for *500*.
- **Community Engagement & Child Protection:** Conducted *22 community conversation groups* with *700 members* on education, health, child protection, and gender equality. Trained *40 mothers* in ECCD and *255 community members* (parents, teachers, caregivers) in child protection, hygiene, and gender issues. Strengthened CBOs in child protection and safe environments for children.
- **Child Sponsorship:** Facilitated *225 children* in writing letters to their sponsors, reinforcing emotional and financial support.

Sustainable Food Systems and Livelihood Programs

PReSERVE Youth Employment

Supported by: Food for the Hungry (FH)

Location: Amhara Region (Lay Gayint, Tach Gayint, Simada, and Sahila Woredas)

Purpose: Increase and diversify formal and informal employment and enterprise for male and female youth.

- **Trainees Enrolled:** 293 (222 F, 71 M) in sectors like embroidery, garment production, beauty salons, and electronics servicing.
- **Soft and Business Skill Training:** Trained 1260 (672 F) youths in behavioral skills and 944 (490 F) youths in business development, including the "Be Your Own Boss" (BYOB) program.
- **Technical Training:** The program also provided technical training on agriculture in off-farm activities to 908 youth (472 F).
- **Job Shadowing:** A smaller group of youth, consisting of 67 males and 34 females, participated in job shadowing for hands-on experience.
- **Coaching Services:** PReSERVE experts provided coaching services to 1,185 youth (624 F) benefiting from personalized guidance and support.
- **Mentoring:** A select few, 5 males and 10 females, received mentoring from model business mentors.
- **Guarantee Loan Fund:** Through RuSACCOs, 184 youth (84 M, 100 F) received access to guarantee loan fund disbursed 1.84 million ETB. This financial support helped them establish or expand their businesses.
- By the end of the year, a total of 416 youth (197 F) had secured employment benefits. The **employment opportunities** included:
 - **Wage Employment:** A small number, 5 youth (2 F) found wage employment.
 - **On/Off Farm IGAs:** The majority, 388 youth (182 F) engaged in on/off farm IGAs.
 - **Non-Farming Income Generating Activities:** A total of 23 youth (13 F) participated in non-farming IGAs to diversify their economic opportunities.

Skill and Knowledge for Youth (SKY)

Supported by: HELVETAS Swiss Intercooperation Ethiopia

Location: Amhara Region (Finot Selam, Injibara, Debark, Debre Tabor)

Purpose: Provide vocational training and job placement for disadvantaged youth (15-29 years) using a Results-Based Financing (RBF) model.

- **Trainees Enrolled:** 293 (222 F, 71 M) in sectors like embroidery, garment production, beauty salons, and electronics servicing.
- **RBF Model Implementation:** Training fees disbursed in three installments based on milestones (30% midpoint, 35% post-training, 35% after job placement).
- **Stakeholder Engagement:** Workshops and learning events conducted to strengthen job linkages and promote the RBF model.
- **Job Placement Goal:** 80% of graduates expected to secure employment.

Peacebuilding (P-CAD Project)

Supported by: European Union (EU)

Location: Afar (Gulina Woreda), Amhara (Raya Kobo Woreda), and Tigray (Raya Azebo Woreda)

Purpose: Promote peacebuilding, conflict resolution, and social cohesion in conflict-prone regions through advocacy, dialogue, and capacity building for CSOs.

- **Project Launch:** Conducted a successful launching workshop for the **P-CAD project**, engaging stakeholders from Afar, Amhara, and Tigray regions.
- **Baseline Assessment:** A consultant was engaged to collect data, and preliminary findings have been presented.
- **Capacity Building:** Focused on empowering civil society organizations (CSOs) and promoting inclusive decision-making in conflict resolution.

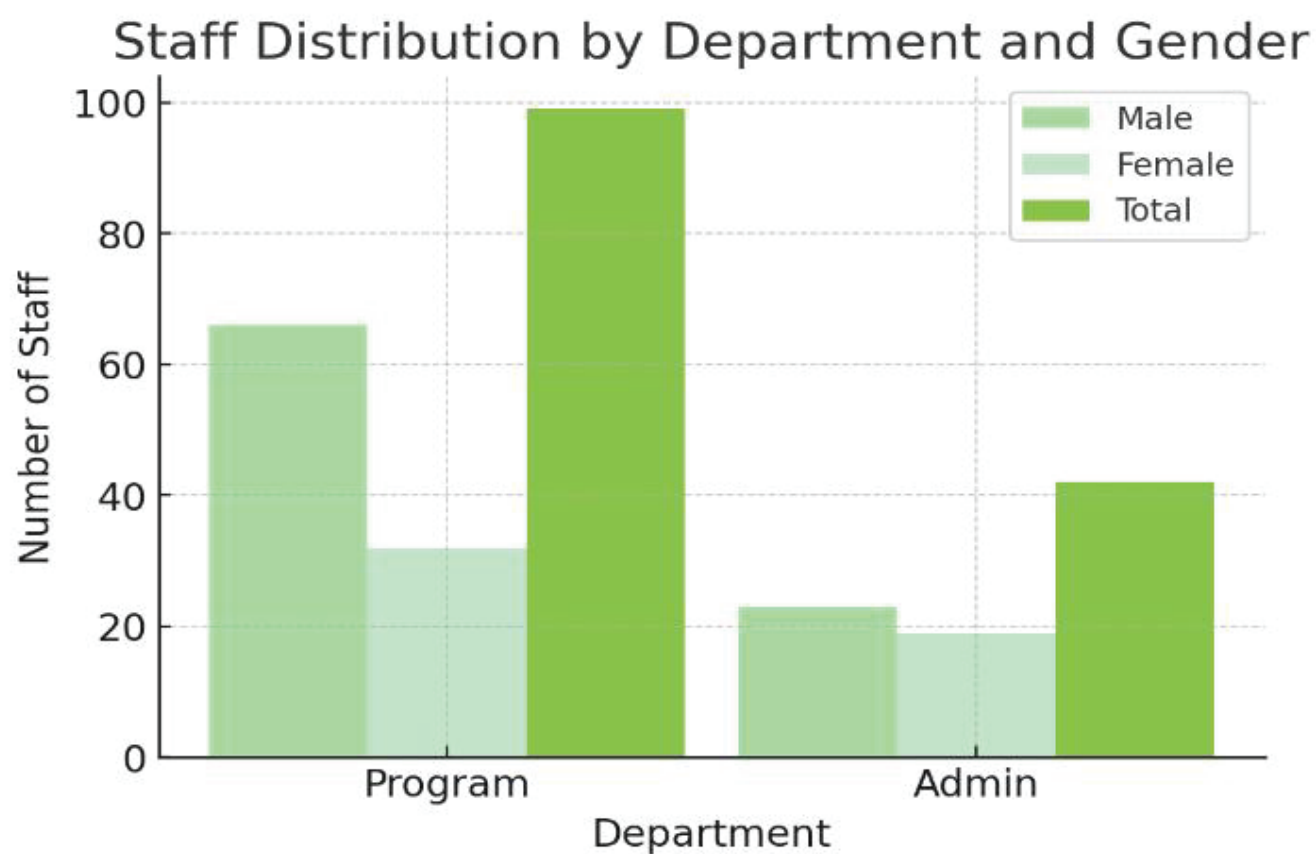
MONITORING AND EVALUATION

In 2024, PADet implemented a robust **Monitoring and Evaluation (M&E)** framework across all projects to ensure effective implementation, measure progress, and enhance accountability. Key M&E activities included:

- **Regular Field Visits:** Conducted by M&E specialists and project managers to assess progress, provide feedback, and develop acceleration plans.
- **Quarterly Review Meetings:** Held with project staff and stakeholders to discuss performance, identify gaps, and develop joint action plans for improvement.
- **Community Feedback Mechanisms:** Established suggestion boxes and client feedback surveys to gather input from beneficiaries, ensuring services met community needs.
- **Performance Tracking:** Monitored **Key Performance Indicators (KPIs)** such as HIV testing rates, youth employment outcomes, and GBV service uptake to inform decision-making.

- **Partnership Evaluations:** Assessed collaboration effectiveness with government agencies, NGOs, and community structures to strengthen referral networks and resource sharing.

PROPORTION OF HUMAN RESOURCE



FINANCIAL PERFORMANCE PLAN VS EXPENDITURE FOR 2024

Financial Performance							
Professional Alliance for Development-PADet							
Income and Expenditure by Project							
For the month of January 1, 2024 to December 31 2024							
No	Donor	Project Name	Total Income for 2024	Total Expenditure for 2024	Remaining Balance	Performance	Remark
1	AAE	Women, Peace and Security	83,800.00	41,900.00	41,900.00	50.00%	
2	PLAN	SRH -My boy My Future-Amahar	10,503,532.54	11,829,463.29	(1,325,930.75)	112.62%	
3	PLAN	SRH-My boy My Future-Oromiya	5,341,270.66	5,277,638.89	63,631.77	98.81%	
4	Geneva Global	Accelerated Learning for Africa-ALFA		146,717.28	(146,717.28)		
5	BPDO	HIV Prevention Testing and treatment services for KP in Amhara region	17,520,473.25	16,524,182.40	996,290.85	94.31%	
6	Freedom Fund	Child Domestic Work	6,038,257.96	6,173,460.09	(135,202.13)	102.24%	
7	Freedom Fund	Safe Migration	6,620,797.07	6,102,801.46	517,995.61	92.18%	
8	AAE	AAE Emergency Project		125,000.97	(125,000.97)		
9	FH	Poverty Reduced Sustainably in an Environment of Resilient and Vibrant Economy (PReSERVE)	19,595,276.98	22,792,993.10	(3,197,716.12)	116.32%	
10	IPAS	Reproductive Health Program	877,162.95	1,156,929.27	(279,766.32)	131.89%	
11	Management Agency	ESAP3 in Afar	2,392,597.81	831,193.86	1,561,403.95	34.74%	
12	CCRDA	ESAP3 in Addis Ababa	145,316.89	63,954.56	81,362.33	44.01%	
13	Palladium	Promoting Family Planning (FP) and Maternal Newborn, and Child Health (MNCH)	5,204,967.07	5,397,721.72	(192,754.65)	103.70%	
14	Freedom Fund	Unrestricted Fund		445,697.00	(445,697.00)		
15	CCRDA	Contribute to the National Reduction of New HIV Infection and AIDS Mortality	549,979.27	876,841.84	(326,862.57)	159.43%	
16	EthiopianAid UK	Gender Base Violence		284,826.51	(284,826.51)		
17	Children Belive	Sponsorship Program	5,707,671.88	5,348,017.43	359,654.45	93.70%	
18	Reliable Sustainable Consulting	Individual School Aid	260,192.87	253,771.02	6,421.85	97.53%	
19	Project HOPE	Empowering Community Activies	16,530,998.23	14,131,675.50	2,399,322.73	85.49%	
20	HELVETAS	Sky Project	2,043,400.00	1,998,220.07	45,179.93	97.79%	
21	EU	Peace and Coexistence through Advocacy and Dialogue-P-CAD Project	13,801,615.28	1,200,468.13	12,601,147.15	8.70%	
22	Global Health Advocacy Incubation-GHAI	Epidemic Preparedness Budget Advocacy Capstop Project	1,148,999.53	337,133.01	811,866.52	29.34%	
23	Triggerise Stichting Ethiopia branch/TIKO/	Family Planing	108,333.34	3,530.00	104,803.34	3.26%	
24	Other Income	Other Income	192,416.19		192,416.19		
25	Staff	Income-General contribution fu	284,258.44		284,258.44		
26	Individual	Donation	103,042.57	14,397.00	88,645.57	13.97%	
27	Management Agency	Exchange rate gain from ESAP3	1,454,683.27		1,454,683.27		
28	Children Belive	Exchange rate gain from CB	138,372.54		138,372.54		
29	EU	Exchange rate gain from EU	283,813.71		283,813.71		
30	GHAI	Exchange rate gain from GHAI	66,458.04		66,458.04		
31	Children Belive	Income from CB- CDG Individual	2,145,208.80		2,145,208.80		
32	-	Non-Cash transaction		5,414,975.25	(5,414,975.25)		Deperciation and Amortization
			119,142,897.14	106,773,509.65	12,369,387.49	89.62%	

CHALLENGES AND LESSONS LEARNED

Challenges and Mitigation Measures

- **Security Issues:** Armed conflict in some regions disrupted project activities. PADet responded by providing safety gear, adjusting project timelines, and using alternative communication methods.
- **Staff Turnover:** High turnover of Health Extension Workers and project staff due to university enrollment and other factors. PADet addressed this by recruiting new staff and providing on-the-job training.
- **Supply Shortages:** Limited availability of HIV test kits and other medical supplies. PADet collaborated with government partners to ensure a steady supply of essential materials.
- **Transportation Issues:** Delays in distributing materials and accessing project sites. PADet used motorbikes, Bajajs, and rental vehicles to overcome these challenges.

Lessons Learned

- **Community Involvement:** Active participation of community members in project design and implementation ensures sustainability and ownership.
- **Tailored Approaches:** Customizing interventions to meet the specific needs of target groups, such as youth and women, improves program effectiveness.
- **Integrated Services:** Combining SRH services with HIV prevention and livelihood support provides holistic care to beneficiaries.
- **Monitoring and Evaluation:** Regular monitoring and feedback collection are essential for assessing progress and making necessary adjustments.
- **Collaboration with Partners:** Strong partnerships with government agencies, NGOs, and community organizations enhance resource sharing and program impact.

ANNEX 1: SUCCESS STORIES

Frehiwot Dubale: Empowering a Child Domestic Worker

Frehiwot Dubale, a young domestic worker, faced numerous challenges, including inadequate rest, limited education, and unfair pay. Through PADet's intervention, Frehiwot's employer was educated about her rights, leading to significant improvements in her working conditions. Frehiwot was granted adequate rest time, access to education, and vocational training. She started a small business selling ice, which eventually allowed her to invest in a cow. The income from the cow's offspring

contributed to her financial stability. Frehiwot also completed a cooking course, gaining valuable skills and additional income. Her story highlights the transformative impact of empowering employers and educating them about the rights of child domestic workers.

Wodajo Village: Transforming Migration Practices

This community transformed its migration practices through PADet's safer migration project, reducing illegal migration and empowering women through savings groups. Through PADet's safer migration project, women in Wodajo Kebele formed a self-help savings group, creating an alternative to migration. The initiative reduced unsafe migration and inspired **150 women** to receive overseas employment training, with **18 successfully migrating legally**. This success story demonstrates the power of community-driven solutions in addressing migration challenges and empowering women.

Figure 1: Wodajo village community conversation and saving group



From Despair to Hope: Libnesh's Journey of Resilience and Community Intervention



Figure 2: Picture of Libnesh

Libnesh Kusa, a determined 13-year-old from Arbaminch, Ethiopia, dreamed of helping her family escape poverty. As the eldest child, she left school after third grade to find work, embarking on a risky journey alone to Addis Ababa. But the city was unforgiving – homeless and jobless, she wandered the streets of Kolfe, exposed to danger and exploitation. Just as hope seemed lost, a local watch group spotted her. Trained to spot vulnerable children, they approached her with kindness. Libnesh shared her story: *"I came here to help my family, but I didn't know it would be this hard. I just want to go home."* Their hearts moved, they quickly partnered with OPRIFS, an organization supporting vulnerable children, to provide her shelter, safety, and counseling.

Today, Libnesh is no longer alone. She's in a safe space, healing and preparing to reunite with her family. Her story is a testament to the power of community vigilance and structured support. It also shines a light on the urgent need to address child exploitation through education

and economic empowerment, so no child has to face such risks again. Libnesh's journey - from despair to hope - inspires us to act, to protect, and to believe in brighter futures for every child.

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF
PROFESSIONAL ALLIANCE FOR DEVELOPMENT (PADet)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Section One: Report on the Financial Statements

We have audited the financial statements of Professional Alliance for Development (PADet) as at 31 December 2024 which comprise the statement of financial position, statement of financial performance, statement of changes in net asset, cash flow statement and a summary of significant accounting policies and other explanatory information.

Unqualified Opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Professional Alliance for Development (PADet) as at 31 December 2024 and its financial performance, for the year then ended in accordance with International Public Sector Accounting Standards (IPSAS).

Basis for Unqualified Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Ethiopia, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Management and those Charged with Governance for the Financial Statements

The management is responsible for the preparation and fair presentation of the financial statements in accordance with the accounting policies of the organization, and for such internal control as management determines is necessary to enable the preparation of the audit report that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.



Auditor's Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the audit report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Section Two: Report on Other Legal and Regulatory Requirements

The opinion in this section is given based on the audit procedures we applied to review compliance with Civil Society Organization Proclamation No. 1113/2019;

1) Income: -

- a. Income collected through bank was collected by raising cash receipt vouchers.
- b. Income is collected through legal means and by the person delegated for the purposes.

2) Expenditures: -

- a. Expenditures are accounted for when evidenced by legal and original invoices, relevant, reliable and sufficient for the purposes.
- b. Expenditures and purchases of goods and services are incurred as per the relevant regulations and authenticated by the officials of the Organization.
- c. Operational costs and administrative costs are properly separated. As is separated in the reported statement of income and expenditure, the operational expenditure represents 83% and administrative expenditure is 17% of the total expenditure.

3) Property administration

- a. Fixed assets register is maintained with necessary details.
- b. Fixed assets identification number are given to each asset and cross-referenced with the register book.

4) Cash and bank balances

Separate ledger account is maintained for the bank account of the Association and reconciled with the bank statement monthly.

5) Receivables and Advance

- a. Advance and receivables are collected and settled in a period
- b. Separate ledger accounts are maintained for each receivable balance with appropriate classification.



6) Payables

- Payables are settled within the time period
- Taxes and pension are deducted and paid over to the respective body within the time set for settlements.

In our opinion, the attached financial statements of Professional Alliance for Development (PADet) as at 31 December 2024 comply, in all material respect, with Civil Society Organization Proclamation No. 1113/2019 issued by the Federal Democratic Republic of Ethiopia government.

Soliyana Kiros Legesse (FCCA)
Certified Audit Firm



Addis Ababa
March 27, 2025





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FROM THE AMERICAN PEOPLE

