



Forum on Sustainable
Child Empowerment

ANNUAL REPORT

2014



_____ 25 years of Child Protection Service _____

Table of Contents



I. Acronyms and Abbreviations -----	2
II. Message from the Board Chairperson -----	3
III. Message from the Executive Director -----	4
1. Introduction -----	6
2. Accomplishments at the Head Office -----	7
2.1 Program Departement -----	7
2.2 Planning, Monitoring and Evaluation -----	9
3. Area Program Offices and their Accomplishments -----	10
3.1 Prevention -----	10
3.2 Protection -----	17
3.3 Recovery and Reintegration -----	19
4. Financial Resource Management -----	20
5. Human and Material Resources Management -----	21
6. Challenges Encountered -----	23
7. Best Practices and Lessons Learnt -----	23

Acronyms & Abbreviations



APO	Area Program Office
BEN-E	Basic Education Network in Ethiopia
CBCC	Community-Based Child Correction Center
CBO	Community-Based Organization
CCE-CC	Community Capacity Enhancement through Community Conversation
CLA	Cluster Level Association
CPU	Child Protection Unit
CRDP	Child Resource Development Program
CSA	Charities and Societies Agency
CSEC	Commercial Sexual Exploitation of Children
ECPAT	End Child Prostitution, Child Pornography and Trafficking of Children
FSCE	Forum on Sustainable Child Empowerment
HMR	Human and Material Resources
ICT	Information Communication Technology
IEC	Information Education Communication
LAN	Local Area Networking
MSCCPS	Multi-Stakeholder Community-based Child Protection System
NFE	Non-Formal Education
NGO	Non-Governmental Organization
OD	Organizational Development
PCM	Program Cycle Management
PME	Planning, Monitoring and Evaluation
PRA	Participatory Rural Appraisal
SAE	Sexually Abused and Exploited
SHG	Self-Help Group
UNICEF	United Nations Children's Fund

Message from the Board Chairperson



Forum on Sustainable Child Empowerment (FSCE) is an indigenous not-for-profit, non-governmental organization established at the end of 1989 by a group of social development professionals who thought and believed that they can make a difference in the lives of vulnerable children especially those who are forced to live and/or work on the streets of major cities and towns of Ethiopia due to various reasons.

As a pioneer child protection organization, FSCE has taken various courageous steps to create a favorable environment for vulnerable children in Ethiopia since its establishment in 1989. In its early years of operation, together with other local and international partners, it was able to introduce Child Protection Units (CPU) in police stations while also integrating child protection issues into the curriculum of the police training institutions. This has been a great help in having police officers that have enough knowledge on how to protect children. Currently, Child Protection Units (CPUs) are fully accepted and are being scaled up at various levels by the Ethiopian Government. Other major contributions of FSCE include the establishment of Community-Based Child Correction Centers (CBCC) and the development of a multi-stakeholder approach that has been very helpful in mobilizing and involving different stakeholders in the effort to provide better and more sustainable protection to children.

All the above outcomes would not have been possible if Forum has not been a continuously changing organization in order to continue to be effective, efficient and relevant while operating in a continuously changing and very dynamic internal and external environment. As a result, Forum has passed through various stages of organizational development over its 25 years of existence in Ethiopia. For FSCE, 2014 marked a major milestone on the road to reform and implementation of the organizational development study initiated and closely followed up by FSCE highest governing body, the Executive Board. The main aim of the organization development/change is to make FSCE a more effective and vibrant organization for playing a key role in the national and international effort of protecting children from all forms of abuse and ensure their holistic development. I am hereby presenting below the major changes undertaken so far by the highest governing body and FSCE management:

1. Restructuring the whole organization to make it more responsive and effective in accomplishing its mission and goals. Changes made include the introduction of a formal management committee and new positions such as a Deputy Executive Director, a communications officer and an internal auditor, the merger of the three APOs in Addis Ababa, and the reshuffling of the management APOs.
2. Reviewing the different management guidelines and manuals of the organization to improve the effective and efficient management of the programs and resources of the organization. This task is still under progress and is expected to be finalized at the beginning of 2015.
3. Revision of salary scale in order to address the high staff turnover challenge and enhance staff motivation.

Finally, on behalf of FSCE's Executive Board and its Secretariat, I would like to express my deepest gratitude to all the organizations and individuals who have wholeheartedly extended their support in very many ways and accompanied the organization throughout its long and tortuous journey, so that FSCE continues to live up to all the expectations of its partners and stakeholders. It is also my sincere hope that with the rejuvenation of the organization and strong team spirit and commitment of the staff as well as the continued support of its strategic partners, FSCE will achieve much more successes in the years to come.

Dr. Ayalew Gebre
Chair Person, FSCE Executive Board

Message from the Executive Director



Up on joining Forum on Sustainable Child Empowerment in March 2014, one of the biggest tasks I assumed, together with the Executive Board, was implementing the organizational development changes planned based on the OD study conducted in 2013. This task posed both a challenge and an opportunity before me.

It was a challenge because the change affected some key positions at Head Office level and some staff were already very anxious and were reacting adversely, which created a considerable level of insecurity among staff members. The change was an opportunity, for it was planned based on an adequate study and it provided bigger room to reorganize the staff and the programs to bring better impact in the lives of the children targeted by FSCE.

The first 10 months have been very productive measured in terms of encouraging results recorded. With the unreserved support of the Executive Board and other key members of the general assembly, phase I of the change process that involved the Head Office level changes has been completed successfully. In addition to the newly established management committee, the other challenging task that was completed was the Area Program Office level change, which included the merging of the three APOs in Addis Ababa and the preparation for reshuffling some key staff of the APOs to create a more vibrant, effective and efficient organization.

Likewise, remarkable progress has been made in implementing programs and projects. In the reporting period, FSCE secured 33,386,459.83 birr from various donors. As compared to the donation received in the 2013 budget year (30,869,706.05 birr), it was 8% bigger. This shows that the support and collaboration of partners is growing.

In terms of budget utilization, despite the various hurdles and challenges in the fiscal year, birr 31,855,535.58 was utilized, which constituted 95.5 % of the total budget earmarked for the period, showing a 6.5% increase in spending when compared to the 2013 spending level. This also indicates improvement in project implementation.



Accordingly, I would like to express my deepest gratitude to all our partners, stakeholders and members of the FSCE family, including the general assembly members, the FSCE Executive Board and, most importantly, to the FSCE staff, for the various support provided during the change process and the remarkable progress made in implementing activities planned for the year.

With best wishes!

Yared Degefu

Executive Director

FSCE, as a non-profit charitable NGO, has continued to play a leading role in promoting and implementing child protection issues for the benefit of disadvantaged children in Ethiopia. The year 2014 was the last year of the five-year strategic plan covering the period 2010-2014. Unlike the previous years of the strategic plan period, this was a year of major organizational development change including leadership and management that was made based on the findings the OD study conducted in 2013.

Parallel to implementing the organizational development changes, FSCE delivered its multifarious services according to the plan outlined for the year. The FSCE programs laid for the year embraced children that needed protection and support in general and focused in particular on the sexually abused and exploited; on labor-exploited children; on children on the move; on orphaned and neglected children; on those at risk of being neglected; on those in conflict with the law; and on out-of-school children who are obviously vulnerable to a variety of abuses and exploitation.

The successes of FSCE in undertaking major organizational changes, while at the same time implementing the various projects intended to support various groups of children, were made possible by the unreserved and generous donations from Kindernothilfe (KNH), Stitching Kinderpostzeglas Netherlands (SKN), Save the Children International (SCI), Terre des Hommes Netherlands (TDH), Defense for Children (DCI)/ECPAT, Plan International Ethiopia (PIE), OAK Foundation, Planned Parenthood Federation (PPFA), ETHIOPAID, United Nations Children's Fund (UNICEF), OAK Foundation through Emanuel Development (EDA), and others. Over the years, FSCE has built a very strong collaboration with relevant government and community-based organizations to successfully implement its programs and ensure sustainability.

This report tries to briefly describe the major accomplishments and successes of the organization in fulfilling its objectives comparing with the reviewed 2014 plan of the five area program offices (APOs) located in two regions and cities of Ethiopia, namely, Addis Ababa, Adama, Bahir Dar, Dessie and Dire Dawa. It also outlines the challenges encountered, including the lessons learned.

2. Accomplishment at the Head Office



In the reporting period the various FSCE departments have been actively involved in the realization of the organization's goal. The collaborative effort exhibited by the organization has enabled it to fulfill its goal of benefiting targeted children through its area program offices. The departments and units at the head office were responsible for planning; coordinating and facilitating implementation; monitoring and evaluating the child protection intervention of FSCE; and working for better communication and relationship at all levels (program; planning; monitoring and evaluation; and administration and finance). Following the change in leadership and the organizational restructuring, a significant improvement in performance has been recorded by the program and finance staff. As a result, now the program staff have better knowledge of the financial status of the projects and are able to monitor expenditure along with planned activities. Narrative reports are also better reconciled with budget expenditure.

The major departments implementing and managing programs at the FSCE head office are described below together with their respective responsibilities.

2.1 The Program Department

Based on the organizational study conducted in 2013, the department has been restructured and reorganized to include three program managers under the overall direction and management of the Deputy Executive Director. FSCE has a plan, as part of the change process, to redefine or further refine the scopes of its programs and implementing strategies. This task will be undertaken as soon as the new five-year strategic plan (2015-2019) is finalized.

2.1.1 The Major Accomplishment of the Program Department

The major accomplishments of the Department in relation to program management include the following:

- ☞ It reviewed and submitted to the respective donors' quarterly and annual reports of projects from all APOs. In the reporting period, FSCE has been implementing twenty-one projects with financial support from twelve donors: 5 projects by SKN; 2 projects each by TDH, OAK, KNH, SCI, and DCI/ECPAT; one project each by Ethiopaid, EVC, PPFA, PIE, ECPAT, and UNICEF.
- ☞ It has been closely monitoring projects to ensure effective activity implementation and budget utilization in area program offices. The department has devised different monitoring tools such as weekly planning and reporting and issue-recording formats that were used by all APOs as monitoring tools to engage their staff effectively. Moreover, the department personnel participated in field-level monitoring, including PME and finance, that was done with other management team members twice a year. Because of this close and supportive monitoring work done by the department, overall performance and budget utilization of the organization in this fiscal year, compared to its performance in the past, has been remarkable, especially given the fact that there have been major organizational changes during the year.
- ☞ It has facilitated evaluation of two projects by hiring external consultants.
- ☞ It has developed concept notes and proposals and submitted them to different donors for funding. In total, the department produced six concept notes and proposals in the year. Four of them have been accepted by the donors.
- ☞ The department personnel actively participated in meetings with different networks and represented the organization effectively. These network meetings include: Africa regional ECPAT meeting that was co-hosted and facilitated by FSCE in the premises of the African Union from 22 to 24 October, 2014; Stop Child Labor campaign meeting conducted in Mali; OAK partners meeting conducted in Tanzania; Ethiopia AID partners meeting held in Addis Ababa; and ECPAT's general assembly meeting held in Paris, France.
- ☞ In cooperation with APO staff, it organized and facilitated monitoring visits for donors. Almost all the representatives of the twelve donors visited our projects once during the year, accompanied by our staff.
- ☞ It provided technical support upon the request of the area program offices and feedback on the management of human resources, and stakeholders during the year.
- ☞ It shared experiences and best practices of FSCE gained from its project activities of child protection and Commercial Sexual Exploitation of Children (CSEC) through the E-newsletter and the End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes (ECPAT) network hub.

2.1.2 Child Resource Development Program (CRDP)

The Child Resource Development Program (CRDP) is intended to contribute its share in filling the gap that exists in the area of making child resources accessible to pertinent stakeholders working with children for children. The program aims at promoting excellence in the effort of making appropriate and successful interventions towards addressing issues of the child by creating access to information and knowledge.

In this reporting period, under the CRDP, the following major activities have been undertaken:

- ☞ The capacity of the Child Resource Center was enhanced by equipping it with many important child-affiliated reference materials. In this regard, 21 different materials (i.e. books, research papers, reports, workshops, conferences, etc.) were collected as reference materials through donation and duplication from authorized online sources.
- ☞ The CRDP has supported the establishment of a child-friendly resource development corner in Bahir Dar.
- ☞ 500 copies of the 2014/2015 organizational calendar, 500 copies of TEGEN Vol. 3, No. 1, (the biannual and bilingual) FSCE Newsletter, 500 copies of 'The Child Internet' (FSCE's Annual 'Good Practice' Magazine, issue No.15) were prepared, published and distributed.
- ☞ The resource centre at the head office has hosted more than 392 people (F=148) people from different walks of life (NGO staff, University & College students, consultants, and Government and FSCE staff).
- ☞ Promotion work has been done by printing the FSCE logo on T-shirts for the Ethiopian Great Run 2014.

As a result of all these efforts, the following outcomes have been recorded:

- ☞ The range of materials to be accessed for pertinent stakeholders has increased, which in turn contributes to the improvement of the quality of services provided to children.
- ☞ The feedback gained from the resource center users through the format that was administered for the purpose indicates a better image of FSCE as a child protection organization.

2.2 Planning, Monitoring and Evaluation (PME)

It is difficult to think of an effective program cycle management (PCM) in the absence of effective planning, monitoring and evaluation systems and procedures that enhance program quality and have an impact on the lives of children targeted by FSCE. Using the result-based monitoring and evaluation system of program intervention developed in 2010, the department performed the following major activities to meet the goals and objectives the organization set in the year 2014:

- ☞ The annual report of FSCE for the year 2013 has been compiled, edited, published and distributed to all concerned partners.
- ☞ Participatory planning and reporting guidelines and formats have been developed; an annual action plan has been compiled and submitted to CSA. Moreover, a planning, monitoring and evaluation policy and procedural guideline has been drafted during the year.

- ☞ A monitoring plan has been developed; checklists have been reviewed and developed; bi-annual visits have been carried out; and feedback has been given to all the area program offices.
- ☞ The 2013 annual review meeting was organized and conducted in the presence of head office staff, core team of the area program offices, and board members; proceedings have been compiled and sent out to all concerned.
- ☞ FSCE participated in the selection of consultants for project evaluation, in the evaluation process and reviewing of the evaluation report in the reporting period.
- ☞ The contents of FSCE website have been updated regularly throughout the year to assist the promotion of the organization's profile; ICT policy has also been drafted.
- ☞ Information communication interventions, that is, securing the safety of data, local area networking (LAN), staff capacity development, maintenance and troubleshooting of Information Communication Technology (ICT) devices, and similar other programs have been successfully accomplished.

3. Accomplishment and Achievements of Area Program Offices

Following the restructuring of FSCE, in this reporting period the number of area program offices has been reduced from seven to five. This was due to the fact that the three APOs in Addis Ababa were merged to operate as one. This was done to enhance effectiveness and efficiency in implementing programs. All area program offices are expected to actively involve in all levels of the program cycle management (PCM) including assessment, planning, designing, implementing, monitoring and evaluation of programs. In this fiscal year, the APOs recorded commendable achievements under the FSCE's three core sub-programs, namely, prevention; protection; and recovery and reintegration programs.

3.1. The prevention sub-program

In order to prevent children from being vulnerable to various types of abuses and exploitation, FSCE, through its area program offices, employed different types of primary prevention activities such as enhancing the livelihoods of families falling into various risks, creating access to education, and enhancing the capacity of communities.

Similarly, secondary and tertiary prevention interventions are done to those families and children who are already exposed to different degrees of abuse and vulnerability.

Livelihood promotion

Livelihood promotion is a cross-cutting strategy for preventing and protecting children at different levels of vulnerabilities ranging from primary to tertiary levels of prevention. To improve the livelihood and protection needs of vulnerable families, their children, and unemployed youths, FSCE has done its best in providing: trainings (business management, life skills, vocational and

cooperative management); support in development of business plans; start-up finance; counseling, mentoring and follow-up support for those who started different micro businesses. Hence, all the five APOs have done their best to realize this objective, as briefly described below.

In the reporting period, 352 of the targeted 353 vulnerable families caring for children in four APOs, namely, in Addis Ababa, Adama, Bahir Dar and Dessie, have been given business, life skill, and cooperative management trainings. They were also provided with seed capital to engage them in income-generating activities. As a result, they were able to double their families' income. An achievement of 99.7% has been recorded this year

A total of 848 marginalized youths and elder siblings (F=707) located in four APOs, namely, Addis Ababa, Adama, Bahir Dar and Dessie, have been given business management, life skill, cooperative management, and vocational trainings. Among these, three hundred and thirty-four child-headed families have been given start-up capital, and for the remaining, access to job markets has been created. The achievement as compared to the planned target was 110%. The income of destitute families has improved and they have been able to earn gross incomes ranging from birr 45 to 300 per day. The amount of savings ranged from birr 2,000 to 34,000 per person in the year covered. The average saving (economic transformation) in the period was birr 4500.

In the reporting period, 895 children (F=463) who have no parental care have got a direct monthly financial support from FSCE through its three area program offices, namely, Addis Ababa, Bahir Dar and Adama to enable them to satisfy some of their basic needs such as food and education. The achievement as compared to the planned target was 82%.

Another aspect of providing support to children with no parental care has to do with building the capacity of community-based organizations ('Iddir' coalitions) that are engaged in supporting such children. Therefore, the interventions of FSCE in this regard have protected the children from labor exploitation, street life, etc. and assisted them to live with their families/guardians.

Apart from this, the self-help group (SHG) was organized as a strategy to enhance the livelihood status of poor households and prevent their children from different abuses. It aimed to organize women of the same living status and location and who closely knew each other under self-help groups (SHG) so that they could save affordable amounts of money every week and start to take internal loans to expand their petty businesses and increase their incomes. This involvement also enhances their self-esteem by increasing their social participation in the community where they live. It would also allow them to become beneficiaries of basic services without discrimination and actively participate in all activities and decisions that affect their livelihoods.

Members of the self-help groups have been capacitated through trainings (business management, positive parenting styles, self-help group formation, and cooperative management) and undertake community conversations and exposure visits in their peers.

Thus, during this reporting period:



- ☛ Three new SHGs of poor mothers with common interests in Dire Dawa and four in Addis Ababa have been established by carefully using the participatory rural appraisal (PRA) technique.
- ☛ During the reporting period, a total of 33 SHGs with 715 members have been established in the two area program offices (15 SHGs in Dire Dawa & 18 SHGs in Addis Ababa). When compared to the previous year (26 SHGs), the number of SHGs has risen by 27%. All members of the SHGs have shown progress in satisfying the growth and developmental needs of their 2860 children, sending them to school, and fulfilling school materials. All these have helped in preventing these children from child labor exploitation.



SHGs Members on Business and Risk Management as well Cluster Level Association (CLA) Establishment Training

As a result of the livelihood improvement program implemented during the reporting period, the following outcomes have been realized:

- ☞ The culture and amounts of savings of target beneficiaries have improved.
- ☞ The average aggregate income of the target beneficiaries during the period increased from the baseline 82 birr to 457 birr. Hence, due to their parents'/elder siblings' increased income, the children have been able to get better access to education and to be protected from different levels of abuse and exploitation.
- ☞ Access to decent and sustainable employment has been created to the vulnerable and marginalized families and children.
- ☞ The interventions of FSCE on children without parental care have helped protect the children from labor exploitation, street life, etc. and these efforts have assisted them to live with their guardians in a better family environment.

- ☞ All the SHGs have continued to hold weekly meetings and save fixed amounts of money. They also discuss their social problems and share experiences. As a result, their total capital has gone up by 11.08 % as compared to the previous year. The savings of one particular group has reached birr 7,700.00. In addition to this, the total amount of their internal loan has risen from birr 14,497.00 in 2013 to 16,692.00 in 2014, which is a 15.14% increment. Moreover, the community enhancement program has helped members of the SHGs to broaden their understanding of the self-help approach and increase their participation in the activities of the group. As a result, they have decided to raise their children by protecting them from abuses and with good parental care and treatment.

In general, during the reporting period, more than 5,792 children have benefited from the livelihood improvement program.

Increasing access to Education

This program has focused on creating access to non-formal basic primary education for out-of-school children and providing tutorial and scholastic support for children attending formal and non-formal schools to prevent vulnerable children from different abuses, especially from labor exploitation.

In two area program offices, namely Addis Ababa and Dire Dawa, a total of 1239 children (F=753) were given access to non-formal education (NFE) in the reporting period, which is 87% of the planned target. In the reporting period a total of 2732 students, of whom 1587 were females in both formal and non-formal schools, have received tutorial and scholastic support in all the five APOs to improve their academic performance and get promoted to the next level of their education. The achievement rate for the year compared to the plan was 93%. In the 2006 Ethiopian Academic year (2013-2014), 80% of the target children enrolled and supported by FSCE both in formal & non-formal schools were promoted to the next grade with an average result of 65-75%.



An average of 3% school dropout rate of children was registered in the academic year, which showed a 2.3% reduction compared to the previous academic year and far below the national average dropout rate for primary education in the country, which was 15.7% in 2005 E.C based on the information obtained from the Ministry of Education Statistics Annual Abstract. Awards were given to 27 outstanding students in Dire Dawa APO to encourage them to perform better in the future.



NFE Students in a classroom

FSCE also provided capacity building and refresher trainings to teachers, project committees, as well as different stakeholders working in the area of education so as to further strengthen child protection and development endeavors. Trainings were provided to girls' club members on club leadership, communication, gender-based violence, assertiveness, reproductive health, life skills, office management, and report writing. Moreover, information dissemination forums on sexual abuse and exploitation, harassment, and other child protection issues have been conducted in all girls' clubs.



Question and Answer Competition among NFEs Students

Community Capacity Enhancement

In the reporting period, awareness-raising sessions on protection needs of children have been conducted to raise the awareness of the target community and the general public in all area program offices. Community Capacity Enhancement through Community Conversations (CCE-CCs), community dialogues, public campaign and show, awareness-raising workshops, as well as Information Education Communication (IEC) materials & electronic media have been used to raise the awareness of target community members, parents, guardians and school children on positive parenting skills, child psychology, and protection needs of children in all area program offices.



Community Conversation/Addis Ababa/



Awareness raising Street shows in Bahir Dar

The awareness-raising training was based on the twelve child protection indicators including child labor abuse, child trafficking, child migration, child sexual abuse and exploitation, disability as well as the consequences of child abuse and neglect. In the reporting period, in all the five area program offices, more than 18,919 people (F=10186) in the target areas participated in community conversation

sessions, in community dialogues (peer discussions in and out of schools), and awareness-raising workshops. This rate of achievement in the reporting period was 102% of the planned target, which was 37% greater than that of the previous year. The number of people addressed through public campaign and street show was 42,892 (F=23617), which is 58% greater than the planned target. Moreover, 250,200 people were addressed using print media, and over 5 million people were addressed through local and national radios. The awareness-raising sessions have brought better attitudinal changes on the issues of child protection.

In addition, children at the centers have been engaged in extra socialization activities like award ceremonies for outstanding children, holiday celebrations, marking African children days in collaboration with the Women, Children & Youth Affairs Bureau by conducting



Community Conversation in Dire Dawa

Establishing and/or Strengthening a Community-Based Multi-Stakeholder Councils

In the reporting period one new community-based multi-stakeholder council was established in Bahir Dar APO, and the number of community-based multi-stakeholder structures operating in the area program offices has reached twenty (5 MSCCPs in Adama, 7 in Addis Ababa, 3 each in Bahir Dar and Dire Dawa, and 2 in Dessie), of which eleven MSCCPs are actively operating. The multi-stakeholder executives and members have been capacitated to take an active part in the protection of children from various abuses and exploitations. The members of the councils have developed and signed a memorandum of understanding; they have closely followed and facilitated the rapid assessment study conducted based on the twelve child protection indicators. Moreover, they have devised an adaptive strategic plan, which clearly puts the duties and responsibilities of all stakeholders and regularly monitors their performance.

Accordingly, most of the MSCCPs are implementing different child protection interventions like tracing out-of-school children and sending them back to school, facilitating birth registration for children without a birth certificate, supporting the identification and withdrawal of sexually abused and exploited children, as well as coordinating community conversation sessions that focus on child protection.

3.2 The protection sub-program

This sub-program has placed great importance on safeguarding and protecting abused, neglected and trafficked children from further damage & trauma. Accordingly, in 2014 the following interventions have been done to address problems of children related to different protection needs:

Community-Based Child Friendly Centre



Community-based child correction centers were established and strengthened primarily to correct and protect children in conflict with the law (deviant children) on top of providing recreational and educational services to all disadvantaged children around the target area. The provision includes individual and group guidance and counseling, recreational activities, library service, sports clubs, free talk programs, educational material support, tutorial services, and referral linkage.

In the reporting period, 11 CBCCs have been strengthened (5 in Addis Ababa, 4 in Dire Dawa, and 2 in Bahir Dar) by furnishing them with equipment such as chairs, computers, desks, various sports and recreational materials and the like to attract aloof children to come to the centers freely and get the necessary service. Moreover, the organizational and technical capacity of 'mekari shemagile's' (arbitrators) and other stakeholders that are involved in CBCC interventions has been improved through trainings and experience-sharing visits.

During the year, 4701 (F=1475) misbehaving children, of whom 667 were in conflict with the law, got child-friendly services and were prevented from the risk of child abuse and exploitation. The diversion process has been conducted with referral linkages between the stakeholders and the continuous follow-up of counselors – mekari shimagile's (arbitrators), community workers, and the police with systematic collaborations. The increase in number is due to the strengthened MSCCPs & referral linkage, as well as the more convenient child-friendly environment created in child-based correction centers (CBCCs).

The Dire Dawa APO has been successful in protecting children at risk and those that are deviant. In the reporting period, 745 children (female = 212) have got access to child protection services in CBCCs. Seventy-six offensive children (female = 17) were referred to the centers and given rehabilitation services and 38 children (female = 5) with improved behavior were discharged and reintegrated with their family. Apart from this, in Bahir Dar APO, recreational services were made available for 2686 children (female = 775), of whom 102 (female = 18) were in conflict with the law and referred to the center where they got child protection and rehabilitation services.

As a result of the interventions that have been made during the period by FSCE and other stakeholders, the misbehaving children have become more obedient, more respectful of rules at the center, and more interactive in their groups. Moreover, their relationship with their parents, neighbors, and APO staff has improved.

Reunification of Trafficked/ Migrated Children with Their Families

During the year, in all the area program offices, a total of 1155 trafficked children and those that migrated (female = 648) from different corners of the country have been reunified with their families (Adama, 200 /female = 144/), Bahir Dar, 318 /female = 217/), Dire Dawa, 137 /female = 64/), Dessie, 36 /female = 14/), Addis Ababa, 464 /female = 209/) after they were given awareness trainings and all other necessary psychosocial support. Compared to the plan, the achievement rate was 177%.



3.3 The Rehabilitation and Reintegration Program

The program is aimed at rehabilitating and reintegrating children who have been sexually abused and exploited, abandoned, victimized, and those that are at risk. These children were made to attend life skills, business skills, and vocational skills trainings (such as hairdressing, garment technology, food preparation and hotel management), and the like to help them to become self-reliant and confident. In the reporting period, 302 sexually abused and exploited children were actually rehabilitated and reintegrated. The achievement rate was 99% compared to the plan for the year. Moreover, of the rehabilitated children, 285 received vocational training and seed capital and they were engaged in self-employed, income-generating activities. The remaining have got employment through job matching.

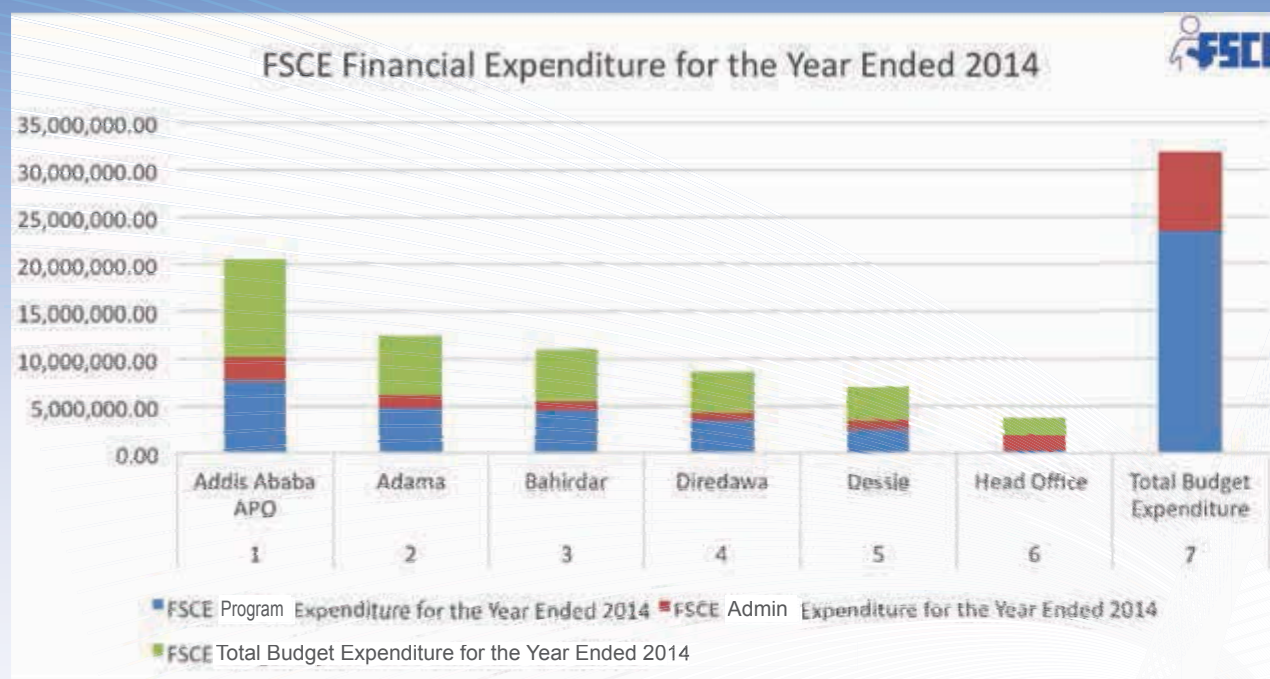
4. Financial Resource Utilization and Management



In the 2014 budget year, FSCE secured 33,386,459.83 birr from various donors. As compared to the donation received in the 2013 budget year (30,869,706.05 birr), it was 8% bigger. The 2014 fiscal year budget utilization indicates a remarkable achievement in spending level. In the fiscal year, 31,855,535.58 birr was utilized, which was 95.5 % of the total budget earmarked for the period, showing a 6.5% increase in spending when compared to the 2013 spending level.

FSCE Budget Expenditure for the Year Ended 2014

Sr.No.	Location/Area Program Offices	Program Expenditure in Birr	%	Administration Cost in Birr	%	Total Expenditure in Birr
1	Addis Ababa APO	7,742,562.95	74.98	2,583,717	25.02	10,326,280.83
2	Adama	4,874,519.79	78.48	1,336,960.71	21.52	6,211,480.50
3	Bahirdar	4,535,127.03	82.32	973,869.35	17.68	5,508,996.38
4	Diredawa	3,514,306.41	80.78	835,910.60	19.22	4,350,217.01
5	Dessie	2,516,634.72	71.24	1,026,025.13	28.76	3,542,659.85
6	Head Office	235,181.64	12.28	1,680,719.37	87.72	1,915,901.01
7	Total Budget Expenditure	23,418,332.54	73.54	8,427,202	26.46	31,855,535

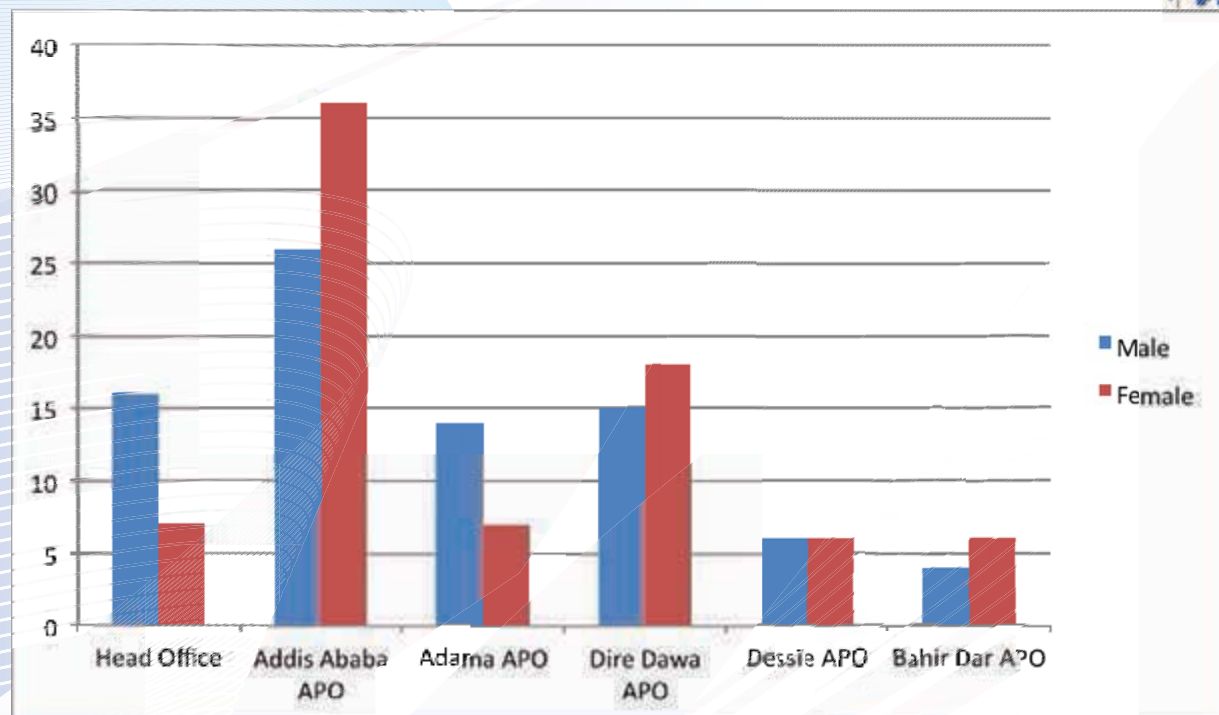


The Chart above clearly indicates the 70/30 ratio between program and administration costs, beginning with Addis Ababa APO on the left and ending with the head office on the right.

5. Human and Material Resource Management

The human and material resource (HMR) unit has been successful in rendering its services in accordance with duties assigned to it. In 2014, FSCE made several changes to its organization to further maximize the efficiency and professional interaction of its staff. At the end of 2014, FSCE had 161 employees in permanent positions, of which 81 were females and 80 males. In the reporting period, exit turnover for permanent staff was 4.5%.

FSCE staff by Work Place and Gender



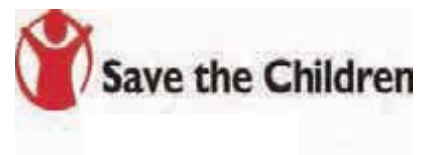
6. Challenges

- ☞ Absence of diversified alternative vocational skills training institutions for targets in the area program offices;
- ☞ High cost of living and unstable economic situation that challenged project implementation, especially for the livelihood improvement program (income-generating activities and vocational training) as planned;
- ☞ Shortage of well-established and informative institutions /i.e. especially governmental and non-governmental ones/ in rural areas for reunified children, which has made it difficult to measure the success of the program; and
- ☞ Difficulty to prioritize the children during the withdrawal process for rehabilitation undertakings due to the high number of children in exploitative labor environment.

7. Best practices and lessons learnt

- ☞ The multi-stakeholder structure promotes a sense of ownership and trust for our program and organization among the community and, hence, it needs to be strengthened, reproduced and used as a key strategy in implementing program activities
- ☞ There is a need to enhance the capability of MSCCPs and task forces in resource mobilization and participation in target selection.
- ☞ There is a need for a realization of local knowledge and experience, active involvement of children, and promoting the support of child-led initiatives for our child protection interventions.

Partners Logo





FSCE Management & Staff

_____ 25 years of Child Protection Service _____

Forum on Sustainable Child Empowerment

P.O.Box 9562

Tel.251-11 553 44 32

Fax 251-11-553 44 69

E-mail fsce@ethionet.et

websit.www.fsc-e.org

Addis Abeba A.P Office

Tel. 251-116-54 1921

fscecpu@ethionet.et

Akaki Kaliti A.P Office

Tel. 251- 114-390870

fsceakka@ethionet.et

Adama A.P Office

Tel. +251- 221-114654

Fax +251-221 114654

fscenazl@ethionet.et

Dire Dawa A.P Office

Tel. +251-251-1126782

+251-251-1119696

Fax + 251-251-1119696

fscedire@ethionet.et

Addis Ketma A.P Office

Tel. +251-112-131606

Sponsorship.adis@ethionet.et

Bahir Dar A.P Office

Tel. +251-582200375

+251-58-2207248

Fax+251-58-2200375

fscebdar@ethionet.et

Dessie A.P Office

Tel. +251-338-110501

Fax+251-331-115708

fscedes@ethionet.et

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