Enhancing The Engagement Of Garment And Textile Industries To Promote Child Wellbeing In Ethiopia

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Message from Executive Director

Organization for Social Development (OSD) is delighted to publish this year magazine focusing on the achieved results based on project implemented in partnership with different stakeholders. In this edition, you will find articles based on our engagements categorized under the following five perspectives:

- Perspective of the Most Marginalized and Deprived Children
- Child Right Programming
- Environment and Climate
- Gender Equality and
- Conflict Sensitivity

Organization for Social Development has been promoting the concept of children's right and business principles (CRBP) for the last few years. It is a comprehensive framework for understanding and addressing the impact of business on the rights of children. It is basically a guide set for businesses in their interaction with children. The rationale behind setting such a standard is to encourage businesses to embrace, support and enact, within their sphere of influence, a set of values in the areas of protection of children.

CRBP is developed by UNICEF, the UN Global Compact and save the children International as the first comprehensive set of principles to guide companies on the full range of actions they can take in the workplace, marketplace and community to respect and support children's rights. It came out on the year 2012 to depict businesses where and how their operation affect children. As we all know children are part and parcel of the society. They are consumers, family members of employees, young workers as well as future employees and tomorrow leaders. Despite this truth they are the most marginalized and vulnerable members of society and this is evident from their lacking of public voice. They are rarely given a say or consulted about how communities make decisions-even decisions affecting them directly, such as planning for schools and recreational areas. Yet, when given the opportunity to participate, children have demonstrated that they can provide important alternative view points and make valuable contributions.

Given the increasing recognition of the private sector as a critical stakeholder and partner in the country's economic development, enhancing its understanding of Child Rights in Business

Principle (CRBP) and promoting an encouraging policy environment and a socially conscious society is vital to ensure sustainability and to position human well-being at the center of the development process.

In the meantime Civil Society Organization (CSOs) are expected to play key role in the above endeavor, among others, by creating awareness on socially responsible operational standard among the private sector, government organs and the community; advocating for adoption of progressive policies; identifying and promoting good practice and; establishing coalitions to facilitate and monitor compliance of business companies to standards and principles. Understanding this OSD has launched in 2020 a strategic plan to promote Child Rights in Business Principle (CRBP) and has implemented various projects accordingly. Yet, we learned from our experience that CRBP touches on different issues that require involvement of wide and divers actor. Therefore, I call on all partners in development to be engaged in concerted effort to develop a culture of responsible business in Ethiopia.

WondossenAyalew (PhD)

Executive Director

Organization Background

Organization for Social Development: Pioneering Child Rights in BusinessPrinciple (CRBP) in Ethiopia

Rooted in the pursuit of public interest and social justice, the Organization for Social Development (formerly the Organization for Social Justice in Ethiopia) has been actively engaged since its establishment in 2003. The organization's diverse interventions span from advancing human welfare, democracy, and good governance to maximizing the private sector's role in promoting social justice throughChild Rights in Business Principle (CRBP) the main thematic focus of its operations.

Recognizing the immense, untapped potential of the private sector to advance human rights and drive people-centered, inclusive development, OSD launched a strategic plan in 2020 to promote the concept of CRBP among businesses, government entities, and the public.

Since then, OSD has successfully implemented projects that have raised awareness and deepened understanding of CRBP. These initiatives have also enhanced the private sector's capacity to align with both international and domestic principles and standards. With research as a cornerstone, OSD has conducted studies on private sector and civil society partnerships, the role of businesses in advancing reproductive health in Ethiopia, and CRBP's impact on the welfare of disadvantaged groups, particularly children.

By analyzing legal and policy environments and incorporating international best practices, these research efforts have helped bridge information gaps regarding CRBP in Ethiopia. They have also provided a baseline for adapting CRBP initiatives to the local context.

In addition to research, OSD actively promotes CRbP through various avenues. These include raising awareness via print and broadcast media, organizing targeted training sessions for government officials, civil society representatives, and chambers of commerce, and advocating for a favorable legal and policy framework. OSD's efforts also extend to promoting good practices, forming strategic partnerships, and establishing networks with chambers of commerce and sectoral associations to strengthen CRBP's impact across Ethiopia.

Legal Status

The Organization for Social Development (OSD), formerly known as the Organization for Social Justice in Ethiopia (OSJE), is an indigenous, non-profit, non-partisan, and non-governmental organization. Following the enactment of the Charities and Societies Proclamation on February 13, 2009, OSD re-registered as an Ethiopian Resident Charity with the Ministry of Justice's Charities and Societies Agency in November 2019, under license number 0843, officially adopting its current name.

Vision

A community where every citizen has equitable access to basic economic and social services.

Mission

We promote social development with a focus on environmental protection, access to quality social services, and productivity. Our primary tool is the promotion of Child Rights in Business Principle (CRBP) among businesses, citizens, and government bodies.

Thematic Areas of Operation

OSD engages in a wide array of thematic areas, including:

- Health
- Education
- People with Disabilities
- Environmental Protection
- Women's Economic Empowerment
- Refugees

Specific Focus on Child Rights in Business Principle (CRBP)

A core focus of OSD is promoting the concept of CRBP among private businesses, citizens, and government bodies, with the aim of enhancing the role businesses play in national development. To achieve this, OSD structures its interventions into three key categories:

1. **Awareness and Capacity Building** – Focuses on enhancing understanding and activities related to CRBP among businesses, government bodies, and the general public.
2. **Research** – Concentrates on improving CRBP-related knowledge, identifying further areas for intervention, and recommending improvements to laws, policies, and practices related to CSR in Ethiopia.

Advocacy and Promotion

Our advocacy and promotion efforts aim to create a favorable legal and policy environment for Child Right in Business Principle (CRBP). By doing so, we are working to improve CRBP practices and performance within the business community.

Overall Objective

Our main objective is to enhance the private sector's involvement in Ethiopia's development through increased awareness, promotion of CRBP practices, and advocacy for an enabling environment. Key goals include:

- Promoting environmental protection.
- Ensuring accessibility to quality public and social services such as education, health, food, and shelter.
- Encouraging productivity and quality services across sectors.

Values

The following core values inspire the vision and mission of the Organization for Social Development:

- Lasting Impact
- Participation and Empowerment
- Self-Actualization
- Equality
- Justice
- Integrity
- Accountability

Child Rights & Business /CRB/

Organization for Social Development (OSD) has developed a national strategy on Children's Rights and Business that emphasizes the following key points:

- The government of Ethiopia has obligations to regulate the impact of business activities on children's rights, as outlined in the Convention on the Rights of the Child and its optional protocols, including:
    - The Optional Protocol on the sale of children, child prostitution, and child pornography.
    - The Optional Protocol on the involvement of children in armed conflict.
- The African Charter on the Rights and Welfare of the Child reinforces these obligations.
- The Ethiopian Constitution, along with various national laws and policies, also plays a critical role in regulating how businesses impact children's rights.

These obligations cover a variety of issues, reflecting the fact that children are both rights-holders and stakeholders in business as consumers, legally engaged employees, future employees and business leaders and members of communities and environments in which business operates. Specifically, the strategy helps to,

- Establish common platform for understanding of the concrete steps that can be taken to ensure the realization of children's rights in the business context.
- Increase businesses' active involvement in supporting children's rights through their activities;
- Address the child rights challenges resulting from the actions of the business community and possible remedial action;
- Explore the opportunities for the promotion and protection of children's rights in the workplace; marketplace and environment

The document also stipulates the monitoring mechanism to ensure that the business sector remains committed to promote and respect children's rights. The process shall compose of the following steps:-

- Formation of a core group that will focus on monitoring the impact of business on children.
- Maintaining regular dialogues between the business sector and the core group. The dialogue will focus on the issues experienced by the business sector and the people in the community, best practices employed by business and recommendations in response to issues.
- Gathering of opinion from the people (adults and children) about the impact of business on their lives and on their community.
- Writing a report about the issues experienced by children and adults and recommendations to solve these issues.
- Presentation of the report to business and government through a dialogue..

The Ministry of Women and Children's affairs has been lobbying the adoption of the National strategy on Children's Rights and Business so that it becomes a national level guiding document that directs the activities of businesses vis-à-vis child rights and wellbeing.

SAVE THE CHILDREN SWEDEN'S

GLOBAL CIVIL SOCIETY

STRENGTHENING

PROGRAMME WITH SIDA 2022-2024

Program Rationale

Save the Children Sweden has worked in partnership with and in support of civil society organizations for more than 30 years and our commitment to work in equitable partnerships remains strong. We believe that an enabling civic space, where civil society organizations and actors, including children, can work freely, is key for the realization of human rights, including children's rights. A strong, diverse, inclusive and vibrant civil society is a prerequisite for democratic societies, the fulfillment of human rights and the Sustainable Development Goals. By working together with local child rights organizations whom we share with the common goal of achieving the full realization of children's rights, we can also contribute to Save the Children's global breakthroughs. The role of civil society is a key component in Child Rights Programming (CRP). Civil society organizations (CSOs) can empower and enable children, as rights-holders, and together claim children's rights, holding governments to account.

Overall Program Goal

A strong civil society that demands and supports the fulfillment of children's rights holding states to account and mobilizing and empowering children and their communities.

Program Outcomes

Civil Society Capacity: In this outcome, CSOs will have improved the quality of their programming, increased organizational efficiency and effectiveness and have increased voice and influence as child rights actors in their own right.
Children's agency: In this outcome, children gain increased understanding of their rights, and skills related to advocacy and campaigning. Partnerships are established, formal and informal, with child-led organizations. Children have opportunities/spaces to hold duty-bearers to account, and inform decision-making. Child participation initiatives are supported to apply internationally recognized standards for safe, ethical and meaningful participation.

Child rights: In this outcome, CSOs increase their capacity to monitor and report, and hold the state to account for their commitments on children's rights. CSOs gain capacity to advocate for inclusive policies, practices, systems, budgets and services for children's rights, on all levels, based on their own organizational focus. Lastly, CSOs equip duty bearers with skills and tools to strengthen children's services within the national system.
Civic space: In this outcome, Capacity to assess, analyze and adapt to changes in civic space is jointly strengthened in Save the Children and partner CSOs, and action is taken against repressive CSO laws and regulations (by Save the Children and partner CSOs). CSOs get improved access to policy dialogue and public debate where they can influence decision making. Lastly, CSOs become better positioned to mitigate risks relating to their protection and safety against attacks or/and threats from state and non-state actor.
The four key outcome areas are linked to the overall ambition and program goal. The outcome areas are directly linked to the Swedish government´s strategy that guides the funding for the global CSO program, and the Child Rights Programming approach. To be eligible as a partner in the Global Civil Society Strengthening Program, all Country/Regional Office proposals must plan for, and demonstrate, their relevance and direct contributions to the four outcome areas.
Partnership approach to support a strong civil society
Partnerships are at the center of Save the Children's theory of change and for this program exclusively limited to civil society partnerships. Save the Children´s partnership principles - value driven and empowering relationships, transparency and accountability, mutual benefit and complementarity are also linked to strengthening of local ownership and leadership, a key principle of development effectiveness. Save the Children will, guided by our partnership principles, provide support to (not through) civil society organizations, for them to grow as independent, sustainable, competent and legitimate actors to advocate for children's rights in a changing climate. This approach links well with the broader localization agenda
The global CSO-program will make a significant contribution to Save the Children´s localization policy in all contexts, aiming to empower and strengthen local actors (civil society organizations) in their own right promoting and defending child rights.

Capacity strengthening is a central concept in Save the Children Sweden´s partnership approach and providing capacity strengthening support at all levels of Save the Children´s capacity strengthening triangle is mandatory. Level one and two are linked to formal partnerships (independently of modality) and the third level also includes the wider civil society, where the role of Save the Children is to be facilitating and supporting an enabling environment for the broader civil society and not only linked to civil society organizations and actors with whom we have a formal relationship.
At all three levels, the capacity strengthening agenda and process shall be partner-led and Save the Children will provide capacity-strengthening support (technical and financial).
Organizational capacity strengthening (OCD) will be a mandatory component of the program and offered to all CSOpartners, according to a specific model and toolkit developed for this purpose. Areas of particular importance within the OCD support are governance and accountability structures, financial management, child safeguarding and MEAL, which are areas where CSO-partners commonly identify gaps and weaknesses.

The added value that Save the Children Sweden and Save the Children International expects to bring to local partnerships is a long-term perspective and predictability of funding, close dialogue, expertise and learning, and a platform for visibility, recognition and networking. Save the Children's role is complementary to and supportive of what local and national actors already do, to ensure the fulfillment of children's rights.
Partnership modalities for support of CSO partners
Within the program, it will be possible to engage CSO-partners through the three different

partnership modalities defined below.

1. Project support is the most common partnership modality within Save the Children and in this program emphasis will be given to the CSO-partner´s participation throughout the partnership cycle.
2. Program support is a wider support targeting a larger scope of work towards a thematic/strategic area within the CSO-partner´s strategy and/or an integrated program approach.
3. Core support provides a civil society partner with holistic support to the implementation of their own strategy where the funding contribution is unrestricted, and where monitoring and reporting is built on the CSO-partner´s own systems, policies and procedures. In order to be eligible for core support, the CSO partner must be a strategic child-rights partner with influence and legitimacy; demonstrate good track record of qualitative implementation of programs with a strong rights-based approach; demonstrate maturity as an organization with stable management structures and internal control systems. Networks, coalitions and child-led organizations may not fulfill all the above requirements, but are eligible for core support due to their specific scope of operations. Approximately
5 Mandatory/ Quality perspectives
These perspectives need to be clearly integrated into the planned work. The donor will assess the level of integration of the five perspectives into objectives and expected results, follow-up and evaluation. The connections between the perspectives should also be evident.

Perspectives of the most marginalized and deprived children

Save the Children has set out to focus on reaching the most marginalized and deprived children who are facing the worst outcomes across and within the countries where we work. In order to close the inequality gap, we will need to focus on the most discriminated upon and marginalized children.
2. Child rights programming
Child rights programming (CRP) is the methodology Save the Children applies to ensure a human rights-based approach in our work. It builds upon the four guiding principles of the UN Convention on the Rights of the Child; child participation, non-discrimination, children's survival and development and the best interests of the child. Advocacy is a central component in child rights programming. Save the Children's global advocacy offices will support program advocacy

for increased accountability for children's rights, and facilitate links to regional or global-level structures or platforms, such as the international systems for children's rights and human rights. Programs need to clearly describe how they will work to increase child participation and ensure non-discrimination and inclusion. Focus needs to be placed on reaching the most marginalized children, for example children with disabilities, girls, children in migration and displacement, children of diverse sexual orientation, gender identity or expression, children experiencing violence or abuse.

3. Environment and climate

Save the Children has committed to step up our efforts to respond to the climate and environmental crisis that threatens children's survival, learning and protection, by minimizing our impact on the environment and seize opportunities to advance sustainable development. There are three possible avenues to engage in climate and environmental work:

1. within a planned program/project
2. Supporting child-led and/or child informed advocacy
3. Linked to organizational capacity strengthening

4. Gender equality

In the global CSO program, Save the Children Sweden will raise the ambition of the work to promote and integrate gender equality. In line with Save the Children essential standards, all programs are expected to be gender-sensitive as a minimum, ensuring equitable access to resources and services, power and decision-making, participation and benefit and, moreover, clearly show the roadmap to becoming gender transformative, actively promoting gender equality by addressing the root causes of existing inequalities. Save the Children´s Gender Equality Policy, the mandatory Gender Equality Marker and the Gender Equality Toolkit provide guidance.

5. Conflict sensitivity

Any Save the Children program has an impact, positive or negative, direct or indirect, intentional or unintentional, on the context in which it is implemented. Therefore, each concept note must adopt a conflict-sensitive approach to program design and implementation. Being conflict-sensitive means: (1) to demonstrate a solid understanding of the context in which Save the Children and its partners operate, or plan to operate, (2) take into account the interaction between the intervention and that specific context, and (3) act upon this understanding to minimize negative impacts and maximize positive impact on conflict factors. At minimum, it means to comply with the Do-No-Harm principle. At best, it means supporting drivers of stability and social cohesion

About the project

Organization for Social Development has secured a five year funding (2022-2026) from Save the Children International to engage with garment and textile industries to support, respect and protect children's rights. In connection to this, there are a number of planned activities phased across five years and some of them are already in place. Under this project, while garment and textile industries are regarded as primary targets, governmental organizations responsible for regulating the activities of businesses such as Ethiopian Chamber of Commerce, Ethiopian

Textile industries Development Institution(ETIDI), Ministry of Women, children and Social Affairs and other Sectorial Association and Civil Society organizations are considered as key stakeholders as they are expected to play a prominent role in promoting compliance of business companies to child wellbeing related principles and standards as well as in establishing national systems and structures to promote child welfare in the context of business by encouraging the private sector to enhance investment in children and to act in a socially responsible manner as well as by fighting corruption.

The project is implemented in Addis Ababa city. The city of Addis Ababa is divided into 11 sub cities and 116 Woredas. Among these administrative units, this project is implemented in the 12 woredas of Nifas Silk Laftosub city. After selecting the sub city, the project proposal was presented to the sub city's finance and economic development office and the sub city's women and children and social affairs office for appraisal and approval because one of the focus areas of the project is strengthening child parliaments so that they become voices for children and the project activities are designed to contribute to that end. The aforementioned offices reviewed the proposal and provided comments on changes to be made. The process involved a back and forth of the offices making suggestions and OSD making corrections. It was a long process in which OSD exerted maximum efforts to accommodate comments, align the suggestions of both offices and not to deviate from the objectives of the project, the organization and donor. After going through these processes, the project was approved by the sub city finance and economic development office and a memorandum of understanding was signed between the bureau and OSD.

With regard to the civic space situation in the operation area vis-à-vis the new CSO law; it has created a pleasant working environment especially in relation to implementing the project using a right based approach. This change in the operating environment has enabled child led groups (right holders) to hold government offices (duty bearers) responsible for the respect of their rights. OSD had a good working relationship with chamber of commerce and sectorial associations. This working relationship is based on the MoU signed between the two parties and the new CSO law has no effect on this working relationship. The level of engagement with local government offices ranges from project appraisal to monitoring and evaluation.
One of the areas of focus of Save the Children International (SCI) work in Ethiopia is to improve implementation of the UNCRC and ACRWC among others, by increasing awareness of child wellbeing and Corporate Social Responsibility (CSR) in the private sector and other non-state actors.

This project is aimed at increasing the awareness of the private sector and enhancing their capacity by putting in place the best practices and models for observing Child wellbeing and Business Principles (CRBP). OSD designed this project based on its experience engaging in CSR promotion and collaborating with Chamber of Commerce and Sectorial Associations as organized forums represent the business community. This project is entitled "Enhancing the Engagement of Garment and Textile Industries to Promote Child Wellbeing in Ethiopia" and will be executed for the next five years from 2022 up to 2026. An assessment on CSR, its practices and legal and policy contexts undertaken by OSD in 2013, while revealing a huge gap in light of

CSR and Child wellbeing awareness and understanding among business companies and other stakeholders, has identified international and domestic initiatives (e.g. CRBP, the Ethiopian Code for Corporate Governance (ECCG), the Model Code of Ethics for Ethiopian Businesses (MCEEB) and good practices that impact realization of wellbeing of children in Ethiopia.

On the other hand, the research undertaken by the project in 2013 as well as consultations held with various stakeholders─ including children─ in seminars/workshops and trainings have pointed out absence of a comprehensive guide at the national level which sets out business's responsibility as to respecting and promoting children's welfare. The seriousness of the issue of business and child welfare and gaps dealing with it at state/policy level has also been recognized internationally and in response, the UN Committee on the wellbeing of the Child had released a general comment explicitly on State obligations regarding the impact of the business sector on children's wellbeing in 2013 (General Comment No. 16). The UNHCRC General Comment No. 16 demanded states to develop guidance that explicitly sets out government expectations for business enterprises to respect children's wellbeing in the context of its own business activities, as well as within business relationships linked to operations, products or services and activities, . Furthermore, the Comment demanded states to adopt a comprehensive strategy to inform and educate on business's responsibility of respecting children's wellbeing as well as to facilitate and coordinate engagement of different stakeholders.

Following recommendations forwarded in a multi-stakeholders conference on child welfare held under this project in 2014 and 2015, OSD is undertaking consultation with MoWCA (Ministry of Women and Social Affairs) on designing a guideline for the expectations of the government on private sectors to respect and children's welfare. Moreover, capitalizing on ECCSA(Ethiopian Chamber of Commerce and Sectoral Association)'s interest to introduce and promote the Model Code of Ethics for Ethiopia Businesses, a tri-partite Memorandum of Understanding and an action plan, between ECCSA, OSD and Fana Broadcasting Corporate (FBC) has been signed on July 29, 2015. Instituting annual business ethics award in different categories, creating awareness, promoting good practices, conducting researches on different specific issues and building the capacity of business enterprises to comply with principles and standards (through training, technical support and other capacity building interventions) are parts of the action plan.

Under this project wide range of interventions aimed at creating awareness about CSR Corporate Social Responsibility (CSR) and Child Rights and enhancing compliance to already in place initiatives such as Child Rights in Business Principles (CRBP), the Model Code of Ethics for Ethiopian Businesses and the Ethiopian Code for Corporate Governance, Inter Sectional Gender Lenses, and awareness on the impacts of climate change on the rights of children will be undertaken. The activities will mainly focus on recognizing and promoting good practices, facilitating formation of a multi-stakeholders committee on business and children with MoWSA (Ministry of Women and social affairs) structure, development of a comprehensive national guide that manage/deals with business's responsibility towards children, awareness creation and provision of technical assistance to integrate CRBP(child rights and business principles).
The general objective of this project is to promote realization of child wellbeing in Ethiopia through maximizing adherence of the garment and textile industries to international and

domestic principles and standards on Child wellbeing and enhancing collaboration among different stakeholders.

We aim to achieve the following specific objectives:-

- To increase the engagement of the garment and textile industries in respecting, protecting and supporting the fulfillment of children's wellbeing through trainings and technical support;
- To put in place national systems that regulate/manage business responsibility towards children through engaging government offices and producing documents;
- To Enhance Organizational Capacity of OSD in the area of project implementation.
- To address the issues related with intersectional gender gap
- To create awareness on the impacts of climate change on the rights of children

To achieve the above objective OSD is forming partnerships with different technical partners.

- We have been doing intersectional gender analysis in collaboration with YWCA (Young Women Christian Association) and Save the Children Ethiopia and we developed an action plan that will be put to work throughout the five year time.
- We formed a consortium with CEHRO to do many collaborative works concerning children rights and to engage on policy dialogue level.
- We are working with GPSDO to create awareness about the impacts of climate change on the rights of children and waste management to the textile and garment industries and we have an upcoming training for these textile and garment industries. GPSDO is our technical partner and will be one of the trainers concerning the issue.

In August 2022 at OSD's Office in Addis Ababa, organization for social development (OSD) conducted a project launch program under the title of "Enhancing the Engagement of Garment and textile Industries to Promote Child Wellbeing in Ethiopia". Two representatives from each stakeholder and save the children participated.

Representative from Ethiopian Textile and Garment Industries Research and Development Institute suggested that we can promote CRBP on the monthly publishing magazine and make it a criterion for the textile and garment industries for export industries. The other participant from the Ethiopian chamber of commerce and sectorial association promised to provide us the space on the monthly publishing magazine to promote CRBP.

Perspectives of the most marginalized and deprived children

With regard to engaging children with disability in child-led groups, four (9, 2, 13 and 14) woredas have been able to recruit members with disabilities from their schools. The remaining wordas have been made aware of the need for and importance of engaging children with disabilities and are making efforts to do so. In addition, child led groups that have been able to engage children with disabilities are working on bringing the children with disabilities to leadership positions.

Furthermore we have conducted an assessment taking a sample survey at different schools in the sub city to understand the condition of children with disability and their access to education. Duty bearers pledged to work for modification of existing schools infrastructure and closely monitor the construction of new schools to ensure inclusivity. Following members of the child parliament raising a case about Children with Disability being denied to get registered in some schools, Organization for Social development conducted an assessment on accessibility of schools for Children with different forms of disability in selected schools in Nifas Silk Lafto sub city.

Schools administration, children with disability and children with no disability in the selected schools were interviewed. According to the children with disabilities, inaccessible ramp-rails, playing fields and inaccessible class rooms, lack of disability friendly toilets were among the challenges they are facing.

School administration interviewees stated that, the fact that schools were not designed considering people with disabilities and due to the large number of students compared to the schools size made it difficult for children with disability to attend their education.

Apart from the interviews OSD was able to observe inaccessibility of the whole school infrastructure for children and students with different forms of disability. However they use mitigating mechanisms such as assigning classrooms in the ground for Children with Physical Disability.

Some children students with disability in the school were denied to get registered in schools near their residence areas which created a burden for parents to bring their children far from their places and this in turn resulted in children with disability dropping out of school.

From the interviews, OSD was able to understand that children with disabilities have no awareness and capacity to demand their rights.

To validate the assessment result OSD organized a workshop at Nifas Silk Lafto Sub city where government Officials from each woreda's education bureau were invited.
In addition to validating the results, a brief presentation about disability, persons with disability, legal frameworks and conventions on the rights of children with disability was made by Organization for Social Development to enhance participants' awareness on disability.
As a result of the assessment, OSD recommended that the sub city and woredas' education bureaus

- to monitor schools accessibility
- to have updated information about the number of children with disability in the sub city
- Ensure children with disability to have access to a meaningful participation on issues of their concern like children with no disability
- And the sub city's Women, Children and Social Affairs Bureau to raise awareness about Disability in schools and the community as a whole.

The Government stakeholders then promised to monitor schools accessibility and influence to make existing inaccessible schools modify their infrastructure to meet the minimum standard requirement and new schools to be designed considering people with different forms of disabilities.
In relation to our work with the two industrial parks, the Organization for Social Development delivers training to acknowledge the employees Ethiopian labor laws hold the employer liable for an employment related accident and occupational diseases sustained by a worker during or in connection with the performance of his/her work. Employers often purchase insurance to shift the financial burden of paying for employment injuries.
If an employee is injured at work, they can expect the following:

- Medical access: Employers are required to provide effective medical access.
- Compensation: Employees are entitled to compensation for injuries or occupational diseases. The amount of compensation is based on the effect the injury has on the employee's ability to return to work.
- Reporting: Employers must report accidents to the Commission on the "Employer's First Report of Injury" form.

Here are some other things to know about injuries at work:

- Treatment

The employee can choose their doctor and decide who accompanies them to the doctor.

- Returning to work

The doctor will work with the employee to decide when they can return to work.

- Second medical opinion

The employee may get a second medical opinion if their claim manager approves it.

- Discrimination

It's illegal for an employer to punish an employee for having a job injury or requesting workers' compensation benefits.

- Discussion forum with chamber of commerce Regarding the Situation of Child Right in Garment Manufacturing Industries

- Review of the 10 Years Child Wellbeing Plan of MoWCYA

- Discussion Forum with Child Parliament

Child rights programming

OSD's engagement is primarily in relation to promoting Child Rights and Business Principles(CRBP) to the private sector employing mechanisms of strengthening the capacity of the private sector in adopting the concept and strengthening the capacity of child led groups in monitoring the operations of businesses in their locality vis-à-vis CRBP. In order to achieve these objectives, OSD conducted the following activities:

- Training workshops and discussion forums/seminars were conducted on CRBP both for private sector representatives and child led groups

- Preparation of plan of action to effect the drafting of a comprehensive guide which manages business interaction towards children,

- Consultation workshop with CSOs to confirm the finalization of the child wellbeing promotion guideline;

- To strengthen Child Parliaments/ child led groups and community based structures to monitor the operation of business firms to respect, protect and support children's rights.

- Civil Society actors including children influenced the private sector to respect, protect and support the fulfillment of children's rights through monitoring.

- Selected private companies are strengthened by OSD and Chamber of Commerce to mainstream child rights and business principles in their policies and practices.

- Introduce the concept of corporate social responsibility to the private sector and advocate for its implementation collaboration with the chamber of commerce.

- linking National Plan of Action sectorial indicators with annual plans of sector ministries and follow up its implementation in collaboration with MoWCYA

- Establishment and strengthening of national child parliament network composed of child parliament representatives drawn from all regions was conducted in collaboration with MoWCYA

One of the focus areas of the project is strengthening child parliaments so that they become voices for children. Due to the material and capacity building support provided to them, child parliaments are becoming actively engaged in their respective woredas.12 child led parliaments in Nifas Silk Lafeto sub-city were strengthened and due to the support provided to the child parliaments and the link created with sub-city speaker's office, they have been able to better demand children's rights and trained on child rights, UNCRC articles, General comment No 26 children's rights and the environment with a specific focus on climate change.

OSD provided technical support in strengthening child led structures and child parliaments through a discussion forum. These have made the child-led structures to be better able to demand their rights.In collaboration with SCI advocacy department; the children are capacitated in advocacy and on how to conduct campaigns. As a result, they celebrated Africa's children day with the Child Parliament; representatives from the sub city's culture and tourism bureau were presented at the tournament. As a result, they are participating in 3million+ back to school campaign and Organization for Social Development in collaboration with Save the Children capacitated members of the child parliament with basic skills to conduct child led research and prepare reports then submitted to the UNCRC in March 2024.
The children were made to identify areas of their interest to conduct research. Of the areas of interest are:

- The challenges that internally displaced children in their areas of residence are experiencing are related to their education.
- Challenges experienced by children with disability in the sub city and
- How the rights of children in rehabilitation are being respected

They also practiced how to make research questions and interview people to prepare quality reports.

OSD has provided CRBP documents, and conducted supportive supervision to selected private businesses firms to facilitate the implementation of CRBP and CSR. Moreover, OSD has provided material support to 12 woreda child parliaments of Nifas Silk Lafto sub-city based on the needs assessment conducted. The material support provided includes: computers, printers, table, chair and stationeries so that the child-led groups can undertake their activities with ease.

In relation to our work with the two industrial parks, we were capaciting the management team and employees with basic concepts of women rights, climate change and child rights. OSD and other stakeholders help the employees to form their own workers association. These help them to bargain with their employers towards raising their salary level and form the day care in the industrial park. The establishment of the day care will allow the mothers to put their kids near to them and they will be fully focused on their job. The kids get protection from their nannies and breast feed by their mothers to grow health and safety. As a result, establishing day care will make employees keep working in the park and at the same time it is one way of making the environment suitable for children.

- Members of the child parliament assembly session

- Discussion with Chamber of Commerce and Investors

- Membres of Child Parliament Discusiion session

- Child Parliament Discusion session

- The Child Parliaments Presenting thier quarter Report

- Picture of childcare center in Debreberhan industrial park

- Picture of childcare center in Debreberhan industrial park

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- Picture of childcare center in Debreberhan industrial park

Environment and climate

In order to enhance the awareness and knowledge of the members of the child parliament, OSD has been giving training on the interrelated environmental issues; climate change and child rights crisis, global warming and environmental pollution.
Different efforts and trials have been done to engage the child parliament in different environmental activities so that they are aware that their future is on their hands and take a role to advocate for making the environment to be protected and child rights protection. For example the child parliament members participated in Conference of the Parties of the UNFCCC, more commonly referred to as COP27, 28 & 29 by sending their message representing Ethiopian children's.As part of environmental initiatives, child parliaments have been involved in "Green Legacy" initiatives during summers. They become environmentally conscious and responsible in their daily life. In addition they serve as environmental advocates in their school and their community.

Both industrial parks have access to our environmental policy so that they are able to stream in their respective manuals and guidelines. By the platform created by OSD, both parks got a chance to share their own experience in relation to environmental protection and west management practices. Further, kombolcha industrial park and kombolcha textile and garment industry agreed to conduct an assessment on how kombolcha textile and garment industry can use the waste from the industrial park as input to produce breaks for construction. In addition, the Organization for social development facilitates a meeting between Komblocha industrial

park and WelloUniversity on "IoT-Based Automated Integrated Solid Waste Management System for KombolchaReginopolitan City and they agreed to work together.

To positively contribute to environmental protection, the management team in Debreberhan industrial park took initiative, facilitated and engaged the park's community in green legacy(they planted trees within the park).

In addition both parks practice these activities:

- Hazardous wastes are collected together
- Chemical plastics are washed and sold
- Liquid or water wastes are mixed with the river water and
- Non-recyclable wastes are burned together with the wastes from the clinic in their industry

- Discussion with Kombolcha industrial park management team

- The Child Parliaments Promising to be environmental Advocator

- The Child Parliaments members participating in green initiatives with OSD staff & sub city Officials

- The Child Parliaments members on training

- The Child Parliaments members practicing adovcacy activities on training

- The Child Parliaments members having dicussion on training

Gender equality

12 child lead structures and child parliaments in Nifas Silk Lafto sub city were strengthened. Nearly 1,500 children have been participating in the child led structures of which 750 are girls. 40 of the girls are now in the leading position of the child parliament and the number and the interest of the girls is increasing from time to time.

Memorandum of understanding was signed between OSD and Nifas Silk Lafto sub city's finance and economic development office and the sub city women and children and social affairs office to work with the 12 child lead structures and child parliaments thus they become voices for children.

In 2023, we boost the relationship with the child parliament to the level of partnership by signing a tripartite agreement between the child lead structure, our organization and the sub city's women, children and social affairs bureau since these child lead structures can't be an independent entity on their own.

CRBP training for the private sector

Change in roles and responsibilities

- Children and Community Members are Engaged in Monitoring Children's Rights and Delivery of Social Services for Children
- Children in the Child-Led Structures are Engaged in Monitoring and Reporting Child Rights Issues, and Advocating for Fulfilment of their Entitlements
- The children participate in decision making increased

- Children are also started to influence the budgeting process
- On any discussion involving children issues, children not only participate but also stared to ask question on issues that they want to address. they also give comment on issues raised by other people
- Children involved in child lead structure are now the voice of other children

Change in social norms, traditions & beliefs, customs

- Children are now aware of local and international child rights and participate to exercise their rights and be the voice for other children. Girl's participation is becoming better now. Parents were not sure to let their female children on this kind of issue but with patience and constant education and awareness

- Creation programs most of them are now willing to let them participate and the number of girl's participation in child led groups and children parliament is increasing.

Change in access to resources and service

- Link created with sub-city speaker's office, they have been able to better demand children's rights. Children are now well aware of using this budget that is allocated to them in the sub cities.Therefore they started to use that budget for different undertakings

Change in power & Decision-making

- As mentioned above children are participating on meeting of children issue and comment and suggest on the decision making process.

The most effective method was to vigorously challenge gender stereotyping. We were working so hard to create awareness that girls can do whatever their boy companions can do as well as educate parents and the society. We also done a very good job on teaching the girlsthemselves to be assertive and fight for their rights. We dare to say that we were effective because we started seeing changes in the participation of girls.

Organization for Social Development (OSD) together with SCI is promoting the rights of children at Kombolcha and Debrebrihan industrial parks. In each park there are about 2300 young workers. The main objective of this project is promoting the concept of CRBP in these industrial parks and raise awareness to avoid child labour in the supply chain.
On gender issuesOrganization for Social Development experiences atKombolcha and Debrebrihan industrial parksafter introducing this project, theyachieve to implement these activities:

- Gender annual work plan is prepared and implemented every year.
- Gender related trainings are given
- Gender focal persons meet regularly and discus about issues regarding gender
- Female employees conduct peer to peer discussions on gender based violence
- Before recruitment, all female employees are provided with soft skill trainings

- There are also reporting mechanisms (email addresses, phone numbers, in person in the gender office and suggestion boxes).

- The Child Parliament celebrating African Children Day

- The Child Parliaments celebrating the Africa's Children Day

- The Child Parliaments celebrating the Africa's Children Day

- DebrhBrhan industry park training On wast management system

Conflict sensitivity

Organization for Social Development has identified potential sources of conflict and power dynamics in the private sectors which it operates in to ensure that the programme activities do not exacerbate existing issues (including the gender related ones) or create new sources of conflict considering the potential impact of interventions on different groups within the different groups of the parks.

Moreover, As a child rights actor, Organization for Social Development has conflict sensitive programming in that it has built strong relationships, Actively listens to concerns and adapt its program based on feed backs, maintained open lines of communication with all stakeholders including children, duty bearers, and industry representatives to address conflicts that might arise following our engagement with the child parliament and the garment and textile industries.