

TRANSFORMATION THROUGH COLLABORATION

ANNUAL REPORT 2023

ECCE as a
platform for
inclusive
growth and
equality

IN GRATITUDE TO OUR PARTNERS

Main partner: Formue

Financial partners:

AKO Foundation • Erna and Knut Engs Children's Foundation • Grieg Foundation • International Labour Organization • Ivar Løge Foundation • Ringgården AS • Stiftelsen Et Rikere Liv

Project partners in Ethiopia:

Ministry of Women and Social Affairs • Ministry of Education • Ministry of Urban Development • Ministry of Industry • Addis Ababa Women, Children, and Social Affairs • Addis Ababa City Administration, Strategic Plan Management Office (AACA/SPMO) • Siiqqee Women's Development Association • Tebita Ambulance and Paramedic Service • Felek • Green Scene Ethiopia • Five Dots • Sumuni Creative Solution • Good Samaritan Ethiopia • Arbaminch Prison • Federal Prison Commission • Women's Health Association of Ethiopia • Best Day Care • Zigjju • Med in Sheger • Enes Lelije Parenting and Training PLC • Abeje Design Solutions • International Labour Organization • Kotebe University of Education

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Frivillighet Norge (The Association of NGOs in Norway), Virke (The Federation of Norwegian Enterprise), The Norwegian-African Association (NABA), and has consultative status at the UNs Economic and Social Council (ECOSOC).

All photos in annual report taken by (if not other stated): Ignacio Hennings

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GREETINGS FROM FOUNDER

EDUCATION IS THE BEST WEAPON FOR PEACE

Watching a toddler in deep concentration over a task he or she has chosen for itself is deeply heartening. As a Montessori-parent, building my first school some 35 years ago in Norway, I also know the long-term value of giving the child freedom to build itself to become a caring and responsible individual.

A well-nourished child in a safe and caring community has the best opportunity to grow to become a peaceful and positive force for society. Every child deserves this opportunity.

In PfC, we have set on a path to give as many children as possible a better chance in early life through ensuring quality early childhood care and education. As a small organization with limited resources, our strongest assets are our conviction, our deep experience, and our partnership model.

Our implementing partners are everything from individual teachers aiming to start their own ECCE centre, industry parks seeing the value in offering ECCE to keep employees, prisons wishing to offer a better life for the children on female inmates, and housing societies. In Addis Ababa alone, the Mayor has set a goal to offer quality ECCE to 300.000 children.

Partnering with local and national authorities to provide a legal framework, with the local communities, business communities, and civil society to develop centres, we can ensure not only scale but also ownership and agency to the concept.

And finally, to provide education and training of teachers, assistants, and leaders, we develop partnership with universities and training institutes.

Having access to quality early childhood care and education frees young women to embark upon a career in the formal workplace, knowing that their children are safe and well taken care of. For many young women,



Photo: Kine-Erica Bjune Yrstad

“A well-nourished child in a safe and caring community has the best opportunity to grow to become a peaceful and positive force for society”

often single mothers, this can be life-changing. Also, when women enter the formal economy, the country’s GDP sees a significant growth.

An ECCE centre not only gives children a good start in life. It also provides jobs. Lots of jobs. Demand for ECCE staff, trainers for ECCE staff, production facilities for materials and furniture, and maintenance of the centres mean tens of thousands of jobs created. These are formal jobs providing a thriving economy.

As Maria Montessori said: Education is the best weapon for peace.

INGRID STANGE
Founder of PfC

WHO WE ARE



“We aspire to an economy and a society marked by **gender equality**. Through local partnerships, we aim to scale up Early Childhood Care and Education (ECCE) in East Africa, driving **inclusive growth**”

PfC is a civil society organisation specialising in creating cost-effective partner coalitions to achieve shared goals. We partner with organisations, governments, businesses, philanthropists, and grassroots changemakers, leveraging expertise and resources to implement lasting social change. Our initiatives are pilot-based and always anchored in local demand, solutions, and ownership. Once “proof of concept” is established, coalitions are expanded to scale up.

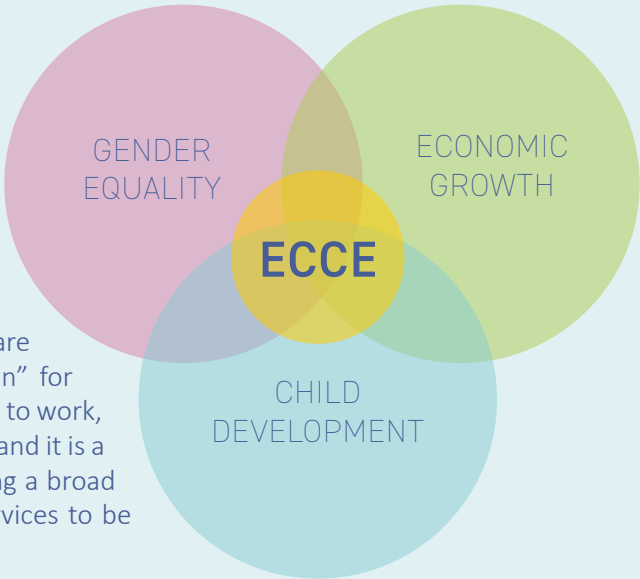
OUR APPROACH



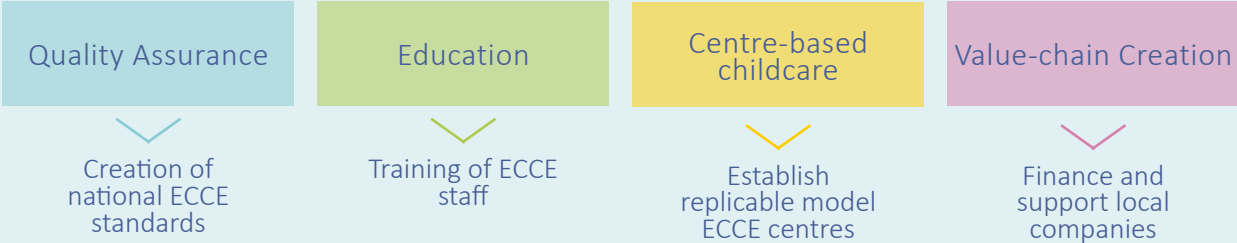
Partnership agreements are negotiated upon shared values, basic human rights, mutual respect, legal commitment and adapted to a country’s development agenda and needs.

All our projects are designed for financial sustainability and built to be scaled, if successful.

Building a solid childcare infrastructure is a “Triple Win” for society: it frees women’s time to work, it gives children a head-start, and it is a large growth-creator, requiring a broad value-chain of goods and services to be developed.



Our ECCE programme is based on four “tools”. These tools encompass direct project implementation as well as transformative awareness-raising, to ensure that social justice and internationally recognised human rights are realised in practice, not just theory.



EMPOWERING CHANGE

PFC'S STRATEGIC ADVANCEMENTS IN ETHIOPIA'S ECCE SECTOR IN 2023

In 2023, Pfc's board reinforced its focus on ECCE, subscribing to the "triple win" strategy: providing a headstart for children, freeing up time for women to engage in formal, paid work, and creating thousands of jobs both directly within the ECCE sector and indirectly through service and goods provision. This strategy was underpinned by multiple partnerships including the Federal Government of Ethiopia and the Mayor's Office in Addis Ababa, both of which sought Pfc's expertise in establishing childcare centres. Additionally, the International Labour Organization (ILO) enlisted Pfc to facilitate the "Care@Work" programme in Ethiopia's garment sector.

Moreover, Pfc's engagement extended to helping establish childcare centres in various industrial parks as part of Ethiopia's National Development Plan, with collaborative efforts from the Federal Ministries of Industry, Education, and Women & Social Affairs. These ministries also partnered with Pfc in developing national curriculums for ECCE staff at universities like Kotebe, Ambo, and others, further supporting a National Centre of Excellence for ECCE established at the premises of the Ministry of Women & Social Affairs.

Pfc's efforts have not only attracted collaboration from large international foundations, but also involved local entrepreneurial partnerships to stimulate economic activities linked to the ECCE sector. For instance, in partnership with the Ethiopian entrepreneur Sumuni, Pfc is identifying promising new business ventures that can contribute to the ECCE sector.

Significant achievements in 2023 also included the inauguration of the community-based Summit ECCE centre in a suburb of Addis Ababa, which now serves as a model for locally-based ECCEs. Pfc remains in ongoing



Photo: Liisa Leesment

The Ethiopian President and officials attended a March 8 event broadcasted nationally. Five organisations – UNICEF, UNFPA, UN Women, Norwegian Church Aid, and Pfc - were honoured for their excellence in promoting women and children, highlighting Pfc's contribution to the development of the ECCE sector.

discussions with global institutions such as the World Bank Group and UN Women, exploring further collaborative opportunities.

Reflecting on the accomplishments of 2023, Pfc also hosted a well-attended seminar in Oslo, Norway, titled "ECCE, a 'Kinder-egg' for Development Policies," and published several articles and presentations in Norway, sharing insights and garnering support for their initiatives. The organization extends its gratitude to all its Ethiopian partners and dedicated Norwegian financial supporters, along with the Norwegian Embassy in Addis Ababa, for their ongoing constructive dialogue and support.

ARNI HOLE
Chairperson at Pfc

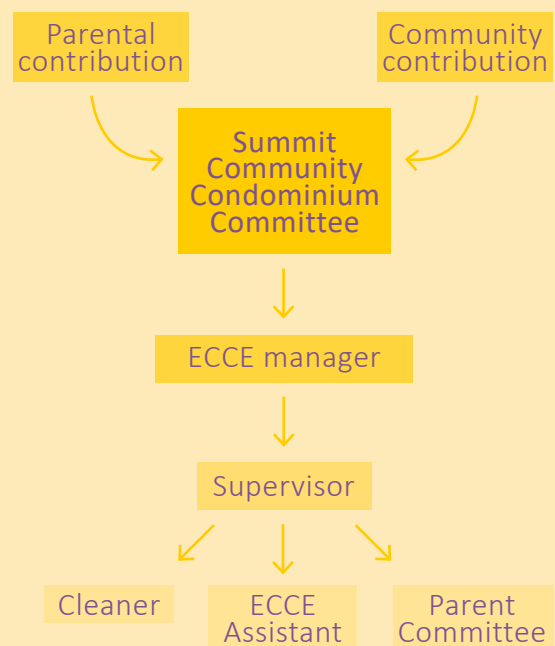
SUMMIT ECCE CENTRE

A SCALABLE COMMUNITY-FINANCED CHILDCARE MODEL TO ENHANCE LOCAL ACCESS

THE CONCEPT

The project is a pioneering initiative that established a community childcare centre, financed by combining a start-up grant with local contributions for operations. The centre was renovated and equipped to meet national standards, serving as a prototype for future expansion across Ethiopia. It addresses the pressing need for affordable, quality childcare, leveraging community engagement and fees for sustainability.

SUMMIT COMMUNITY CONDOMINIUM HOUSE OWNERS ASSOCIATION



Running the ECCE centre has been a new challenge for us. We will not give up because we know we are helping the children and the mothers. We are creating the next generation for the country

- Ato Dawit, manager of Summit ECCE centre





As a mother,
I am stable and
capable of working
thanks to the excellent
care my child receives

- Gete, mother of
Kidist

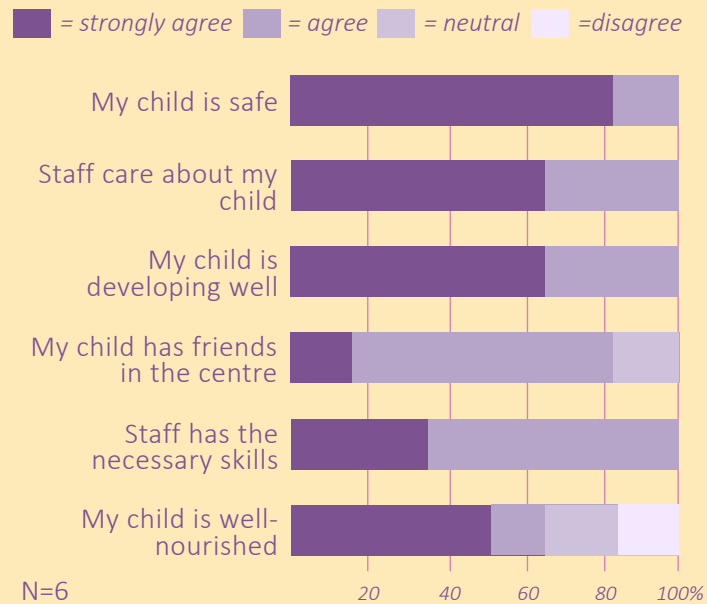
THE CHALLENGE

The stark lack of accessible, quality childcare in Ethiopia places undue burdens on women, exacerbating urban unemployment rates among them. With less than 1% of women in formal employment able to afford private childcare, the demand for community-supported solutions is high. Quality childcare not only empowers women to pursue education and employment, but also aids child development and school-readiness, especially in children from low-income families, thereby tackling social and economic inequalities.

THE SOLUTION

The Summit Housing Community transformed a rundown building into a childcare centre, renovated by PfC's Expert Group architects using local materials and labour. This cost-effective, high-quality approach supports local businesses and can be replicated. The centre, initially serving 15 children with plans to expand to 50, is funded by housing community fees and parent contributions, creating a self-sustaining model that does not rely on government aid. PfC-trained staff maintain high care standards, with local government ensuring compliance, enhancing accessible childcare for all.

PARENT FEEDBACK



RESULTS

- 19 children are enrolled.
- 5 jobs created for trained staff.
- 68 % of mothers are working.
- 0 % of children are malnourished.



PARTNERS:



FORMYUE

INDUSTRIAL PARK PILOT PROJECT

BOOSTING GENDER EQUALITY AND PRODUCTIVITY IN THE GARMENT SECTOR

THE CONCEPT

Ethiopia's industrial parks, predominantly staffed by young women, struggle to retain employees due to inadequate childcare options. This post-maternity attrition incurs retraining costs, squanders potential female talent, and undermines the competitive edge of businesses. An initial pilot project to establish a childcare centre in Yirgalem Industrial Park led to a more comprehensive project in collaboration with the ILO in 4 other locations. It fortifies workers' rights and gender equality in Ethiopia's garment sector, by targeting maternity protection, care policies, sexual and reproductive health, and childcare services.

THE CHALLENGE

The necessity of this project stems from the significant gender gap in care responsibilities, which disproportionately affects women's participation in the workforce, especially in Ethiopia's garment industry. The high turnover due to inadequate maternity and childcare support not only hampers productivity but also squanders economic potential. With global estimates suggesting a \$17 trillion GDP boost if care responsibilities were compensated, the project aims to mitigate these challenges by introducing effective care policies and childcare centres, thereby promoting gender equality and economic growth.



ETHIOPIA'S INDUSTRIAL PARKS:



I believe women shouldn't have to choose between a fulfilling career and caring for their families. That's why I'm so excited to be launching an on-site day care centre here at our factory. This will give our amazing female employees more options and help prevent us from losing valuable talent

-Mrs Yirgalem Assefa, Owner of Yirgalem Addis Garment

Norway is proud to support ILO, the Ethiopian Ministry of Industry and Partnership for Change realising two workplace day care centres in Addis. Day care is a key step to further children's needs, women's economic empowerment, equality and economic growth in Ethiopia

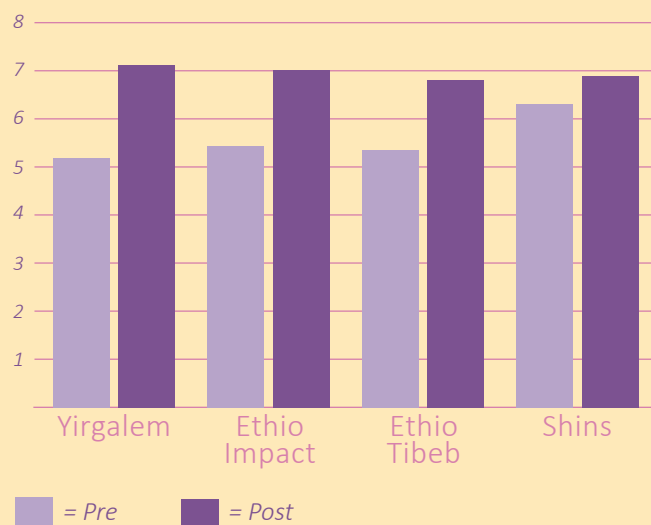
- Stian Christensen Ambassador of Norway to Ethiopia.



THE SOLUTION

The solution involves a multi-pronged strategy, including awareness sessions on maternity and care policies, training on workplace policy enhancement, and establishing quality childcare centres within garment factories. PfC's collaboration with Ethiopian ministries, businesses, and the ILO aims to ensure the sustainability and scalability of care-responsive workplaces. By addressing the care economy's overlooked aspects, the project seeks to create a more inclusive, productive, and gender-equal work environment, setting a precedent for broader implementation across the industrial landscape in low-income countries.

AVERAGE SCORE OUT OF 10 POINTS

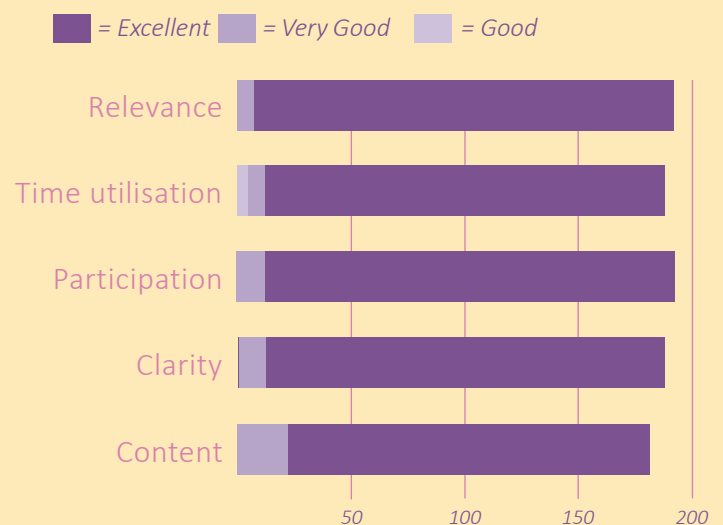


All factories reported enhanced knowledge of the topics covered by training.

RESULTS

- 2 ECCE centres renovated and furnished in garment factories.
- 75 children now have access to quality childcare.
- 151 workers and managers received training. The training was part of the Care@Work ILO collaboration, covering 4 factories. 47% of participants were male and 53% female.
- 99 % of participants rated training as "very relevant".
- 112 employees received training on sexual and reproductive health (SRH).

RESPONDENTS FEEDBACK



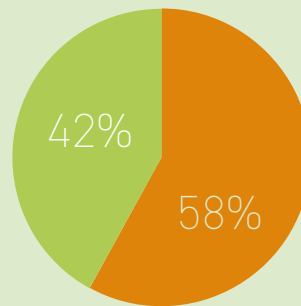
We always tailor training courses to local demand through pre-training interviews and needs assessments, to ensure learning and high practical impact.

EDUCATION OF ECCE PROFESSIONALS

ELEVATING CHILDCARE WITH PROFESSIONAL TRAINING

THE CONCEPT

For six years, this project has been pivotal in enhancing early childhood care and education (ECCE) in Ethiopia by training staff and developing a specialized curriculum in collaboration with Ethiopian and Norwegian experts. The training culminates in certification by the Ministry of Women and Social Affairs, reflecting its high demand and the government's support. With plans to graduate 50 assistants in 2024, the project anticipates transitioning the training programme to Kotebe College of Teacher's Education, ensuring sustainability and local ownership.



Only 42% of the managers in the federal institution childcare centres have some kind of training related to childcare. Pfc are working with partners to increase this percentage.



THE CHALLENGE

The initiative addresses a critical shortage of trained ECCE personnel in Ethiopia, where the formal education system is still evolving. To mitigate this gap, Pfc has trained assistants, supervisors, and managers by combining face-to-face, practical, and online methodologies to produce competent childcare providers. This approach not only meets the immediate staffing needs of childcare centres but also sets a benchmark for quality in early childhood education, with the broader goal of improving childcare services nationwide.



I know I will be a totally different person in my personal life also, not only as an assistant. This journey has led me to a whole new level of understanding and interaction with children.

- A graduate from the assistant training

ECCE's role as a comprehensive developmental system is a revelation! We've completely shifted our perspective.

- Regional Women affairs leader, participant in the supervisor training



THE SOLUTION

The project's long-term vision involves integrating the Pfc-developed curricula into Ethiopia's national higher education system, with Kotebe Teacher's College in Addis Ababa establishing a 1-year diploma for assistants in 2024. This move will elevate the standard of ECCE training and attract students from across the country. By fostering a high-quality educational framework for ECCE staff, Pfc and its partners aim to catalyse a systemic change in Ethiopia's approach to early childhood education, ensuring a brighter future for the country's youngest citizens.

RESULTS

- 56 assistants were trained, bringing total to 313.
- 25 supervisors trained, from 12 different regions, bringing total to 54.
- 400+ ECCE professionals trained in total.

100%

employment rate among the graduates

To ensure sustainability, the training of ECCE assistants is now being transferred to Kotebe University in Addis Ababa.

VALUE-CHAIN CREATION

ENHANCING QUALITY AND CREATING WEALTH

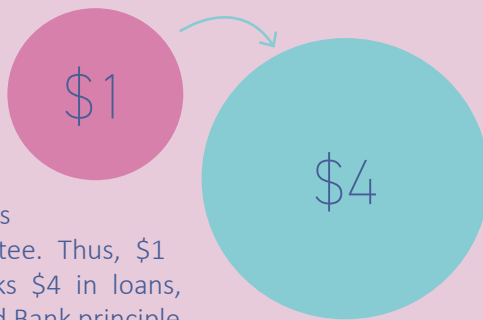
THE CONCEPT

Value-chain creation refers to a programme of entrepreneurship support to scale homegrown companies delivering goods and services to childcare centres. This could include learning materials, small-size furniture, books and uniforms, as well as clean and energy, construction services, or a host of related items.

By fostering connections and collaboration within the industry and beyond, Maleda aims to strengthen the overall ecosystem and promote growth and development within the ECCE value chain

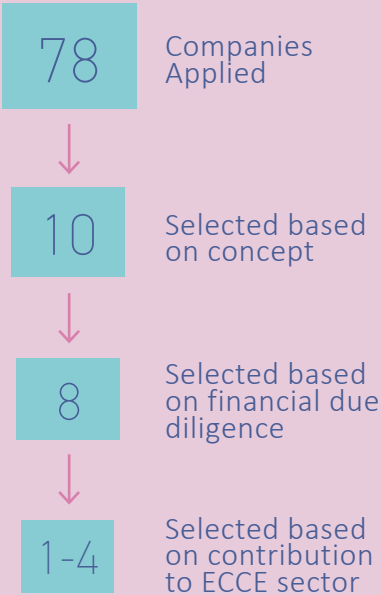
- Biruk Girma, Founder of Sumuni Creative Solution

The project reduces the collateral requirement from 100% to 25%, due to PfC's financial guarantee. Thus, \$1 from PfC unlocks \$4 in loans, akin to the World Bank principle.



- Only **7%** of SMEs in Ethiopia have access to bank loans.
- **58%** of social enterprises consider lack of loans as main barrier to growth, compared to 20.3% in mainstream businesses.
- **49%** of women entrepreneurs highlights lack of loans as key barrier, compared to **19%** of men.
- Ethiopia is ranked **107** out of **112** on the Economist's Women's Economic Opportunity Index.





THE CHALLENGE

The necessity for this programme lies in the broader aim to enhance early childhood education in Ethiopia. Access to quality educational resources is limited due to high import and logistics costs, which hampers learning outcomes. Local companies struggle to produce at a larger scale as they rarely meet the strict collateral requirements for loans in Ethiopia. A pilot project, Five Dots, demonstrated the untapped potential of small businesses, but a more systemic change had to be made.

THE SOLUTION

ECCE-relevant companies can apply to join a funding scheme, through the Sumuni ecosystem for entrepreneurs. After financial due diligence, the 10 strongest candidates are picked, and the 4 that best contribute to the ECCE sector will be favoured. PFC provides the collateral which unlocks a loan from Amhara Bank. Loan repayments finance the next round, and successful businesses will have a much better chance of obtaining another loan independently.

RESULTS

- 2787 % increase in turnover at Five Dots since project start in 2022.
- 54 % of Five Dots income comes from new customers in 2023.
- 1384 children have access to quality playing materials thanks to the project.
- 29 jobs have been created by Five Dots, of which 15 are full-time.
- 78 companies applied to join the Maleda funding scheme.
- 10 have been selected as viable candidates following financial due diligence.
- 1-4 will be selected for funding in 2024.

We're fulfilling a dream by creating safe and beautiful materials that inspire children, all while fostering a thriving work environment. We doubled our staff salaries since 2022 because our team's well-being is our priority

-Sinedu Abera, Founder of Five Dots



QUALITY ASSURANCE

SETTING STANDARDS FOR EXCELLENCE IN CHILDCARE

THE CONCEPT

In assistance of the Ethiopian and Addis Ababa governments the project enhances the quality assurance system in Ethiopia's childcare sector because the potential of early childhood care and education is only fully realised if the quality is high. It began with the creation of a national standard on centre-based care and has come to include a variety of activities, underpinned by the establishment of a local ECCE Expert Group. This group of Ethiopian ECCE professionals, from pedagogues and parenting specialists to doctors and architects, is the backbone of all our activities.

This is not just training. The coaching we received (from Pfc's ECCE expert group) were insightful. We managed to get on the job-support to directly improve our skills and it changed the way we work

- ECCE assistant

Pfc ECCE Expert Group

Architects

Child Development Specialists

Parental Coaches

Medical Professionals

Quality Assurance Supervisor

THE CHALLENGE

The absence of a legal ECCE framework in Ethiopia led to uncoordinated efforts in quality control and licensing. This prompted the development and adoption of a national ECCE standard, alongside a comprehensive mapping to ascertain the existing landscape of childcare services. Furthermore, the enduring disparity in childcare centre proliferation between Addis Ababa and other Ethiopian regions underscores a critical gap in awareness, competency, and funding. To bridge this divide, the project provides training for regional decision-makers and media to promote the regional adoption of national standards and catalyse the establishment of quality childcare centres across the country.

My eyes have been opened! ECCE was once a distant concept, but now I see its critical role in development and its impact on entire nations. Expect in-depth reporting that reflects this shift

- Journalist





CHECKLIST

- Does the assistant have the time and place to conduct daily briefing?
- Do the assistants have a form to follow up on the children's development?
- Are the emergency phone numbers clearly posted?
- Are the activities engaging?
- Do the assistants receive any training?
- Are there Communication books or other tools?

THE SOLUTION

The establishment of the expert group provides the Ethiopian Government, and other relevant stakeholders, with a highly competent hands-on resource. It also serves as an entry point for engaging international ECCE experts and ensures local capacity is continuously expanded. Together, we are working on the establishment of an occupational standard for ECCE staff to ensure workers' rights and fair compensation, alongside a technical steering committee to foster coordination among various ECCE stakeholder. The result is to foster the growth of a well-informed, competent, and standardised childcare sector.

63%
of staff in centres now have formal training.

42%
of centres have ECCE-trained managers.

PfC and partners are continuously working on increasing these percentages.

RESULTS

- 96 childcare centres assessed.
- 67 childcare centres have received regular follow up.
- 469 assistants have received on the job-training.
- 381 parents have received training on good parenting.
- 451 children were reached.
- 50 Journalists trained on importance of ECCE.
- 25 articles and mentions in Ethiopian media.
- 30 officials from 12 regions participated in national experience sharing.
- 6 new childcare centres opened independently as result of experience sharing.

PARTNERS:

IVAR LØGE FOUNDATION

እኔስ ለሌጅ..... ME FOR MY CHILD



የኢ.ፌ.ዲ.ሪ የሴቶችና ማህበራዊ ጉዳይ ሚኒስቴር
F.D.R.E Ministry of Women and Social Affairs



Abeje & Associates
Architectural Service



FORMUE

GOOD SAMARITAN MONTESSORI ECCE CENTRE

NURTURING BRIGHTER FUTURES THROUGH COMPREHENSIVE CARE

THE CONCEPT

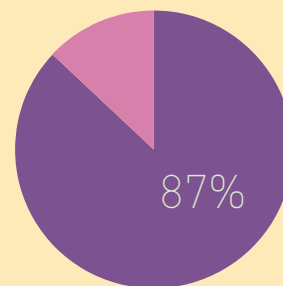
The project addresses the acute scarcity of quality care and education for toddlers, a gap that severely limits women's access to work and further education. Launched in May 2020, the Good Samaritan Ethiopia (GSE) centre offers top-tier services primarily to children of vocational trainees and single mothers in the vicinity. The facility, crafted by expert architects and nursery professionals, stands as a beacon of development and safety for the young attendees.

THE CHALLENGE

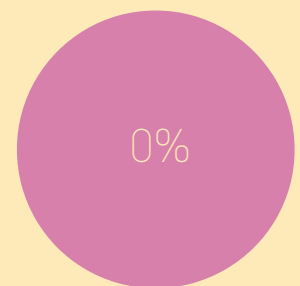
The necessity of the project stems from a dire societal need: in Ethiopia, a staggering 99% of working mothers, many of whom are quite young, cannot afford childcare. They are thus dependent on unreliable and untrained care services to work when family networks are unavailable. Furthermore, as children from low-income areas like Akaki often struggle more at school, the quality service ensures a higher degree of school-readiness.

There has been a significant change in my daughter's overall development, particularly in language, mental, emotional, and physical development, since she started at the childcare centre at Good Samaritan Ethiopia

- Sirgut, mother



BEFORE ECCE
87% children malnourished



AFTER ECCE
0% children malnourished





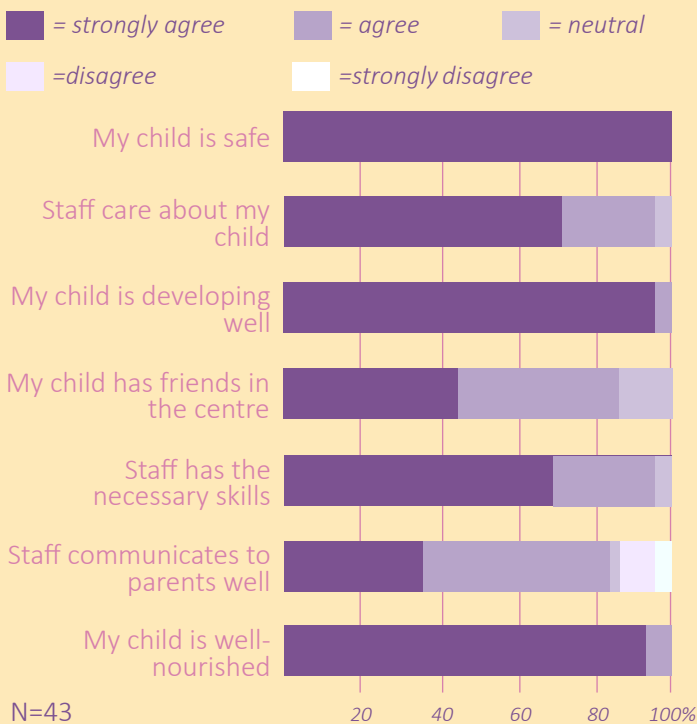
My child is always happy to go to the centre where he gets good care and proper nutrition. This is also very helpful for me, as I could not feed him properly due to my low income.

- Bersifa, mother

THE SOLUTION

GSE's centre provides a nurturing and stimulating environment based on Montessori pedagogy, which fosters independence, empathy, and a passion for learning. Additionally, the provision of two daily meals has eradicated malnutrition among attendees. Previously undernourished children are declared healthy, thanks to regular nurse visits that ensure ongoing health monitoring. GSE is a model of holistic child development in Ethiopia that offers a tangible solution to several pressing issues.

PARENT FEEDBACK



RESULTS

- 31 children currently in service.
- 24 children have graduated to kindergarten ("KG").
- 100 % of graduated children adjusted to KG better than siblings.
- 100 % of mothers are engaging in income generating activities.
- 100 % of centre staff have received specialised ECCE training.
- 0 % of children are malnourished.

OUR JOURNEY FROM START TO ECCE

TIMELINE FROM 2011 UNTIL TODAY

Our projects have always promoted gender equality and a more inclusive economy by strengthening social infrastructure – such as education and childcare – and financial infrastructure – such as social entrepreneurship and angel investment.

While doing so, we started noticing something interesting. We, and many others, offered excellent trainings, loans, and business support, but no one targeted the fact that women often drop out because they become mothers. And the fact that they often do not come back, even those with higher education. They never get to use those skills, to grow that business, because they became mothers in a country with little access to quality professional childcare. So, we had long discussions with our partners – Ethiopian government, entrepreneurs, civil society, and participants in our vocational trainings – and we came up with a comprehensive plan. 4 tools were needed.

The first pilot project began in 2017, and due to the huge demand and immediate results, we have since 2022 specialised exclusively in professional childcare, or rather, Early Childhood Care and Education (ECCE). As a smaller organisation, targeting a much-neglected issue, this is where we make the greatest difference and will inform our strategy in the years to come.

*The three following projects continue based on economic independence of women, but we are continuously looking for synergies with our new ECCE focus.



SIQQEE

GIRLS AS CHANGEMAKERS IN SOCIETY - EMPOWERING GIRLS TO SHAPE THEIR FUTURE -

THE CONCEPT

The Siiqqee Women’s Development Association (SWDA), founded in 1997 by Zertihun Tefera, is dedicated to empowering impoverished Ethiopian women through education, addressing the significant gender gap in educational attainment. SWDA focuses on enabling girls, particularly those at risk of dropping out during middle school, to secure and enhance their futures.

THE CHALLENGE

The initiative’s necessity is underscored by the extremely high dropout rates in the region SWDA operates, with girls disproportionately affected by early dropouts. SWDA’s intervention has seen remarkable success. Most of the total 622 participants have remained in the education system for 5-6 years longer. In addition to improving educational outcomes, it also combats teen marriages and pregnancies, youth homelessness, and malnutrition, significantly enhancing the overall well-being and future prospects of these young women.

THE SOLUTION

SWDA’s approach includes establishing “girls’ clubs” in three schools to combat dropout rates, benefiting approximately 20% of female students with services ranging from counselling to access to sanitary facilities. Beyond direct support, the programme fosters a cascading mentorship system, transforming 150 girls into mentors for 750 peers, eventually impacting over 10,000 individuals. This innovative mentorship model not only amplifies the programme’s reach but also exceeds initial impact projections, illustrating a scalable solution to educational inequality.

THE TRAINED COUNCILLORS AT THE GIRLS’ CLUBS COVERS:

- self-confidence
- education
- school performance improvement
- life fears
- family issues
- gender equity and sexuality
- communication enhancement
- health
- financial concerns.

RESULTS

- 296 girls have received support through the programme in 2023.
- 0 % drop-out from school among the girls in the programme.
- 100 % received training in life skills, entrepreneurship and academic tutorials.
- 39 blind girls received support in 2023.
- 24 girls received housing, clothes, and food support in the Siiqqee Girls’ Centre.
- 3211 girls’ clubs visits in 2022 and 2023.
- 13305 people in total reached through the mentorship model.
- 95 % of the girls that graduated tertiary education and left the Siiqqee programme are employed.

ENROLLMENT RATE FOR FEMALE STUDENTS 11TH AND 12TH GRADE



100%

SWDA

3%

Oromia avg

PARTNERS:



AKO Foundation

FORMYUE

TEBITA

CREATING JOBS AND SAVING LIVES

THE CONCEPT

Tebita, in collaboration with PFC, has initiated a trio of projects to enhance Ethiopia's pre-hospital care quality, plagued by inadequate staffing and resources. These include the establishment of a college for training Emergency Medical Technicians, a venture for producing first aid kits to mitigate the dire scarcity of medical supplies, and a dedicated facility to centralize Tebita's operations, ensuring the sustainability of these initiatives.

THE CHALLENGE

The genesis of Tebita traces back to Kibret Abebe, a seasoned nurse anaesthetist, who, moved by the dire state of emergency services in Ethiopia, liquidated his assets to launch the nation's pioneer private emergency medical service in 2008. His first-hand encounters with the inefficiencies in emergency response inspired him to establish Tebita, which now boasts advanced ambulances, setting a new standard in the country's emergency medical services.

THE SOLUTION

Addressing both the emergency response deficit and unemployment among marginalized youths, Tebita and PFC founded Ethiopia's inaugural paramedic college, successfully training 71 individuals, with 51 more underway, for enhanced emergency care. Moreover, Tebita's foray into first aid kit production, expanding during the Covid pandemic to include protective gear, has not only tripled its output in response to soaring demand but also underscored the feasibility of harmonizing profit with profound social impact.

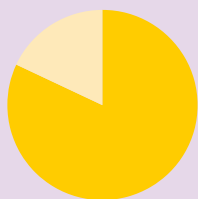
RESULTS

- 55 trainees graduated in 2023.
- 45 students have found work immediately, with employment equally shared between men (52%) and women (48%).
- 51 new trainees started a new batch in late 2023.
- 70 % female trainees in new batch.

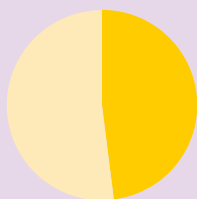
My profession taught me that every second counts and every life matters. Being an EMS professional means being a lifeline during people's darkest moments. I have also transformed my life while brightening people's darkest moment.

- Nesuha Awel, EMT-student

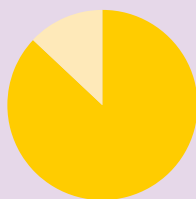
The growth of the ECCE sector creates new opportunities: Tebita teaches first aid to ECCE centres and produces emergency kits.



82% of graduates is now employed



48% female graduates



87% graduation rate



PARTNERS:



IVAR LØGE FOUNDATION



FORMYUE

FELEK

DESIGN FOR DECENT WORK

THE CONCEPT

Felek is dedicated to preserving Ethiopia's esteemed tradition of book artistry, employing age-old leather binding techniques. Despite growing interest in Ethiopian designs globally, local artisans struggle to compete internationally due to a shortfall in skilled professionals, necessitating focused training in branding and quality control.

THE CHALLENGE

"Design for Decent Work," Felek's initiative, aims to elevate the leather-finishing industry by enhancing vocational education and creating much needed job prospects for its graduates. This project not only preserves cultural heritage but also addresses unemployment among skilled artisans and the untapped potential for economic growth of the leather industry.

THE SOLUTION

To bolster competitiveness in the global market, Felek's curriculum includes life skills and creative design alongside traditional craftsmanship and leatherwork. The establishment of Ethiopia's inaugural public-private leather quality improvement centre provides a crucial platform for training, supported by government-provided facilities.



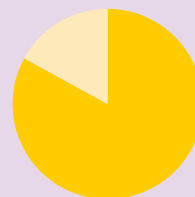
RESULTS

- 75 female trainees have received training in 2023.
- 2 new toilet facilities for the students and trainers were made.
- 15 teachers were trained in machine maintenance and design thinking.
- 3 fashion shows organized. The event showcased the students' products and gave them a taste of what is possible. It attracted a lot of positive attention from stakeholders in the vocational skills and leather sector.

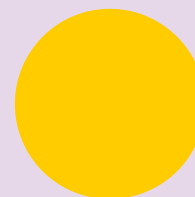
The training wasn't just about leather production. I was able to transform my life because of the skills I gained in the life skills training.

- Kidist, attendee at the training at Felek in 2023

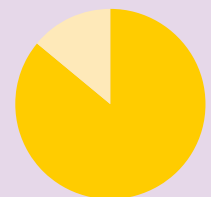
The growth of the ECCE sector creates new opportunities: Felek has started producing learning materials in leather.



83% of graduates from 2023 are already employed.



100% of 2022 graduates found employment or furthered their education.



86% graduation rate

PARTNERS:



IVAR LØGE
FOUNDATION

FORMYUE

A large body of evidence confirms that investing in high-quality ECCE programmes has broad positive impact that will enable systemic change in favour of gender equality and more inclusive growth.



“Investing in transformative childcare policies holds enormous potential for gender equality, particularly in reducing gender gaps in employment and earnings”

ILO

“Sustained investments in ECEC services can have huge economic and social pay-offs for families, individuals and societies by facilitating women’s labour force participation, enhancing children’s capabilities, and creating jobs in the paid care economy.”

UN Women

“Accessible, affordable, high-quality childcare is essential for women, children, economies, and societies, and can play a pivotal role in developing economies and reducing social inequalities, creating stronger, more cohesive societies”.

The Economist

“Childcare is more than a benefit to our immediate economic and geopolitical outcome; it’s an investment in our shared future.”

World Economic Forum

“Access to early caring and educational experiences outside the home can have an equalizing effect on children’s development and life chances.”

IMF



“When you ask women, “What are the barriers to improving your family’s income?” you learn something surprising. All around the world, in low-, middle-, and high-income countries, they cite the same thing: accessible and affordable childcare”.

Bill & Melinda Gates Foundation

“Scaling up families’ access to quality childcare has the potential to unlock pathways out of poverty, build human capital and increase equity - all of which are cornerstones of a country’s economic growth and productivity.”

World Bank

“Early education and care may be especially beneficial in preventing children from disadvantaged backgrounds, and children whose parents left education early, from falling behind their peers in cognitive development in the early years”

UNICEF





I AM
CHANGE



PARTNERSHIP
FOR CHANGE

