

# HEALTH AND WHOLENESS ETHIOPIA



**Hawe**

## ORGANIZATIONAL PROFILE

**November, 2021 G.C**  
**Addis Ababa-Ethiopia**

## Background Information Health and Wholeness Ethiopia (HAWE)

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Health and Wholeness Ethiopia (HAWE), is an indigenous not for profit, non-governmental, non-religious, legally registered Ethiopian civil society organization and was found in 2010 G.C. HAWE was established with the intention of contributions to alleviate the socio-economic and environmental problems with special emphasis on vulnerable children, women and youths in Ethiopia.

### Legal Status

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**HAWE** is registered with Ethiopian Federal Democratic Republic Agency for Civil Society Organizations with its (*registration number 2069*). HAWE is registered to work in the areas of children, women and youth Education, health service and development in Ethiopia. HAWE has signed memorandum of understanding with government offices including with Ministry of Health, Ministry of Women and Children Affairs and Ministry of Education.

**HAWE** is a committed organization working to improve the quality of life of vulnerable children, girls and youth in Ethiopia. Through our programs we have empowered vulnerable children and youths to lead a better life. We promote a comprehensive approach towards a child's development. We strongly believe that any early childhood programme must promote all rounds, total, integrated and balanced development of the child in a harmonious environment through developmentally appropriate learning experiences.

### Vision:

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- ❖ To see the lives of children, women and youths improved; become productive and self-reliant in Ethiopia.

### Mission Statement:

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- ❖ Work with Highly vulnerable children, women and youths from marginalized families and community groups in order to improve their lives through giving education opportunity, income generating activities, skill trainings and other developmental accomplishments.

## Project thematic areas

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**HAWE** is involved in developmental activities in the areas of: -

- ◆ Health
- ◆ Food and nutrition
- ◆ Foster care of children
- ◆ Education and Library service
- ◆ Livelihood development
- ◆ Rehabilitation and reintegration of hard -to-reach community groups.
- ◆ Adolescent girls and Women empowerment
- ◆ Emergency and disaster risk reduction
- ◆ Environmental protection
- ◆ protection and promotion of human rights
- ◆ Peace building,
- ◆ Conflict resolution
- ◆ Democracy
- ◆ Advocacy and lobby
- ◆ Civic and Voter education
- ◆ Environmental protection
- ◆ Youth Employment
- ◆ Income generating activity projects
- ◆ Elders support
- ◆ and in the overall development of the community

## project thematic area

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HAWE implements a project in Addis Ababa, Oromia, SNPPR and Amhara Region National State in one Administrative city and in 8/eight/ zones these are: Bahir Dar city, North Shewa, North Gonder, West Gondar, South Gonder, North wollo, East Gojjam and Awi zones within 9/Nine/ years establishment HAWE addressed more than **86,000** children women and youths and more than **256,000** communities in these project thematic area with itself and with the partner of local and international organizations.

## Principles and Values

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### Accountability

We are accountable to our beneficiaries and the community we work with. This involves explaining our work to local people and involving them in making decisions about our activities which to encourage their participation in our effort. Our accountability to our beneficiaries has components of providing information, represent and give priority to the most vulnerable, involve them in making decision and offer

for compliant procedure of wrong-doing by the organization or its staff members.

We believe accountability to our beneficiaries and the community brings **HAWE** advantages such as;

- ❖ Meeting beneficiaries' real needs.
- ❖ Increasing the sense of ownership that beneficiaries feel towards **HAWE**'s work, which improves the chance of long-term impact.
- ❖ Supporting beneficiaries' self-respect and self-confidence.
- ❖ Reducing the risk of fraud, or of funds being used inefficiently.

#### **A. Transparency**

**HAWE** is transparent to its donors, supporters, employees, beneficiaries and the community, and other stakeholders. Our approach to transparency is based on the overarching principle that it will strive to disclose documents and information on a timely basis. Our transparency is premised on four principles:

- Clarity of roles, responsibilities, and objectives: The objectives of projects should be clearly defined, disclosed to stakeholders and community in general
- Open process and participatory formulation/designing of projects: We believe in the participation of beneficiaries, community, local government and other stakeholders and explain the framework, instruments, and targets, if any, that are used to achieve objectives. The structure of their decision-making of our projects incorporates multiple stakeholders and their decisions communicated in a timely manner.
- Availability of information to stakeholders: For **HAWE**, information should be available to all stakeholders including its financial statements.
- Accountability and assurances of integrity: **HAWE** provides assurances of the integrity of its operations through the release of audited financial statements of its operations, and the standards of conduct for its employees.

#### **B. Communication**

##### **A. External communication**

- **HAWE** responds to all inquiries related to its initiatives.
- **HAWE** staff and management hold regular meetings and consultations with stakeholders to contribute to reviews of its project implementations. We are willing to reviews our approach to our development initiative based on the feedback we get from community, government policy and prevailing research and knowledge base and donors. We believe reviews are open and inclusive, drawing from our experience, donors, and civil society organizations, as well as analyses by **HAWE** staff.

##### **B. Internal Communication**

**HAWE** believes in sharing information with employees for a couple of reasons; first, it's the right thing to do, and second, it facilitates business operations and creates feeling of ownership among staff members.

#### **C. Dignity and respect**

**HAWE** ensures all our beneficiaries and other stakeholders are treated with respect. **HAWE** also ensures a working environment where the rights of people are respected and colleagues treat each other with dignity.

## Membership and Partnership

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**Hawe** is the Members of

- Consortium of Christian Relief and Development Associations (CCRDA)
- Consortium of Reproductive Health Associations (CORHA)
- Coalition of Ethiopian Civil Organization (CECO)
- Ethiopian Civil Society Organization Forum (ECSF)
- Network of Children, Girls and Young Women Empowerment (NAGWE)
- Consortium of Networking and Development (COND)

and collaboration with local government forums, networks, offices and its target community.

**Hawe** also works in partnership with international organizations such as:

- ❖ UNICEF
- ❖ Care international Ethiopia,
- ❖ Plan International Ethiopia
- ❖ Helvetas Swiss Inter cooperation Ethiopia
- ❖ World vision Ethiopia
- ❖ Action Aid Ethiopia
- ❖ Save the children Ethiopia
- ❖ Old dominion University/ODU/
- ❖ Colombia University school of nursing
- ❖ Appalachian state University
- ❖ California University
- ❖ Global Development Group/GDG/

## Major Awards and Recognitions

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- ❖ Girls 2 women organization \_USA
- ❖ UNICEF-Ethiopia
- ❖ World Vision Ethiopia
- ❖ Save the children Alliance Ethiopia
- ❖ Global Development Group \_ Australia
- ❖ Colombia university school of nursing \_USA
- ❖ Bahir Dar University-Ethiopia
- ❖ Bahir Dar city municipality office
- ❖ Professional Alliance Development /PADet /
- ❖ SOS Hermann Gmeiner School –Bahir Dar
- ❖ Bahir Dar city Tana sub-city Administrator office
- ❖ Bahir Dar city Tana sub-city community police office
- ❖ E.O.C St. Kidanemehert church –Bahir Dar
- ❖ EMSA-St.poul Hospital millennium medical college and Bahir Dar branch
- ❖ Alem children support organization /ACSO/-Bahir Dar
- ❖ Different Government Offices & Schools

## Management Structure

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**HAWE**'s supreme organ is its Board of directors, approves the organization's annual plan, budget and policies and procedures.

Board of Directors holds meetings **4** times a year and hire and supervise the Executive Director, develop and approve budgets and audited accounts. Board members are also being expected to champion **HAWE**'s cause, and represent the organization to the larger community.

Executive Director is responsible for the overall direction of **HAWE** and the responsibility for managing the day-to-day activities of the organization. The Executive Director is also member of the board as its Executive Secretary. The Executive Director reports to the Board.

**HAWE** is structured into three main sections: Project Management, Administration and Finance and Marketing and Resource Mobilization. The Administration and Finance section includes support sections including Cashier, Secretary, cline and guard. Project activities of **HAWE** are led by Project manager who is responsible for field Project Officers.

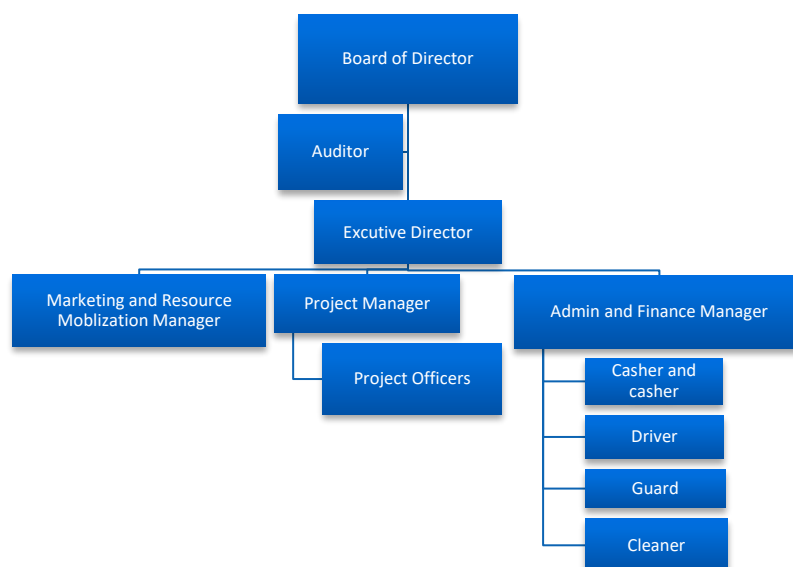
Staff members of **HAWE** are responsible for the day-to-day functioning, and implementing of its programmes and projects. They report to the Executive Director, who overall is responsible for the **HAWE**'s activities.

Currently, **HAWE** has 8 paid employees and 2 unpaid national and foreign volunteers.

## Organogram of **HAWE**

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The diagram below provides a summarized view of the **HAWE**'s current management structure.



# Main HAWE Achievement and Initiatives

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## 1. Highly Vulnerable Children

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HAWE supports HVCs who have lost one or both parents because of death and is under the age of 18 years and children who needs care and protection including children:

- Living with a chronically ill caregiver, defined as a caregiver who is too ill to carry out daily chores during 3 of the last 12 months
- Living with a caregiver with a disability who is not able to complete household chores
- Of school-going age who is unable to attend a regular school due to disability
- Whose parents or care-givers are unable to provide them clothing and food and pay for education materials and lack parental care and foster family
- Living in a household headed by an elderly caregiver (60 years or older, with no caregiver in the household between 18 and 59 years of age)
- Living in a poor household, defined as a household that spends over 60% of total household income on food
- Living in a child-headed household (meaning a household headed by a child under the age of 18)

HVCs suffer from displacement, marginalization, dissolution of family protection and segregation from the community making them feel they are an economic burden thus they fall behind educationally and even socially. Female HVCs face additional challenges including commercial sexual exploitation. Child girls are actively engaged in commercial sex as a means for survival. They are victims of physical assault, rape, unwanted pregnancies, underage motherhood and lack of self-esteem trauma, rejection and death among others.

According to US President's Emergency Plan for AIDS Relief services for HVCs 6 core areas that can be used in combination with economic strengthening efforts to assist children, families and communities. Taken together these 7+1 components define a broad continuum of care that can provide for the complex needs of children. They are:

- 1) Food and Nutrition Support
- 2) Shelter and Care
- 3) Protection
- 4) Health Care
- 5) Psychosocial Support
- 6) Education and Vocational Training
- 7) Economic Strengthening

**HAWE** to date has provided these services for more than **4500** HVCs in the surrounding communities.

HAWE has supports poor working mothers through **Foster Day Care** where the children of single parents, working mothers are kept in foster families during the time the parent is at work.

Foster care is an important non-institutional service for the child, whose biological family is unable to care for it, for a short or an extended period of time, due to illness, death, desertion or any other crisis situation. An alternate foster family is identified who will provide temporary or long term care for this child so as to avoid children going out to street. Foster parents are identified and approved after a detailed home study is undertaken. Foster parents may be relatives, neighbors, or friends who are from a similar socioeconomic background and it is pioneer in the field of foster care in the community.

## 2. School focused Water, Sanitation and Hygiene (WaSH)

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The school focused WaSH initiative involves sanitary and hand washing facilities and hygiene training which improves health and increase educational opportunities for all children. WaSH in Schools aims to improve the health and learning performance of school-aged children – and, by extension, that of their families – by reducing the incidence of sanitation-related diseases. Every child friendly school requires appropriate WaSH initiatives that keep the school environment clean and free of smells and inhibit the transmission of harmful bacteria, viruses and parasites.

This initiative especially focuses on girls who have reached puberty. Menstruation seriously affects girls' attendance, attention, and achievement in school in both rural and urban areas. Most girls do not have access to protective materials and feel embarrassed to go to school while menstruating and stay at home. This causes girls' absence from school approximately three to five days a month may result in the girl missing 30 to 50 school days a year. Inevitably, it this in turn cause girls miss so much schoolwork to keep up which result to girls drop out and withdraw from schools, colleges and universities. Girls are deterred from school-attendance due to lack of basic needs, like sanitary napkins. Special support for girl students, especially when they have their first menstruation and separate functioning sanitary facilities are necessities that should be in school at all times if gender equality and girl's empowerment is to be achieved.

With the aim of improving sanitation and hygiene access and improving education performance **HAWE** gives Menstruation Hygiene Management /MHM/ training for girls aged 13 to 24. Since 2013 **HAWE** has trained **86,000** school and university girls in Amhara Regional State. The training has enabled girls to make their own sanitary pads and keep and use them hygienically. The training also includes:

- Perceptions around menstrual hygiene issues (adolescent girls/boys; women/ men in different countries and different cultures in Ethiopia) and related social practices like school-absenteeism, religious or social exclusion
- Girls drop-out linked to puberty, poor sanitation facilities, social mores,
- Impact of access to menstrual hygiene materials on mobility, labour & productivity
- The availability and affordability of materials - cost, bio-degradable, ease of access & social acceptability.
- Types of materials used for making their own sanitary napkin and people use around the world - cloth rags, sanitary napkins, other
- Hygienic washing & drying their self-made sanitary napkins
- Production of re-useable pads, cloths for menstrual hygiene



The training has reduced girls school-absenteeism and their self-esteem has improved in the schools were **Hawe** has given training.

**Hawe** aims to expand the scope of its WaSH initiative by incorporating School-led Hygiene and Sanitation (SLHS). Hygiene behavior in schools is mostly sub-optimal. For example, hand washing before eating is widely practiced, however hand washing after defecation not yet widely practiced. Limited access to physical facilities for hand washing is one of the reasons for this. It is postulated that this may also be reflected in the wider community.

Improvements in hygiene behavior among school community through Behavioral Change Communication (BCC) and school health education on hygiene and health links is beneficial. School-led community sanitation (**SLHS**) not only improves peer pressure to practice hygiene but also can be a change agent in the community.

School-led community sanitation (**SLHS**) in the region where hygiene is at lower level can be cost-effective tool to improve the practice of the community. The SLHS programme includes adults from the community, such as members of the School Management Committee, the Parent-Teacher Association and students who actively participate in their school and community activities, teachers' charity club and students club members which constitute School-Community Hygiene and Sanitation Committee (**SCHSC**). **Hawe** gives training to teachers, then teachers gives training to the **SCHSC** members. After **SCHSC** receive training from their teachers and students not member of **SCHSC** get training through peer education. The **SCHSC** members and students campaign and educate their parents, who are often illiterate, and neighbors about;

- Benefits of constructing a latrine
- Promoting and facilitating to construct their own latrine and train them to use latrine correctly
- Keeping their community clean and green
- Health benefit of hand washing, personal hygiene, hygienic food preparation and environment hygiene Besides advocating for latrine construction and hygienic issues, the **SCHSC** share responsibilities for trash collection, and clearing the neighborhood of animal and other waste.

Most of advocates and supporters of **SLHS** are school children, this children focused strategy gives children the opportunity to participate in their community. The strategy can also be used to organize a range of other extracurricular activities to support students' participation in many activities such as helping out peers who are out of school, assisting the elderly in the neighborhood, participating in **Hawe's** activity of Child Friendly Schools Development (**CFSD**). The **CFSD** component of **Hawe's** school focused program includes gender equality in schools and development of green and natural feature school playground.

Play is the key to physical, mental, intellectual and social wellbeing of children. Children love to play. It's fun! Playing is a form of active learning and a very good way for children to learn to socialize and explore their environment. It impacts hugely on almost every developmental aspect of children's lives holistically and with multifaceted ways. Young children spend a reasonable amount of time in school.

Therefore, school playground and school playtime are important to children for their fun and relaxation as well as for their good health and well-being. School playgrounds play important role in their daily life for fulfilling their interest, development and learning needs. In Amhara Regional state most school playgrounds are barren. This initiative supports schools to provide students with leisure facilities to make primary education livelier and student-friendly. Every school is located in the community; hence if playground can be established in all schools, it can be a community play center for children too.

### **3. Youth health and Development program**

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Many of the disadvantaged youth do not have a well-structured family life. Neither are they encouraged or supported in trying out new options to increase their confidence in their own abilities or learn new skills. **HAWE** addresses this situation via its Youth health and development Program (YHDP). **HAWE's** YHDP program includes general life skill activities, Personal Health Management, Reproductive Health and development of skills which improves their ability to generate income and their employability such as ICT proficiency, arts and crafts, communication skills, and business and entrepreneurship skills.

This initiative creates change in support of young people being healthy, creative and fully engaged citizens. The program is geared towards enhancing youth's ability to take charge of leading their own life, sustainability and to build their skills, mainly focusing on youth from age **18** to under **30** to enhance their participation in their community development.

**HAWE** follows three way approaches to youth participation.

#### **1. Target group/beneficiary**

**HAWE** has provided reproductive health service and economies support for **350** commercial sex worker women in Bahir Dar city in two sub-cities. About **6,000** households receive family planning service. **HAWE** has also supported to **297** youth through income generating activities program and has enabled them to support themselves and their families.

#### **2. Collaborators/partners**

**HAWE** fully consults and involves youth people and they are informed to enhance mutual co-operation and responsibility. Doing this **HAWE** recognizes that young people generally need experience working at this level before progressing to becoming leaders and initiators of development. With their involvement as a partner **HAWE** has done several rising activities for about **25,000** people on **HIV/AIDS** and challenge of street and orphan & vulnerable children.

#### **3. Initiators/leaders**

Taking youth as initiators **HAWE** has enabling youth-initiated and directed interventions and opening up a space for youth-led activities and decision-making through establishing **Addis Hiwot youth club**. The club has increasing youth participation in social development activity and work in collaboration with local government offices and **HAWE**. The club has more than **465** members who are actively engaged in the community activity.

To ensure sustainability of its development activities, **HAWE's** approach to development uses income generating activity, builds community ownership and uses local inputs and resources.

## 4. Adolescent Girls and women Empowerment programs

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The Girls and Women's Empowerment Project grew out of a well-established highly respected project for former street children that were set up more than seven years ago. Following a 'sustainable families' led by the girls and women for their parents, the project came up with a plan that would provide the beneficiaries mothers, women who had never had a fair chance in life - to know what it was like to have a steady job that was neither degrading or dangerous. So HAWE working this project to respond girls and women problem by accessing work opportunity, education opportunity and other empowerment programs.

### A. Girls program

Adolescent girls in the age of Menstruation during this time more girls are absent from school and collages because they do not have the means and/or access to hygiene products that will enable them to be comfortable enough to attend school and they lost 2-7 days in a month 20-70 days in a year by this case they lessening results and dismissal from schools, colleges and universities they departed to rent house and make lever work but they cannot work properly and they go to a commercial sex worker from bars, hotels, night clubs and more of them their families are poor then they go to early marriage at rural area. HAWE is giving Menstruation hygiene management /MHM /training for more than 86,000 girls on self-made sanitary Pads with the aim of reducing school dropout and absenteeism in Amhara region.

### B. Women program

In Ethiopia most of the women had not get access Education so to get employment opportunity and work they went /migrant/ small towns to regional and capital city then in Amhara national regional state in Bahir Dar city live more than 8,000 commercial sex worker women so our organization HAWE supports 350 commercial sex worker women with:-

- psychosocial support
- condoms distribution
- Reproductive health /RH/FP/
- HIV/AIDS and sexually transmitting infections.
- More than 6,000 women get family planning service.

To date about 256,000 people have participated in our awareness meeting and discussion about; the implementation of this project.

## 5. **Hawe Library service**

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A significant portion of children, youths and Adults do not have access to free library system of government institutions in the city. Children, youths and Adults are highly marginalized in terms of education and Accesses of library and information center. These ways in Bahir Dar city have one information center/ICT incubation center /and there is one government public library and private public library.

Due to these and other factors children, youths and Adults are with low academic performance. Similarly, children of the street are more victims of emotional, physical, sexual, and economic exploitation and abuses than children on the street during working on the urban streets. As a result, most these children have high feeling of grief, loneliness, hopelessness, feeling of disturbance and stress.

So to solve this problem Government and private sectors are making so much efforts by opening and facilitate public library then **Health and Wholeness Ethiopia (Hawe)** to minimize this gap of public library.

We open public book and Digital library in Bahir Dar city at Tana sub city in keble 16 the services address more than **50,000/fifty thousand/** people in the last **three** years and now more children, youths, Adults and elders are/ has got more knowledge from the library books and update their skill of information day to day.

### **Written Policy, procedures and Manuals**

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- Hawe Establishment constitute
- Human Resource Manual
- Financial Manual
- Procurement Manual
- Admin & Financial Formats
- Strategic plan
- Job description
- Child protection Policy
- Gender policy
- **Project Management and Need Assessment Guidelines**
- **Monitoring and Evaluation Guideline**
- Non-discrimination policy
- Volunteers Management policy
- Organizational profile
- Fund raising& Resource mobilization manual
- Advocacy and Lobby strategy plan

## Sources of resource

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- Individuals
- Donor organizations
- Fundraising Events
- Unpaid volunteers

## Current and Past Donor and supporter Organizations

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- ❖ Girls2Women/G2W/-USA
- ❖ UNICEF
- ❖ Care International Ethiopia
- ❖ Plan International Ethiopia
- ❖ Helvitas swiss Inter cooperation Ethiopia
- ❖ World vision Ethiopia
- ❖ Action Aid Ethiopia
- ❖ Save the children Ethiopia
- ❖ Rotary club - USA
- ❖ Consortium of Christian Relief Development Associations /CCRDA/
- ❖ Dashen Beer Wary Factory -Ethiopia
- ❖ Dream land Ethiopia
- ❖ Several foreign ,local and individual donors

## Contact and Address

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