



Cairo Center for
Development
Benchmarking



Final Evaluation Report
Hope Together

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Plan International Egypt

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List of Acronyms

ACRWC	African Charter on the Rights and Welfare of the Child
AUC	American University in Cairo
BTT	Beneficiary Tracking Tool
CBA	Cost-Benefit Analysis
CDA	Community Development Association
CDB	Cairo Center for Development Benchmarking
CEA	Cost-Effectiveness Analysis
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COVID	Corona Virus
CSP	Country Strategic Plan
DAC	Development Assistance Committee
DIP	Detailed implementation Plan
EGP	Egyptian Pound
EYL	Enterprise Your Life
FDG	Focus Group Discussion
HA	Humanitarian Aid
IMF	International Monetary Fund
IPTT	Indicators Performance Tracking tool
KII	Key Informant Interview
MOSS	Ministry of Social Solidarity
MSME/SME	Micro, Small and Medium Enterprises/Small and Medium Enterprises
NCW	National Council for Women
NGO	Non-Government Organizations
OECD	Organization for Economic Cooperation and Development
OO	Overall Objective
PI&Q	Programme and Influence Quality Policy
PIE	Plan International Egypt
OIC	Office of International Cooperation,
SO	Specific Objectives
UNCRC	United Nations Convention on the Rights of the Child
UNHCR	United Nations High Commissioner for Refugees
USD	United States Dollars
VSLA	Village Savings and Loans Associations
B to B	Business to Business
B to C	Business to Customers

Executive Summary

Introduction: This report presents the results of the final evaluation of the project Hope Together. The project is co-financed by the Office Of International Cooperation, in Cairo, which is a global strong supporter of refugees and women.

The Project aims to improve the economic self-reliance and social integration of 2,000 Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating the access to microfinance, in an increasingly enabling environment for women and girls. The project works to improve the economic self-reliance of 1,350 beneficiaries of Syrians (70%) and Egyptian (30%), aged 18 to 45 are trained on technical and life skills for self-employment. It also targets advocate for inclusive work environments and social cohesion for 500 Syrian refugees and Egyptian youth aged 15 to 17.

The evaluation was conducted by an independent evaluation agency (Cairo center for Development Benchmarking (CDB)); it will be referred to in this report as the evaluation team. The evaluation was conducted between 21 April 2022 and 24 May 2022.

The methodology used in this evaluation is OECD DAC methodology, OECD DAC has six pillars: relevance, efficiency, effectiveness, impact, coherence, and sustainability, in addition to scale-up and innovation, and learning. In each of these dimensions, the evaluation team has reviewed the projects documents and the achieved results, and also collected data from the beneficiaries and stakeholders. Several groups were interviewed using quantitative and qualitative methods.

Evaluation results

Relevance:

The evaluation team found the Hope Together project relevant and consistent with Plan's PI&Q approach and Plan Egypt's (PIE) Country Strategic Plan. Especially the **Enterprise Your Life (EYL) program** that is designed to transfer key enterprising life skills to youth to enhance their engagement in a wide range of income generating activities. Using short, targeted sessions incorporating applied learning activities and interactive visual aids and supplemented by ongoing coaching, youth can develop the entrepreneurial mindset necessary for business success, The project also was relevant to **Village Savings and Loans Associations (VSLAs)** which is a strategy employed by several international NGOs and a growing number of local development organizations to enhance economic security, resilience as well as achieve economic and social empowerment for members and their households. And finally, it was relevant to PIE youth **Aflateen club** that was designed to address issues faced by youth. Growing evidence suggests that building soft skills such as communication, problem solving, teamwork and money management can help young people transition into work and into life to become active responsible citizens within their families and communities.

The project also found relevant to the donor; **the Swiss Office for International Cooperation** objectives; that invests heavily in supporting refugees and women. The Swiss Cooperation

Programme in Egypt for the period 2021-2024 overall goal is "Strengthened institutions, rights-based frameworks and an inclusive economic environment enable women and men to have better social, economic and political opportunities, leaving no one behind". On a broader level, the Swiss Office for International Cooperation works with local authorities, and international and bilateral organizations, protecting and assisting vulnerable migrants and victims of human trafficking and promoting their rights.¹

PIE has reflected Office of International Cooperation strategy and approach by supporting refugees especially women and youth in Hope Together project, PIE also has ensured the cooperation of international and national stakeholders in the project especially UNHCR, National council of women, and the Ministry of Social Solidarity in addition to partners NGOs. The project has worked directly to achieving the Office Of International Cooperation, goal of Strengthened institutions, rights-based frameworks and an inclusive economic environment enable women and men to have better social, economic and political opportunities, leaving no one behind

The project was also found relevant to the government stakeholders especially the National Council for Women NCW, in cooperation with PIE, they developed ideas and strengthening social cohesion between Egyptians and Syrians, in addition to holding seminars and meetings to evaluate initiatives and identify the positives and negatives of the implementation of the project. and the Ministry of Social Solidarity cooperated on several levels including choosing the partner associations.

The project was found relevant to the beneficiaries needs, most of the beneficiaries get fair access to the project information, the services provided has matched their needs, and their voices were heard during implementation. The project managed to raise the skills of 100% of the interviewed sample. The project has offered the Enterprise Your Life training and financial grants to all the interviewed beneficiaries; after getting the grants 98% of Egyptians and 91% of Syrians benefited from the follow-up support, marketing training was offered to 93% of Egyptians and 80% of Syrians. On average, each adult has received around 6.2 interventions. As for youth, all interviewed youth from both nationalities attended Aflateen training sessions, also the gender awareness sessions were attended by 90.9% of Egyptians and 81.6% of Syrians. 60.6% of Egyptians and 49% of Syrians learnt about social enterprises, and 69.7% of Egyptians and 73.5% of Syrians have participated in social initiatives. Finally, 100% of Egyptian youth found that the Hope Together project was able to respond to their needs, also 98.9% of Syrians found that hope together project was able to respond to their needs.

Efficiency

The internal monitoring System: The project was managed by a project coordinator who met and coordinated regularly with the local partner heads and boards as well as PIE local office focal point for the project respectively in Damietta and Alexandria.

PIE also used a detailed implementation plan (DIP) tool that covers all the project aspects technically and financially, it included activities time and costs, stakeholders' relations,

¹ The Swiss Agency for Development and Cooperation CDC, Country Fact Sheet, SWISS DEVELOPMENT COOPERATION IN NORTH AFRICA, 2017, <https://www.eda.admin.ch/countries/egypt/en/home/international-cooperation/strategy.html>

communication plan, risk register, Monitoring and evaluation plan in addition to the project transition to closing. PIE also used Indicators Performance Tracking tool IPTT, as well as the beneficiary tracking tool BTT for tracking and recording beneficiaries progress. In addition to this, an interim report and other M&E tools during the implementation as well as pre & post tests were used to track the progress.

As for the follow up with the beneficiaries, there was a wide use of tools such as the Community feedback mechanism that allowed beneficiaries to put their suggestions and complaints in a closed box. Also beneficiaries has used several tools like Participated in focus group discussions or CDA meetings, filled out a training evaluation sheet at the end of the trainings, participated in the project evaluation meeting at the CDA, Participated in meetings for opinions on the project with key partners and Participate in visits from the Plan office in the governorate or in Cairo. Finally, the evaluation found that 96.7% of Egyptians adults and 96.7% of Syrians adults have received follow up calls or visits by the facilitators after the training ended.

As for the resources use, Beneficiaries' needs were prioritized, and their views were integrated into the planning process and in the enterprise selection. 98.4% of Egyptians and 98.9% of Syrians adults interviewed youth have confirmed that the CDAs have asked them to build their enterprise idea as they want and recommended them to use their previous experience and the training, they learned in the ideation stage. As for youth 63.4% of Egyptian youth and 71.4% of Syrian youth have confirmed that they selected the initiative they want to work on.

Financial audits: PIE used several tools to monitor the project implementation financially including: financial control for all expenditures of activities, bills and purchases, ensure that all the services and products purchased by CDAs follow competitive measures and ensure the project payments are recorded according to Plan international and the donor accounting methods.

Finally, Stakeholders coordination: the project has managed the relationship with several stakeholders such as UNHCR, Caritas Internationalis, Ministry of Social Solidarity. For example, communication with UNHCR allowed PIE to coordinate their work toward the Syrians refugees in Alexandria with other NGOs, also the cooperation with the Ministry of Social solidarity helped to facilitate the project governmental approvals, and the cooperation with National Council of women was also delivered sessions on gender equality and social inclusion.

Activities need to be done differently, Implement the project cycles through using shorter time cycles with clear timeline, this will help CDAs to keep in contact with beneficiaries and stakeholders to avoid drop out, given the fact that beneficiaries are coming from marginalized communities, they can be paid basic transportation cash to be able to regularly attend the trainings. The financial grants given to the adults from Egyptian and Syrians has faced decrease in value due to the high inflation rates reaching 15% in 2022, women need more training sessions to fully understand the business model as some of them especially Syrians are working for the first time.

As for youth, they needed more organization of training time in order not to overlap with school classes they suggested summer vacation for the project activities. PIE already has

responded to this request by conducting session at the education centres they are receiving classes at, they also changed their time by conducting early session or late session to avoid students study classes

Effectiveness:

Despite the challenging situation of COVID-19 during this project, the project targets were revised by the donors and new targets were set. The project has managed to overachieve the newly planned activities. The project has achieved the following planned results:

Adults

- The project reached 1,525 adults who receive technical and life skills training for self-employment in compared to 1,500 planned
- 80% of beneficiaries with increased knowledge on technical and life skills training for self-employment compared to 70% planned
- 121% of women and men who can access financial services and products compared to 60% planned
- 701 of successful businesses established after cash grant received, categorized by business field, compared to 595 planned

Following up on hope together phase 1 in Damietta

- 145 existing businesses received coaching and monitoring compared to 105 planned
- Existing businesses received 305 consultation session compared to 300 planned

Youth

- 123% of beneficiaries who successfully implement social enterprise initiatives with the objective of promoting integration and gender equality compared to 80% planned
- 1,300 of peers, parents/caregivers, community members and local government officials who have been involved in social enterprises initiatives led by project beneficiaries compared to 1,000 planned
- 616 Syrian refugees and Egyptian youth aged 15 to 17 receive trainings on social cohesion initiatives compared to 500 planned
- 34 groups that established Aflateen inclusive clubs compared to 34 planned
- 20 social initiatives established using the Aflateen training methodology compared to 20 planned
- 4 interface meetings between beneficiaries and duty bearers at local level (gov officials/NCW) to address barriers, priorities and opportunities for Syrian and Egyptian youth compared to 4 planned

After COVID-19 the country has witnessed a lockdown for around 6 months. Despite this, PIE has managed to deliver the planned services. The evaluation team has interviewed 242 adults and 84 youth, asking about the received services. Results show the high attendance rates of Egyptians and Syrians, the project has offered enterprise your life training and financial grants to all the interviewed beneficiaries; 100% of beneficiaries attended EYL training and got the grants. 98% of Egyptians and 91% of Syrians benefited from the follow-up support, marketing

training was offered to 93% of Egyptians and 80% of Syrians as some Syrians were noted in FGDs of having marketing skills.

As for beneficiaries' satisfaction of these services, the enterprise your life training gained the satisfaction of 100% of Egyptians and 97.3% of Syrians, the savings group, services management and awareness about available services by other entity got the highest level of satisfaction by Egyptians. Syrians were more satisfied with the same services but with slightly lower rates. Syrians were more satisfied than Egyptians with Marketing training, cooking and sweets making training and hair dressing. The general satisfaction levels of adult were very high.

As for youth, 100% of youth attended Aflateen club training, mostly satisfied with Attended Aflateen Club Training, 100% of Egyptians and 85.7% of Syrians.

As for the helping factors, PIE's strong partnership with the government, the quality of the provided training courses as CDAs has admitted the quality of technical training provided, the grant was also an asset for beneficiaries. The donor and PIE response to covid-19 by offering unconditional cash transfer for families that strongly hit by covid-19 crisis, helped families to survive.

As for the hindering factors; The project has faced some challenges; starting by the COVID-19 shock that strongly hit the markets, in addition to the economic effect of Ukrainian Russian war on the region, for example covid-19 pandemic has caused the drop of the sales for 46.7% of the beneficiaries' enterprises, most of adults participated in FGDs respondents have highlighted the inflation and prices increase on their enterprises as the biggest challenge on their enterprises.

As for Stakeholders Views of both Ministry of social solidarity and National council of women praised the training provided, the grant and Aflateen training, and asked for expansions in more locations in the governorates.

The challenges faced by women were more 8.5% of women admitted they face family burdens, only 1.7% mentioned they face husband refuse of their work, 1.8 mentioned lacking formal papers (national IDs, Travel papers). 88% of women mentioned they face no challenges to start business, As for men, 17.4% mentioned that women face family burden, 14.9% of them think women may face husband refuse to their work, and 1.6 mentioned lacking formal papers (national IDs, Travel papers). And 66.1% think that women face no challenges to start business. In general women have enough trust to start business. Syrian men believe that women shouldn't work in tough jobs and they were surprised how Egyptian women at the local communities handle the same work burden as men in addition to family burden. FGDs with Syrian and Egyptian women has shown their attention to family burden and livelihood rather than gender issues, they were thinking of children education, access to better livelihood opportunities.

The program has targeted a quota for women equal to 50% of beneficiaries, women family breadwinner either divorced or separated or widowed were prioritized in grants allocation, across the program gender awareness session were conducted for women and men, also Aflateen training worked on gender equality, self-protection and all the 20 initiatives included

representation of boys and girls. Initiative included gender and anti- harassment topics such as “safe society” and “safe community” “be positive” Initiatives.

Men have shown their willingness and acceptance of women as business leaders. Some of them has employed his wife or daughter to work with his enterprise, some of them hire women to work in his business. After attending training together, men become more aware of women abilities to act patiently and listening to the clients’ needs. 72% of males and 84.7% of females think this project has decreased the gender gap between men and women. Also, youth 69.2 of youth males and 95.1% of Youth females think that the Hope Together project has decreased the gender gap between boys and girls. Women felt they have equal foot in the project activities, especially the joint activities.

Impact

The economic impact of the project is measured through job creation and income increase. The project has strong positive impact on both job creation and income. As for the job creation; 701 beneficiaries received grants. **We calculated the whole project job creation impact to reach 1205.7 jobs.** On average each grant has created or sustained 1.72 jobs.

As for income increase, the evaluation team also collected data on income before the project, after the project and now, data has shown improvement of income values from lower income to better income opportunities for Egyptians. **Data from Egyptians has shown the average income of Egyptian increased from 1,528 before the project to 2,380 EGP monthly after the project with 55.7% increase (130.8 USD monthly).** Data also from Syrians has shown the average income of Syrians increased from 1,777 before the project to 2,809 EGP monthly after the project with 58% increase (154.3 USD monthly), taking into consideration the international poverty line is 1 USD/ day and Egypt national poverty line is 1.9 USD/ day.

Average income is still increasing on average to reach 2,853.6 in the interview week. The income increased to reach 64% compared to before the project, meaning that income still improving, and the small enterprise still yields. This performance is outstanding taking into consideration the nature of micro-enterprises that usually take long time to yield stable income and the pressures stemming from the business environment in Egypt.

As for the Specific Objectives, the project overall goal to improve the economic self-reliance and social integration of Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating access to microfinance was achieved:

- Impact Indicator 1: % of women and men who report increased self-reliance through economic activities generated or skills gained during the project was achieved as 95.4% of the sample confirmed that the project increases their self-reliance. (100% for Egyptians and for 93.8% Syrians)
- Impact Indicator 2: % of beneficiaries who report improved/enhanced interactions with their community members as a result of project interventions was achieved as

interacting with opposite nationality during the training and 93.2% of the sample, having a strong relation with their neighbors and community

- Impact Indicator 3: # of households reached in emergency humanitarian situation that were able, with acquired skills and inputs, to cover their most urgent needs was achieved as 76.3% of the sample can cover their basic needs (91.8% Egyptians/ 71.3% Syrians). This percentage is lower than 83% reported in the mid-term evaluation. The reason behind this is coming from the economic environment of the global food crisis and energy prices increases caused by the Russian war on Ukraine, taking into consideration that the crisis hit the food and energy prices the most, these two basic needs especially food represents the biggest component of poor families spending.
- As for Outcome 1 Indicator 1-1: % of successful, new or expanded, income-generating activities by young women and men (CSP EE3), PIE has reported 143% started or expanded, income-generating activities, the evaluation found that 96% of the interviewed adults reported they have a running Income generating business, the rest 4% of the sample are still at early stage of their business process.
- Finally, Outcome 1 Indicator 1.2: Number and % of successful group enterprises/ventures started during the project. The evaluation found 96% of the adults reported they have a running Income generating business, also 25% of Egyptians and 16% of Syrians participated in saving groups. 13% of Egyptian has Syrians workmates, and 46.7% of Syrians have Egyptians workmates. 4.5% of the Syrians have Egyptian business partners.

As for calculating Direct and indirect beneficiaries, the project direct beneficiaries were 1,525 adults and 616 youth, the target group included 70% Syrians and 30% Egyptians and 50% males and 50% females. As for the indirect beneficiaries, we have several groups for example the beneficiaries' families, the employees hired the enterprises owners for those who hired employees to support their businesses, people who were taught by the project beneficiaries some skills. youth have families, audience who attended the initiative launching and friends who they taught about the project. total number impacted was 18,283 people.

Impacts didn't vary from different targeted groups, all groups, location and nationalities were equally positive impacted by the project. However, grant values had some differences between women and men coming from the nature of the enterprise ideas presented by some women who were new to the entrepreneurship and cautionary starting their business.

Impact of Aflateen Clubs, the project created significant impact on youth, as shown in by the results. When asked about the impact of the project on the youth's personal skills as well as their self-confidence and leadership skills, 100% of the Egyptians said that it was a positive impact. 93.8% of Egyptians saw that the project had appositve impact on their role in society. Additionally, 96.9% of Egyptians saw that the project had a positive impact on gender equality while 3.1% viewed it as negative as they were more concerned about the overlap of the program with their school classes. As for Syrians, 97.9% of them reported a positive impact on their personal skills and 95.8% on their self-confidence and leadership skills. 89.6% of Syrians reported that the project had a positive impact on gender equality, Finally, 87.5% of

Syrians saw that the project had a positive impact on the relationship between Egyptians and Syrians.

The results from the FGDs show that young people believe in the impact of the project. For instance, when asked about how the project impacted the view of their roles in society, both young boys and girls reported that after the project, they feel more responsible towards their community and society. They now understand that their actions impact those around them and can share their voices regarding issues that matter to them.

More notably, Syrian youth reported in these FGDs that before coming to Egypt, they were fearful of not being able to interact and integrate with the Egyptian community and being bullied. However, after the training, they were able to grow closer and interact on a more personal level and create connections.

It was also reported in both male and female FGDs that the youth become friends and their families connected with each other. Moreover, within the female FGDs, they reported that before the training, they were shy and not sociable, however, after the training, they grew out of their comfort zones and are now able to express themselves more freely.

Most valuable to project beneficiaries: The most valuable interventions that created a significant impact with the beneficiaries were all related to the training and the grant. For instance, 48% of the beneficiaries responded that the most beneficial interventions were the different types of trainings provided. 41.8% of them saw that the marketing training was the most impactful. Finally, 54.9% of them saw that the grants and the materials were the most important.

On the other hand, there were some interventions that were not valuable to the beneficiaries or created little impact. 5.4% of the adults reported that the training itself had issues for example the content itself such as the mental support session. Others thought that it was due to the delivery of the content or the visits they conducted. 2.2% of the adult beneficiaries had issues with the size of the grant and other financial issues.

As for the youth, the majority responded that the most valuable factor was the cooperation and teamwork between the participants at 50%. Similarly, 62.8% of them reported that they were the skillfulness of the trainers. Additionally, when asked about the interventions they believed to have improved their overall experience and brought them closer to who they want to be, 26.3% of them said the social initiative, 17.5% said it was the saving and 16.3% of them said it was the focus on self-confidence.

Sustainability

Businesses Profitability: 100% of the Egyptians and 95.5% of the Syrians will continue their enterprises and plan to develop them. They are motivated to work on the same project for some reasons, such as 62.3% of the Egyptians and 58.2% of the Syrians want to expand their projects. In addition, 31.2% of the Syrians and 29.5% of the Egyptians need the income to

cover their expenses for themselves and their families. Finally, 8.2% of the Egyptians and 10.0% of the Syrians have a target to gain more income.

However, only 4.5% of the Syrians don't plan to continue their project because of some challenges, as the raw materials for the project are so expensive. Most of the sample found their enterprises profitable.

As for Business sustainability, it was evaluated through several factors that determine their level of good management practices. These factors reflect the sustainability of their businesses. First, the beneficiaries were asked about their businesses ability to generate regular sales as opposed to seasonal sales. 63.9% of Egyptians responded that their business did in fact generate regular sales while only 46.3% of Syrian businesses did. Similarly, most of the beneficiaries have businesses that generate profits with Egyptians at 95.1% and Syrians at 80.9%. In terms of use of digital technology as well as modern marketing techniques, Syrians tend to use those services more than Egyptians. For instance, 79.7% of Syrians advertise their products through Facebook pages or as pamphlets or even displaying them in front of their shop while 63.9% of Egyptians do the same. Moreover, 87.6% of Syrians used Social Media platforms such as WhatsApp or Facebook to manage and communicate with their customer base. On the other hand, only 68.9% of Egyptians use these services. When asked about whether they promote or plan to promote their employees in the future 68.9% of Egyptians said they would while 52.2% of Syrians said they would. When asked about whether they set monthly sales targets, 68.9% of Egyptians responded that they do while 58% of Syrians do. Lastly, the participants were asked about whether they issued formal papers and certificates for their business. These papers include registration certificates, tax cards and health certificates. 21.3% of Egyptians said that they did while 19.2% of Syrians did. This highlights the deficiency in the business environment and the size of the informal sector.

Sustainability of youth initiatives: 100% of the Egyptians youth and 87.5 of the Syrian youth intends to continue in the field of initiatives. 84.2% of the Syrians and 74.2% of the Egyptians agree that the initiatives impact their personality to learn more skills. 10.5% of the Syrians confirmed that the initiatives were useful; they got more opportunities and they became socially cooperative. In addition, 19.4% of the Egyptians become more socially cooperative, 9.7% get more opportunities, and 6.5% confirmed that the initiatives were useful, and they can express themselves.

On the other hand, 12.5% of the Syrian youth won't continue in the field of the initiatives because of these reasons: 83.3% of them agree that they have work, or they will travel and 16.7% need more time to study.

Scale up and innovation

The project is highly recommended for scaling up and replication for several reasons: PIE has managed to implement a successful and impactful project, that transformed the lives of those beneficiaries from being unable to find a job and competing for a low paid job to be active business owners who hire others to work in their enterprises. The project achieved a

remarkable income increase by 64%, created on average new jobs of up to 1.7% per grant, has a strong outreach in the community, with Aflateen clubs creating strong social impact on youth. Taking the following suggestions to be studied: to Offer more advanced training level for incubation phase, set an incubator that works to grow these enterprises to bigger sizes. Incubators should work to offer more sophisticated consultation one to one, benefit from the partnership with the investor association in Damietta to link the beneficiaries to some investor supply chains. That will create more Business to Business² B to B sales opportunities. In general Business to Business B to B sales are more profitable and sustained.

As for Aflateen club it is also strongly recommended to be replicated and expanded, also offering basic transportation fees for students, upgrade their initiative to reach more youth and expand the audience using social media as advocacy tool.

The project has several innovations such as: Aflateen club approach of social cohesion, the approach is very innovative and creative, and it had lasting impact on how youth act toward their community, The use of studies results follow-up sheet to track the implementation and recommendations of the mid-term and baseline studies. Gathering meeting between beneficiaries to enhance the learning, this gatherings meeting is used by other donors in other fields like agriculture where beneficiaries implement recommendation and share the experience of this implementation together. And Saving groups, it is very innovative and needed as an alternative to insurance and protection services that are absent in the community.

Lessons learned: the field visits conducted to the beneficiaries before and after receiving the cash are crucial as this strengthens our credibility and shows to our participants that it is important for us to keep following and supporting them to help in the success of their projects, Psychosocial support has contributed to trainees' psychosocial wellness and wellbeing as it helps them cope with their present situation and manage their expectations for the future, and coaching and mentoring of role models who have successful business is very important for guiding other beneficiaries who attended EYL to understand their motivations, values and aspirations to facilitate their transition from learning to work.

What can be improved: review the program timing as 3 years is very long time as the rapid changes that take place and the changing context, that needs shorter but well used implementation timeline. the beneficiaries should know from the day one the project timeline with dates, Despite the great efforts done by PIE and all donors in Egypt, the entrepreneurship environment still needs to be more enabling for small business. So, there is a need for continuous support during in several technical and managerial topics. Also, PIE has a very useful history with Syrian refugees. This experience can be expanded to new categories of refugees from Yemen, Africa and other countries. Alexandria CDA already has the potential to include refugees from other nationalities, Networking with other NGOs and Resources mobilization need to be well documented, as it is a strong tool for NGOs to increase the resources available for the project implementation and to hold the rights based approach

² B to B means selling to other business running in the region instead of selling direct to customers B to C, that usually generate better sales opportunities and decrease competition

partners -especially government- accountable to their roles, and it can enhance the partnership mechanism that is important for the project sustainability.

Finally, to study the adjustment of grants value to meet prices increase, giving loans, adjust the training content by providing consultation on business management, review grant criteria: reduce age restrictions, change the number of enterprise owners, provide more support.

Challenges: Covid-19 represented a major challenge, taking into consideration the nature of beneficiaries so moving to digital training sessions was hard for them, accordingly the project faced delays in implementation. The project also faced delays in implementing some activities in both location, youth commitment of their dates for Aflateen club sessions and In both locations, there were beneficiaries' projects are negatively impacted more by the COVID 19 crisis than other projects and some are unable to recover.

NGOs selection: Still NGOs in Egypt face challenges related to getting security clearance for their projects that takes around 1 year to get, PIE has a strong partnership with the Ministry of Social Solidarity that worked to get these clearances in a shorter time. Also, the new NGOs law No. 149 for the year 2019 composes additional pressures on the NGOs working in Egypt, Plan is working with local partners to ensure their commitment to the new regulations' requirements. PIE has developed a very strong institutional assessment tool to select the best NGOs available for cooperation the assessment included; technical and financial assessment then NGOs receive the status of 1- rejected for work, 2- accepted and 3- accepted but needs capacity building. PIE works only with partners who meet the minimum requirements of accepted or accepted but needs capacity building.

PIE has invested in a comprehensive capacity building and one to one consultation with CDAs in several topics such as:

- Plan approach including Programs on life skills, Programs on gender equality, Programs on child protection, Programs on ready for work, Rights based approach, child protection, and Gender equality inclusion
- CDAs management including: Internal CDAs management, Short term and long-term planning, how to design and implement initiatives, Project management, Resources mobilization, Financial management, organizing beneficiaries, measuring service quality, Communications and influencing decision makers, and Social protection.

On the other side and to maintain the quality of their work, PIE has strengthened their local governorate offices to be more actively engaged in supporting NGOs team by offering trainings of new team, review reports, attend sessions, conduct field visits.

The two NGOs involved in this project have done great performance in relation to PIE requirements, overachieving of results. The performance of the beneficiaries in the two locations was similar. However, Damietta CDA found fulfilling Aflateen target hard, that imply that they need to be more engaged in the community to be able to reach and mobilize youth. They can also use social media and WhatsApp group as the Alexandria CDA did.

As for the recommendations, on the relevance, PIE has very useful history with Syrian refugees; this experience can be expended to new categories of refugees from Yemen, Africa and other countries. Alexandria CDA already has the potential to include refugees from other nationalities, also Networking with other NGOs and institutions need to be expanded and well documented

On the efficiency, PIE need to Review the program timing, shorter but well used implementation timeline may be better, the beneficiaries should know from the day one the project timeline with dates.

On the effectiveness, Marketing services need to be strengthened for micro enterprises in their projects and introduce beneficiaries to online sales platform such as noon, jumia, breakfast, and Amazon. PIE need to study the need for an incubator that works to grow these enterprises to bigger levels. incubators should work to offer more sophisticated consultation one to one. Conduct market studies to define products needs/ support beneficiaries to conduct these studies under consultant supervision, and link beneficiaries to more Business to Business B to B sales opportunities; as they can sell their products to the already active enterprises with market share.

On the Sustainability, The current war crisis is expected to put more pressures on the micro enterprise started by the beneficiaries, more information and training on financial management is needed especially cash flow management, advertising, costing and defining consumer needs, a market study could be done as the first part of the training, so beneficiaries get in touch with their clients early and with the market needs, PIE also need to hire a marketing expert that can help beneficiaries with their marketing plans and being able to sell B to B. taking into consideration that majority of adults has secondary or less education degrees.

On the Innovations ; Good practices and innovation like Gathering meeting between beneficiaries to enhance the learning is very useful they need to be incorporated in PIE next relevant projects, Aflateen club approach of social cohesion, the approach is very innovative and creative, and it had lasting impact on how youth act toward their community and family. And Saving groups they need to take into consideration some aspects, beneficiaries need the saving group to be supervised by the NGOs also they need the information on the schedules and timing. PIE can offer a small % of support to these groups to grow them.

1- The Project Summary

The design of the project was informed by the lessons learned from “Hope Together” phase 1 and the recommendations of the final evaluation, as well as Egypt current political and socio-economic context of the country and in alignment with Plan’s refugee response. The evaluation of phase 1 highlighted that the project achieved its main objective by contributing to the empowerment and socio-economic integration of young women and men. In addition, the networking and the establishment of business partnerships among beneficiaries has proven very fruitful. It also emphasized that keeping a competitive element in the selection of beneficiaries receiving start-up grants, has shown to increase the commitment and motivation of beneficiaries. **The Project aim** to improve the economic self-reliance and social integration of 2,000 Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating the access to microfinance, in an increasingly enabling environment for women and girls.

The project has the following Outcomes and results: To achieve this goal, there are three primary outcomes and six outputs:

Outcome 1: Syrian refugees and Egyptian host community members (aged 18-45) out of which 50% women, improve their economic self-reliance.

- Output 01: 1525 beneficiaries aged 18 to 45 are trained on technical and life skills for self-employment
- Output 02: 701 Syrian refugees and vulnerable host community members aged 18 to 45 receive cash grants to establish sustainable businesses
- Output 03: 145 beneficiaries from the previous Humanitarian Aid (HA) funded intervention receive business development training and technical mentoring in order to expand their businesses

Outcome 2: Social cohesion established between Syrian refugees and Egyptian youth (aged 15 to 17) out of which 50% girls.

- Output 01: 616 Syrian refugees and Egyptian youth aged 15 to 17 receive trainings on social cohesion initiatives
- Output 02: 34 Syrian and Egyptian youth aged 15 to 17 establish inclusive clubs that advocate for inclusive work environments and social cohesion in their communities

2- Evaluation Methodology

2-1 The Evaluation Objectives

The overall objective of the project is to improve the economic self-reliance and social integration of 2,000 Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating the access to microfinance, in an increasingly enabling environment for women and girls.

The main purpose of this final evaluation is to facilitate a process which will document project outputs and outcomes and the project's contribution to impact. Eventually, the process should also mobilize the various stakeholders to act based on this documentation. The Final evaluation looks at the extent the project has impacted the targeted populations regarding the two thematic outcomes.

- First outcome is livelihood and income generating activities for both Egyptians and Syrians within the planned geographical locations, and how the implemented interventions have impacted the beneficiaries overall monthly income in relation to the poverty level indicators in Egypt, and to assess whether livelihood activities have direct impact on issues related to child protection, and gender transformation.
- The second outcome is Egyptian and Syrian youth are actively engaging in their local communities and how the implemented interventions have impacted the level of youth empowerment and encouraged active participation of youth among their local communities.
- Finally, the final evaluation also looks at the extent the project planned outcomes have impacted the targeted populations regarding target communities' improving self-reliance and social cohesion and gender equality for Syrian refugees and Egyptian host communities and strengthening the economic participation, enabling integration, and raising awareness of inclusive work conditions of both Syrian refugees and representatives of the host communities, particularly women

The main objectives of the final evaluation include:

- To assess the project's performance and achievements vis-à-vis the project's overall objectives, the project indicators in the logical framework and the baseline data for the indicators gathered at the start of the project.
- To develop specific recommendations to guide future programs management and design.
- To explore stakeholders' view of the relevance of project activities, related to strengthening of civil society.
- To assess the intended as well as the unintended effects of the project.
- To assess what has been relevant and not in strengthening partners' organizational capacities and the quality of the support provided by Plan international Egypt to partners to improve their monitoring such as data collection, data management analysis and reflections
- To assess how has accountability and transparency to beneficiaries been ensured as part of the project monitoring
- To conduct a cost-benefit analysis (CBA) and / or a cost-effectiveness analysis (CEA) of achieved outcomes.
- To identify areas where the project influenced gender relations, or barriers facing women in the targeted communities (positively or negatively) that goes beyond the numbers reached and to identify gender related challenges of the project and recommendations

2-2 The Evaluation Questions

The key questions to be answered by the evaluators

Relevance

- How consistent is the project with Plan's Programme and Influence Quality Policy (PI&Q) approach?
- How consistent is the project with the Plan Egypt's Country Strategic Plan?
- Was the project design, planned interventions and targeting strategy appropriate given the situation needing improvement?

Efficiency

- How well has the internal monitoring system contributed to the evaluation and to ongoing project implementation?
- Were project resources and inputs used in the best possible way to achieve project objectives? Why or why not?
- What could have been done differently to improve implementation and maximize impact at an acceptable cost?
- What are the effects of the project/programme regarding the reduction of inequalities between men and women/boys and girls?

Effectiveness

- To what extent were the objectives achieved / are likely to be achieved?
- What were the helping and hindering factors for the implementation? And how did that affect achieving project's objective?
- What are the gender related challenges of the project?
- What's the stakeholders' view of the relevance of project activities, related to the livelihood interventions and gender equality messages?

Impact

- What is the impact on the youth--both for girls and boys--and the communities after implementing the initiatives and Aflateen sessions within the communities?
- What is the impact on the economic status of the beneficiaries--both women and men --after implementing the livelihood interventions and how impacted local economy within the communities? Considering the high importance of "income".
- To what extent has the project achieved its Specific Objectives (SO) and contributed towards its longer-term goal?
- Approximately how many people men/women/boys/girls has the project reached, directly and indirectly?
- What are the positive and negative changes produced by the project, directly or indirectly, intended or unintended?
- What impact was most valuable to project beneficiaries? Why? And what interventions they think didn't help them or minimally did? Why?
- Did impact vary for different targeted groups (household vulnerability, nationality, beneficiary's gender, school situation, location)? If so, how and why?
- Have the women benefited at least equally from the project/programme in comparison to the men?

Sustainability

- Are the changes brought about by the project resilient and sustainable? Why or why not? Key areas of investigation include businesses profitability and sustainability; sustainability of social cohesion and gender equality gains; institutionalization of results. Additional factors can be added by the consultant or even come from the sampled target.

Scale up and innovation

- What is the level of innovation, the replicability and the potential for scaling up?
- Are there any innovative aspects of the project identified during the evaluation, if so please describe?
- How have changes been institutionalized at different levels?
- What is the impact of the youth lead initiatives in the communities they were implemented and how the initiatives have impacted youth themselves?

Learning

- How do we learn from the project and share the learning to improve programmes?
- What needs to be done differently to achieve and maximize a positive impact on children’s lives and the fulfilment of their rights?
- What has been successful in the partner selection, capacity development, knowledge exchange for quality implementation

2-3 Geographical scope

The evaluation was conducted at the local and national levels. At the local level community, district and governorate levels were included. At the national level, several focus group discussions and interviews were conducted with governmental and other relevant stakeholders.

Table1: the project Geographical scope		
	Alex locations	Damietta locations
District	El Reyada Association, Montazah and East Alexandria	Investors Association, New Damietta
Governorate	Alexandria	Damietta

2-4 Data Collection Tools

The assessment involved representatives of all key stakeholder groups of the project, and special attention was paid to making sure that the views of girls and women were captured.

Participants in all methods were informed of the purpose, process, potential risks, use of the information, the team’s commitment to confidentiality, and their right to refuse to participate, to leave or to remain silent at any time. All data was analyzed by triangulation and verification of findings with other available information. Methods used in this assessment study included:

Table 2: Data collection tools

	Target Groups	Description	Collection Methods
Adult Questionnaire	Syrian Male beneficiaries, Egyptian Male beneficiaries	This tool covers: <ul style="list-style-type: none"> • relevance to beneficiaries’ needs • efficiency and quality of provided services • achieved results quality • impact on income and livelihood, gender, families, and employability • sustainability after the project ends 	Tablet or Phone
Youth Questionnaire	Syrian Female beneficiaries, Egyptian Female beneficiaries	This tool covers: <ul style="list-style-type: none"> • relevance to beneficiaries’ needs • efficiency and quality of provided services • achieved results quality • impact on personality, family and community • sustainability after the project ends 	Tablet or Phone
Focus Group Discussions	Male and Female beneficiaries	This tool focuses on testing the theory of change, show the intervention’s impact, learning opportunities, challenges that were overcome and those that were not addressed, recommendations for future programmes, easiness of getting a job, effectiveness of the project	Paper
Focus Group Discussions	Partner Associations	The Key Informant Interviews with NGOs cover several evaluation points including: <ul style="list-style-type: none"> • their role in the project • relevance to their work • participation in implementation approach discussions • resources they have offered • quality of planning, implementation, and monitoring • the relationship with PIE including responsibilities and duties • the quality of capacity building provided • lesson learned • recommendations 	Paper
Focus Group Discussions	Aflateen Club Members	This tool covers several evaluation points including: <ul style="list-style-type: none"> • their role in the project • relevance to their work 	Paper

		<ul style="list-style-type: none"> • participation in implementation approach discussions • quality of services provided to them • the quality of capacity building provided • lesson learned • recommendations 	
Key Informant Interview	Stakeholders: MOSS	<p>The Key Informant Interviews with Government staff will cover several evaluation points including:</p> <ul style="list-style-type: none"> • their role in the project • relevance to their work • participation in implementation approach discussions • the relationship with the associations including responsibilities and duties • the quality of capacity building provided • lesson learned • recommendations 	Paper
Key Informant Interview	Donor-Office of International Cooperation,	<p>the key Informant Interviews with Embassy staff will cover several evaluation points including:</p> <ul style="list-style-type: none"> • The project relevance to the Swiss government development objectives in Egypt • The project relevance to the Office of International Cooperation support for civil society • The cooperation with Plan international Egypt recommendations 	Online
Key Informant Interview	Stakeholders: NCW	<p>the key Informant Interviews with Government staff will cover several evaluation points including:</p> <ul style="list-style-type: none"> • their role in the project • relevance to their work • participation in implementation approach discussions • the relationship with the associations including responsibilities and duties • the quality of capacity building provided • lesson learned • recommendations 	Paper
In-depth interview	Plan staff	This tool covers the following points: Challenges faced when implementing the project, effectiveness of the project, project planning, associations chosen, lessons learned and recommendations	Paper
Success stories documentation	Beneficiaries	Documentation of success stories	Paper

2-5 Sample Size

Data collection was done by taking a proportion to size sampling method that achieved the needed disaggregation of certain factors; nationality, sex, age, location (community/governorate).

The target groups for this evaluation are the beneficiaries of the programme, partner NGOs, government stakeholders, youth Aflateen club members and Plan staff. The evaluation also

considered the beneficiaries based on nationality, the governorate they reside in, gender and age group.

Based on the proportion to size sampling method, 15% of the targeted beneficiaries (2150) was taken in order to conduct the questionnaires. This resulted in a total of 326 beneficiaries in confidence level 95% and margin of error 5%. The following table presents the distribution of the sample for questionnaires according to governorate, nationality, gender, and age group. The sample considers equal distribution across gender and governorate while taking approximately 70% for Syrians and 30% for Egyptians as well as 75% for adults and 25% for youth.

Table 3: Quantitative Tools for each governorate						
Tool	Target Group	Alexandria		Damietta		Total
		Adult	Youth	Adult	Youth	
Questionnaires	Egyptian Male	15	9	17	7	48
	Syrian Male	46	12	46	13	117
	Total Male	61	21	63	20	165
	Egyptian Female	15	8	14	9	46
	Syrian Female	45	13	45	12	115
	Total Female	60	21	59	21	161
	Total Beneficiaries	121	42	122	41	326
	Total for each governorate		163		163	326

As for the qualitative tools, they also took into consideration equal distribution between genders, governorates, nationality and age.

Table 3: Qualitative tools for each governorate				
	Target Group	Alexandria	Damietta	Total
Focus Group Discussion	Associations	1	1	2
	Beneficiaries (Male, Female)	2	2	4
	Aflateen club Members (Male, Female)	2	2	4
Key Informant Interview	Key Stakeholders (MOSS / NCW)	0	2	2
In-depth Interview	Plan International Egypt PIE (Cairo)	0	3	3
Total		5	7	15

2-6 Training

Training is crucial for data quality. Accordingly, Cairo Center for Development Benchmarking conducted a comprehensive training for the data collection team. Supervisors and enumerators were recruited for the data collection and were trained by senior staff from CDB. This training workshop was carried out across 3 days and included the following sessions:

- Overview on the project.
- Sessions on how to fill out the questionnaire, using visual aids.
- Role playing and mock interviews.

2-7 Data Collection

Cairo Centre for Development Benchmarking conducted the evaluation for the 2 governorates; the data collection team collected the data over 10 days for the 2 governorates. Data was being collected through two techniques which are: field visits and call center. For the field visits team who collecting the qualitative data, took 4 days in each governorate. Sequentially with the call center team who collecting the quantitative data, took 10 days for the 2 governorates. The data collecting team, consisting of:

- 1 Supervisors
- 10 Quantitative researchers
- 4 Qualitative researchers

2-8 Limitations

The evaluation team face no limitation in conducting this evaluation, PIE team has delivered all the needed project documents, baseline study, final report, Plan Egypt country strategy, and helped the evaluation team to reach the NGOs and the beneficiaries, and they answered each and every question, their efforts are highlighted by the evaluation team.

3-Sample characteristics

3-1 Adults Characteristics:

During this evaluation, the team has interviewed several groups using quantitative and qualitative tools, as for the quantitative survey that was assigned to the adults; the evaluation team has called 243 adults; 124 males and 119 females in addition to 83 youth; 41 males and 42 females. So, the total quantitative sample is 326 persons. The distribution of the sample was around 30% Egyptian and 70% Syrian. Besides, the evaluation took into consideration the gender equality in both nationalities and both governorates.

The sample was representative to the population as figure 1 shows, in Alexandria 24.8% were Egyptians and 75.2% were Syrians, also in Damietta 25.4% were Egyptians and 74.6% are Syrians. As for gender representation they were almost equal, in Alexandria 50.4% of beneficiaries were female and 49.6% were male. Also, in Damietta the male represented 51.6% and females represented 48.4% of the sample.

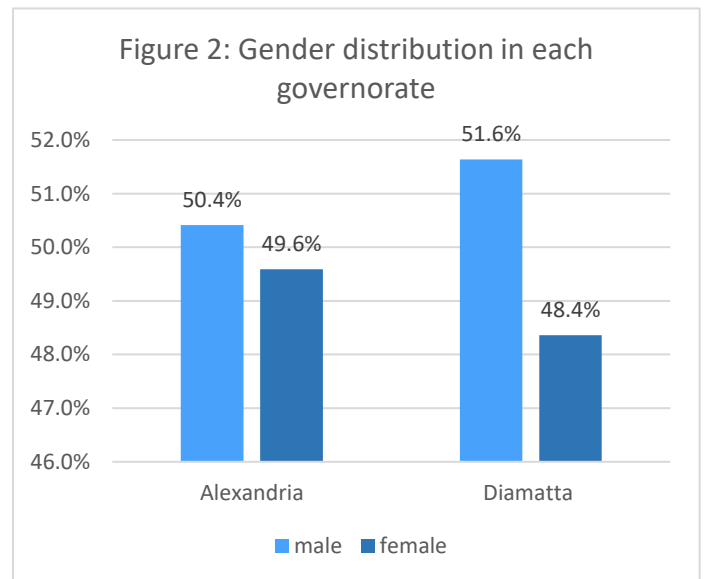
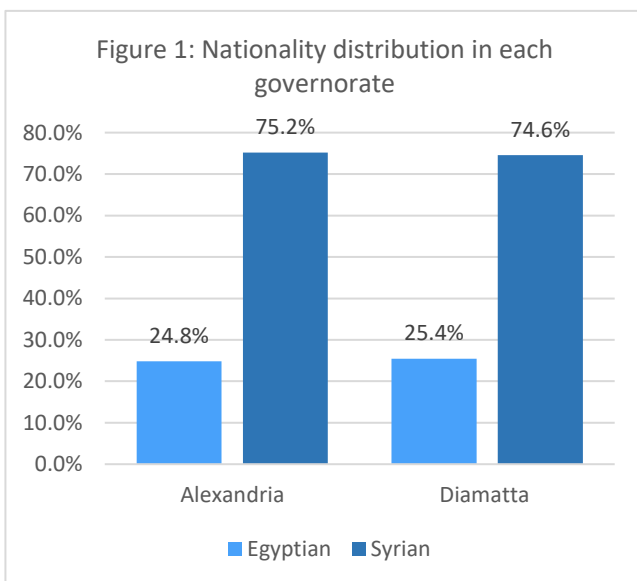
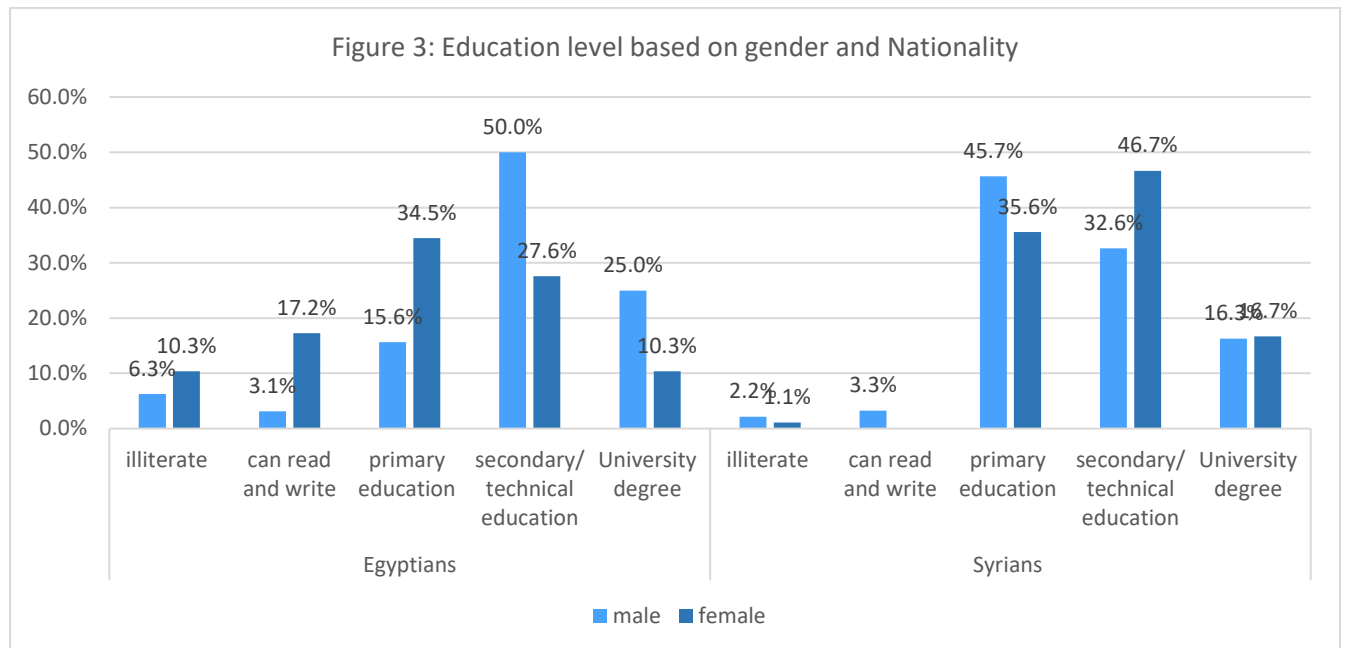


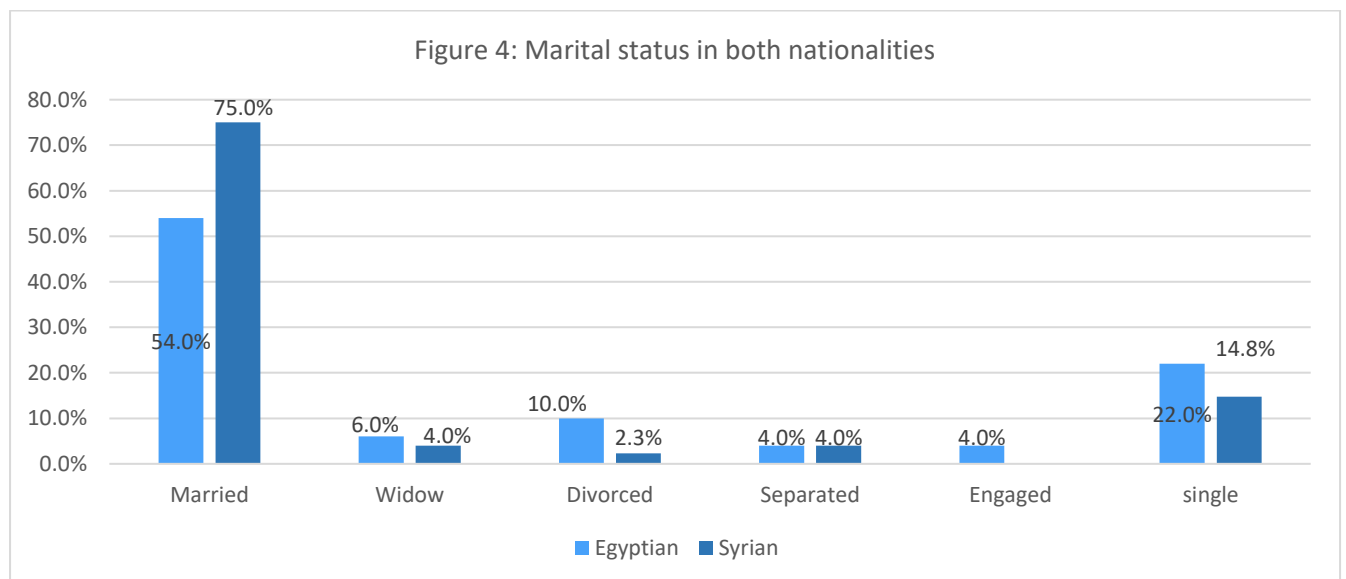
figure 3 shows of adult's education levels for each nationality and gender, the Egyptians males are distributed as 6.3% illiterate, 3.1% can read and write, 15.6% has completed primary education, 50% has completed secondary/ technical degree and 25% with university degree. As for the Egyptians females are distributed as 10.3% illiterate, 17.2% can read and write, 34.5% has completed primary education, 27.6% has completed secondary/ technical degree and 10.3% with university degree.

As for the Syrians figure 3 shows of the education levels of the Syrians, the Syrians males are distributed as 2.2% illiterate, 3.3% can read and write, 45.7% has completed primary education, 32% has completed secondary/ technical degree and 16.3% with university degree. As for the Syrians females are distributed as 1.1% illiterate, 35.6% has completed

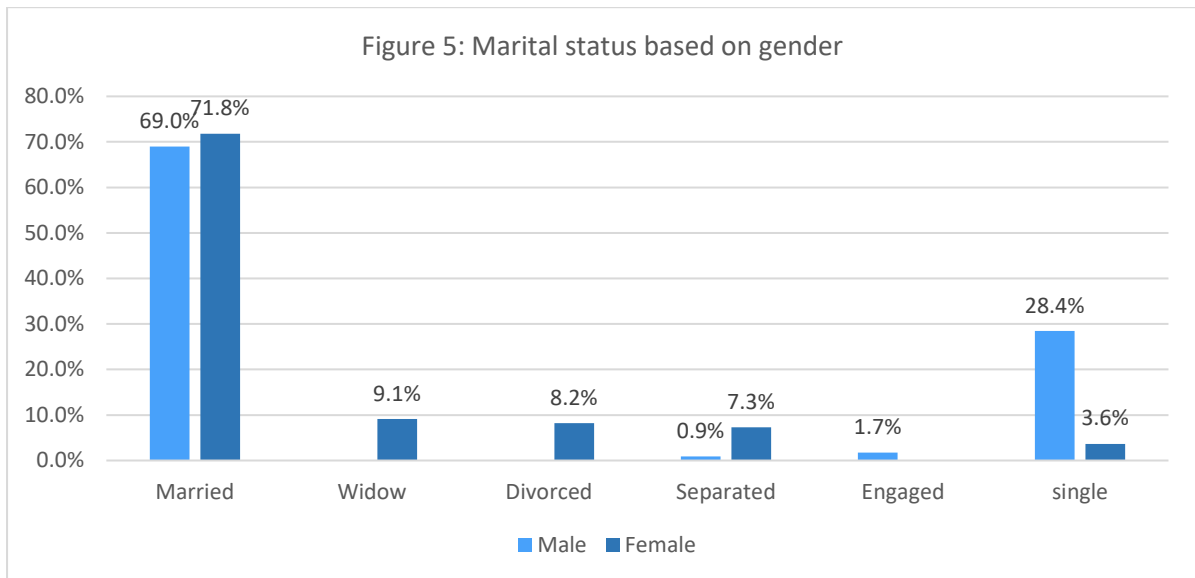
primary education, 46.7% has completed secondary/ technical degree and 16.7% with university degree



As for the marital status, the evaluation has found that 75% of Syrians are married, 4% are widowed, 2.3% are divorced, 4% are separated with no official divorce, and 14.8% of them are singles. As for the Egyptians; the study found that 54% are married, 6 % are widowed, 10% are divorced, 4% are separated with no official divorce, 4% are engaged, and 22% of them are singles.

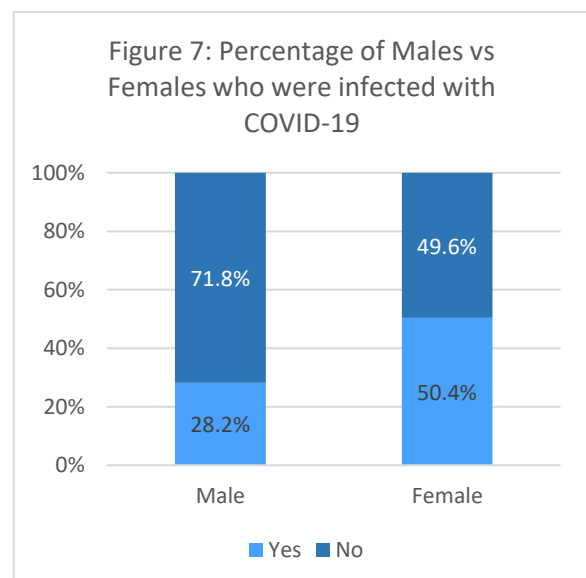
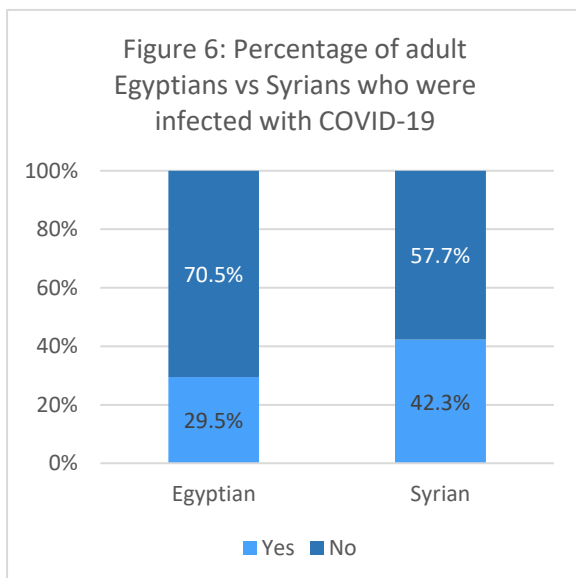


As for the marital status for males and females, the evaluation found that 69% of males are married, 0.9% of them are separated, 1.7% are engaged, and 28.4% are singles, while 71.8% of females are married, 9.1% widowed, 8.2% are divorced, 7.3% are separated, and 3.6% are singles.



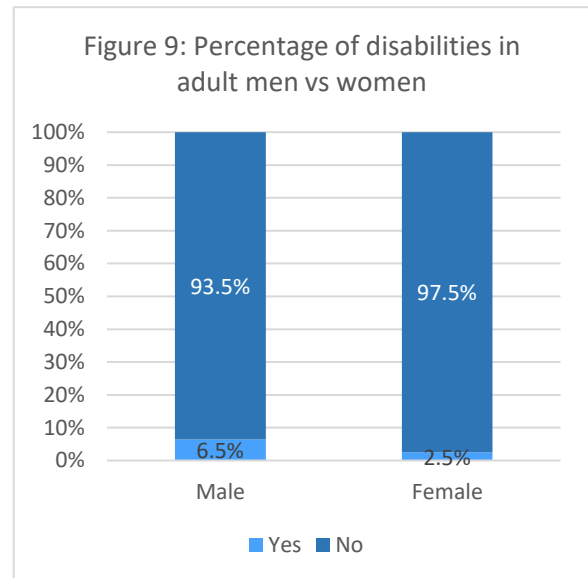
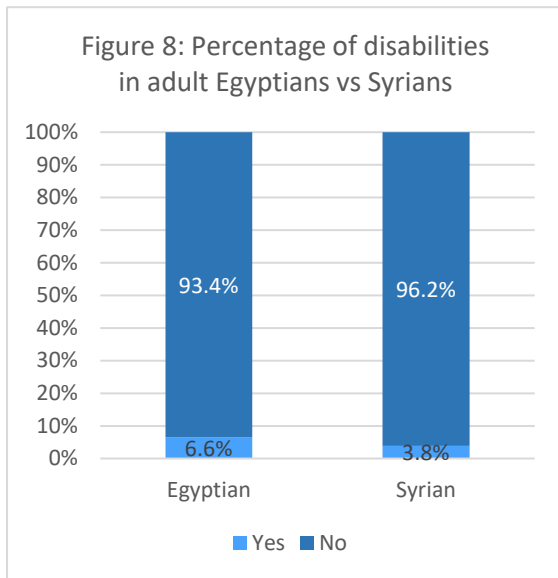
COVID-19

As for the percentage of adult beneficiaries who were infected with COVID-19 during the last 3 years. It should be noted that 42.4% of Syrians contracted the coronavirus while 29.5% of Egyptians did. Additionally, more women were infected with COVID-19 at the rate of 50.4% while 28.2% of men were infected.



Disabilities

The sample showed most adults without disabilities, in which there were 6.6% of Egyptians with disabilities, while only 3.8% of Syrians were people with disabilities. Additionally, Males has a higher percentage of disabilities with about 6.5% while females only being 2.5%.

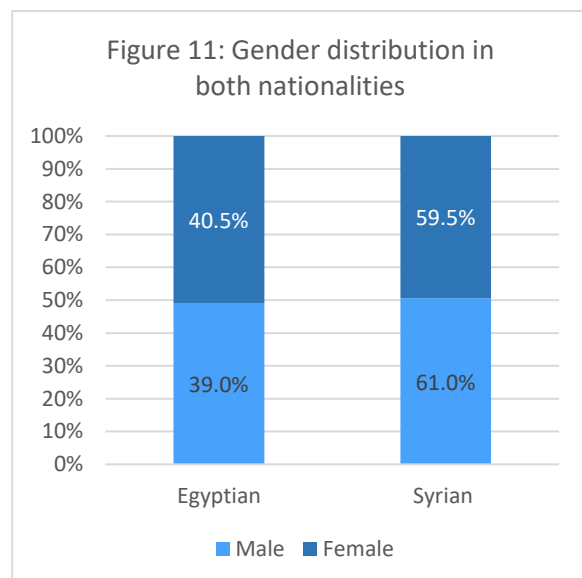
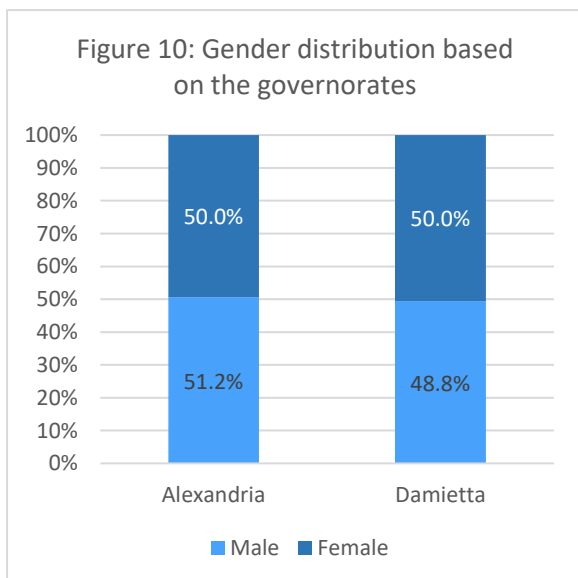


3-1 Youth Characteristics:

As for the sample characteristics of the youth which made up about 30% of the sample, they are presented according to several factors. They all range from ages of 15 to 17 as targeted by the project and residing in Alexandria and Damietta.

Gender Distribution

Equal gender distribution was upheld with the youth sample as with the adults in order to ensure inclusion of girls' voices in our matters of interest.

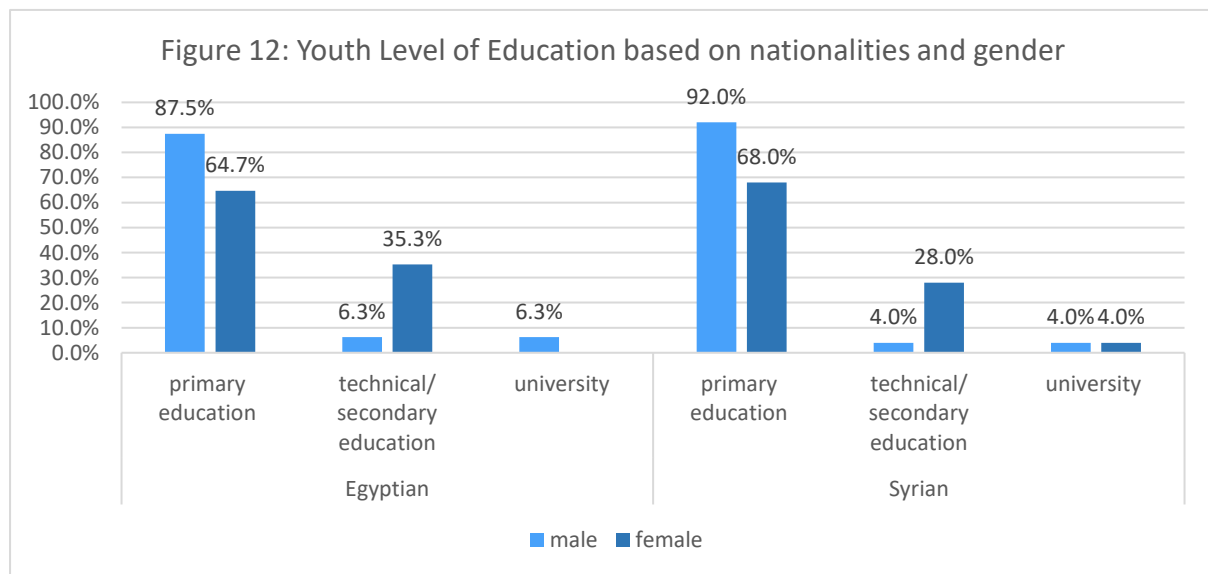


Education

Figure 12 shows youth education levels for each nationality and gender, the Egyptians males are distributed as 87.5% has completed primary education, 6.3% has completed

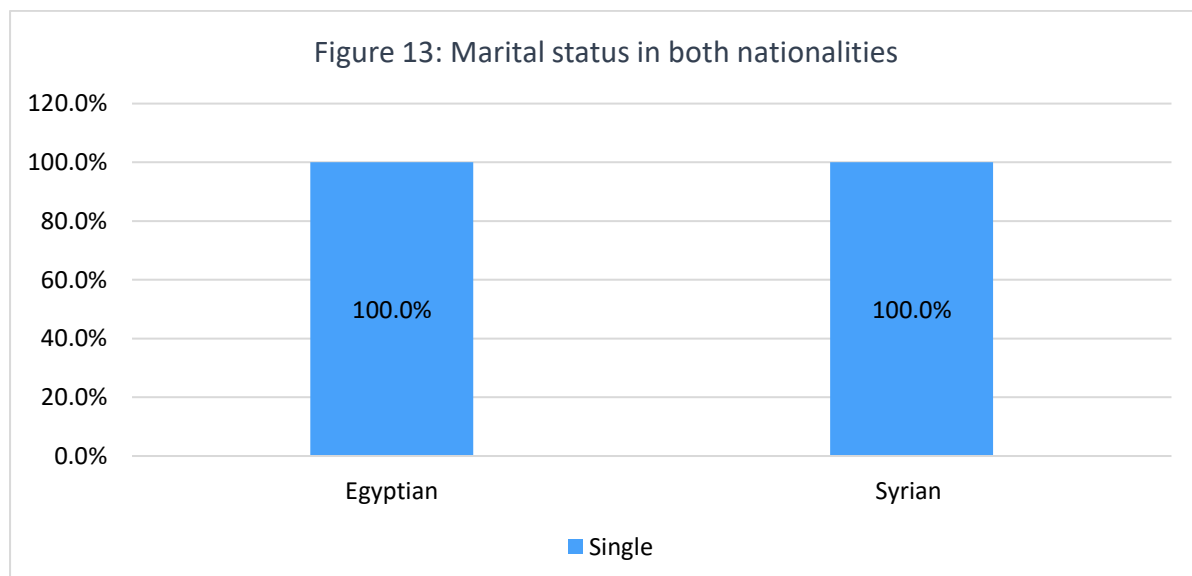
secondary/ technical degree and 6.3% with university degree. As for the Egyptians females are distributed as 64.7% has completed primary education, and 35.3% has completed secondary/ technical degree.

As for the Syrians youth, shows of the education levels of the Syrians, the Syrians males are distributed as 92% has completed primary education, 4% has completed secondary/ technical degree and 4% with university degree. As for the Syrians females are distributed as 68% has completed primary education, 28% has completed secondary/ technical degree and 4% with university degree



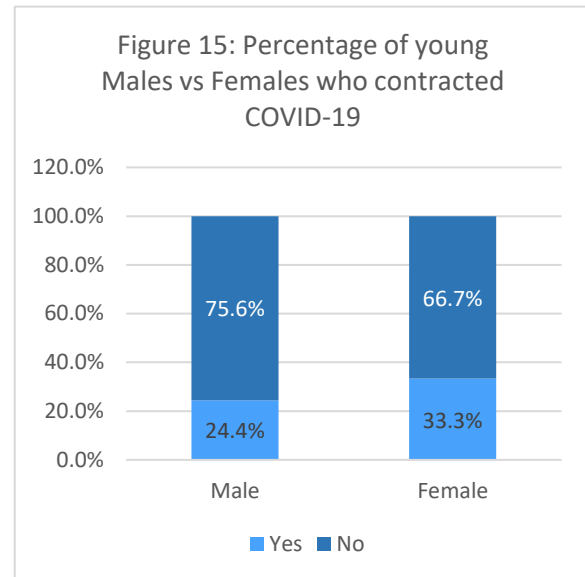
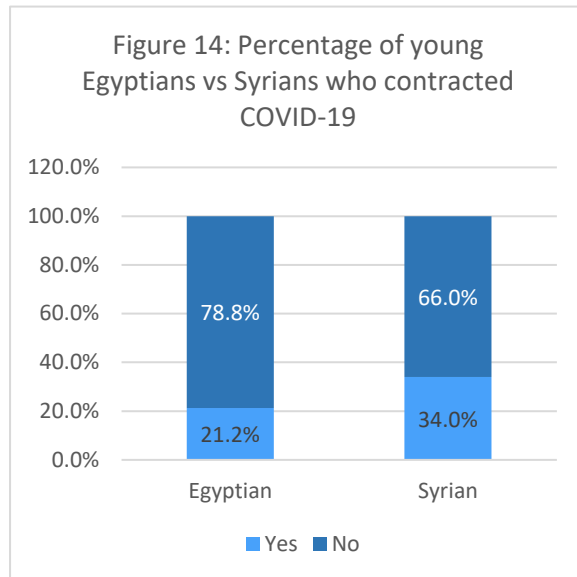
Social Status

Since the youth beneficiaries were all boys and girls aged 15 to 17, they are all single.



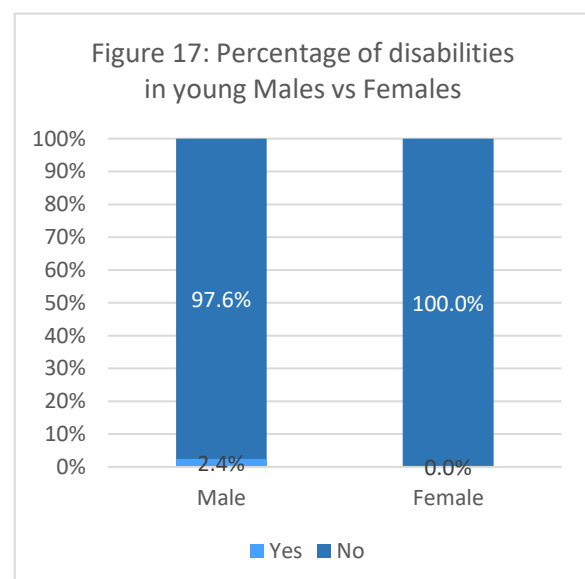
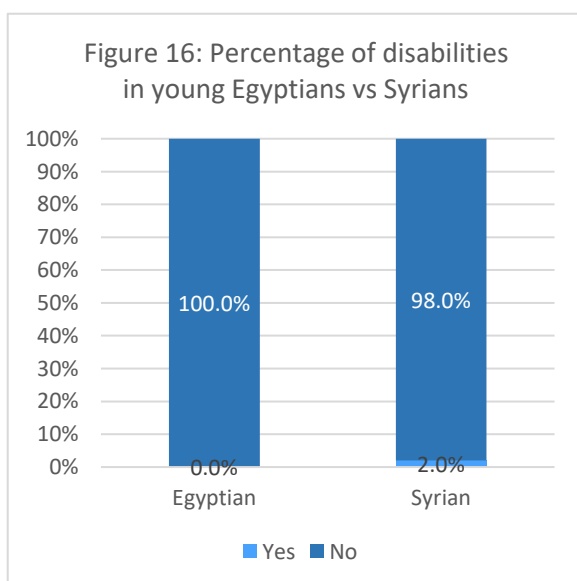
COVID-19

Similar to adults, more young Syrians were infected with COVID-19 than young Egyptians with rates reaching 34% and 21.2% respectively. Moreover, young women were infected with COVID-19 virus at a higher rate than young men at 33.3% and 24.4% respectively



Disabilities

The rate of disabilities in youth is much lower than in adults as shown in the data. Accordingly, 25 of Syrian youth reported having disabilities while Egyptians reported none. On the other hand, 2.4% of young males reported disabilities while young women reported none.



The Evaluation Results

4- The Project Relevance

This evaluation uses OECD DAC methodology, OECD DAC has six pillars: relevance, efficiency, effectiveness, impact, coherence and sustainability. In addition to that, PIE added two dimensions' scale-up and innovation, and learning. In each of these dimensions, the evaluation team has evaluated the program using documents review and results conclusions, using evidence and data collected from the beneficiaries and stakeholders.

In the **relevance** pillar, the evaluation team matched the beneficiaries needs to the program designed interventions, in the **efficiency** pillar, the evaluation team addressed the quality of planning and monitoring process, in the **effectiveness** pillar, the evaluation team examined if the interventions have achieved the outcomes; for example, if the Entrepreneurship training has led to real business for the beneficiary. In the **impact** the evaluation team triggered if the project has achieved income increase or improved social cohesion as for the **sustainability** and traced if the beneficiaries are sustaining what they got.

The project relevance covers three main questions;

- How consistent is the project with Plan's Programme and Influence Quality Policy (PI&Q) approach?
- How consistent is the project with the Plan Egypt's Country Strategic Plan?
- Was the project design, planned interventions and targeting strategy appropriate given the situation needing improvement?

4-1 Relevance to PIE Strategies

- **How consistent is the project with Plan's PI&Q approach? How consistent is the project with the Plan Egypt's Country Strategic Plan?**

The evaluation team found that hope together project was relevant and consistent with Plan's PI&Q approach and Plan Egypt's Country Strategic Plan, especially Enterprise your life and Aflateen approaches.

- **PIE Enterprise Your Life program** is designed to transfer key enterprising life skills to youth to enhance their engagement in a wide range of income generating activities. Using short, targeted sessions incorporating applied learning activities and interactive visual aids and supplemented by ongoing coaching, youth are able to develop the entrepreneurial mindset necessary for business success.
- It works to: build foundational enterprising life skills and cross-cutting entrepreneurial attitudes necessary to start up, scale up, and sustain income generating activities, introduce and understand key enterprising life skill concepts, including: thinking ahead, negotiation, decision-making, being different, knowing the market, and wise investments, and engage in and receive continual follow-up coaching from the savings group leader to reinforce the

entrepreneurial mindset and skillset developed in training sessions. In keeping with this more holistic approach, this curricular package consists of several key layers of content:

- A focus on 6 core enterprise development topics
 - 3 levels of interactive learning for each core enterprising topic that grow in sophistication from level 1 to level 3, and build from shifts in attitude and foundational skills to the development of entrepreneurial knowledge and techniques
 - Sessions that can be repeated as often as necessary to foster the successful acquisition and application of enterprise development knowledge, skills, & attitudes
 - User-friendly coaching tools (including interactive flash cards)
- **Village Savings and Loans Associations (VSLAs)** is a strategy employed by several international NGOs and a growing number of local development organizations to enhance economic security, resilience as well as achieve economic and social empowerment for members and their households. They have also been recognized as an effective tool for economic development by some governments in sub-Saharan Africa. Plan does not only provide trainings on savings, financial literacy and Plan's Enterprise your life (curriculum on entrepreneurship), but the weekly meetings are used as well as a forum to discuss community issues, raising awareness about positive parenting, sexual and reproductive health as well as life skills.
- **Aflateen club** was designed to address issues faced by young people today. Growing evidence suggests that building soft skills such as communication, problem solving, teamwork and money management can help young people transition into work and into life to become active responsible citizens within their families and communities. The program framework focuses on youth to help them better understand money and the markets that increasingly affect them, as they become consumers, employees and producers. This is meant to improve the future opportunities of young people as it prepares them for a complex and turbulent job market.
- After attending facilitated sessions addressing these themes, young people develop financial knowledge by incorporating various practical activities, including savings clubs, enterprise creation, and community activities. The curricula are broken down to 5 main sections which are;
- How to discover yourself
 - Rights and responsibilities
 - Saving and payments
 - Planning and developing budget for your project
 - Examples of social and economic projects

How consistent is the project with the Plan Egypt's Country Strategic Plan?

- The project found relevant to PIE strategy, as the strategy melt international conventions and national regulations together in a framework to protect refugees and their children. The strategy has pointed out on Egyptian government commitment of the Convention on

the Rights of the Child (UNCRC), the African Charter on the Rights and Welfare of the Child (ACRWC). And Egypt's Child Law 126/2008 that guarantees. In addition to Egypt ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1981 with reservations on 2, 16 and 29. Egypt's constitution, approved in January 2014.

- PIE empowerment and protection framework reflected their understanding that Egyptians and Syrian refugee girls and women face similar barriers. However, Syrian refugees face additional challenges related to residency, work permits, and access to higher education
- PIE empowerment and protection approach uses a multi-level that works on gender, education, employment, Protection, Violence and Harmful Traditional Practices, Sexual and reproductive health, and Resilience and Community Readiness.
- In the education Pillar, PIE strategy has pointed out that in regards to Syrian refugees, despite having access to public schools under the same rules that apply to Egyptian nationals, in practice they are struggling with adequate documentation, and lack of quality education free of harassment and bullying. This has resulted in an overwhelming reliance on informal learning centers.
- In the employment Pillar, PIE strategy has pointed out that barriers faced by Egyptians are also relevant for Syrian entrepreneurs especially females, as many of women (Syrians and Egyptians) are the sole providers for their households and are under greater economic pressure than their male counterparts. Syrian refugees overall are living in precarious conditions, with an estimated 94% of them lacking resources to meet basic needs, and with additional challenges related to lack of work permits and restricted access to finance due to their status, according to PIE research.¹⁷
- PIE strategy also stated that in irregular migration, there is an increasing trend of unaccompanied Minor Children from Egypt migrating to Europe. Moreover, it is estimated that 70% of Syrian refugees are considering migrating irregularly. Also, PIE has developed Resilience and Community Readiness approach and it is expected to be interwoven within its development work. To develop activities promoting coexistence among Syrian refugees and Egyptian hosting communities will continue, as well as addressing issues affecting children's rights, particularly girls and Syrian refugees. PiE delivers immediate life-saving assistance to children and their families in sponsorship communities in times of natural or manmade disasters.

4-2 Relevance to The Donor strategy

- **How consistent is the project with The Donor Agency strategy?**
 - The project also found relevant to the donor; Office of International Cooperation, objectives; OIC Programme in Egypt for the period 2021-2024 overall goal is "Strengthened institutions, rights-based frameworks and an inclusive economic environment enable women and men to have better social, economic and political opportunities, leaving no one behind" and is implemented through 4 outcomes

including developing spaces, capacities as well as legal, regulatory and institutional frameworks for good governance for economic governance, human rights and gender equality, develop and implement policies and practices that support institutional development, green growth, sustainable inclusive urban development, empower young women and men, including migrants, have access to vocational skills development and decent work in an inclusive, business friendly economy and empower local communities and migrants access quality basic services and protection, and improve their livelihood

- On a broader level, Switzerland works with local authorities, their diaspora abroad and international and bilateral organizations, protecting and assisting vulnerable migrants and victims of human trafficking and promoting their rights³
- Switzerland also works with local and international partners in the short term to help improving living conditions for displaced people and protect refugees. In the medium term, it aims to improve prospects for people locally, providing alternatives to irregular migration and delivering optimal solutions for integrating migrants and forcibly displaced persons. In the long term, international cooperation addresses the root causes of irregular migration, including poverty, lack of access to basic services, armed conflict, poor governance, environmental destruction and the impacts of climate change⁴.
- PIE has reflected the donor approach by supporting refugees especially women and youth in Hope Together project, PIE also has ensured the cooperation of international and national stakeholders in the project especially UNHCR, National council of women, and the Ministry of Social Solidarity in addition to partners NGOs. The project has worked directly to achieving the Office of International Cooperation goal of Strengthened institutions, rights-based frameworks and an inclusive economic environment enable women and men to have better social, economic and political opportunities, leaving no one behind

4-3 Relevance to Stakeholders strategies

- **How consistent is the project with the stakeholders' strategies?**
 - The program also found relevant to the government stakeholders, especially the National Council for Women NCW, in cooperation with PIE, they are developing many policies and strategies to strengthening social cohesion between Egyptians and Syrians, in addition to holding seminars and meetings to evaluate initiatives and identify the positives and negatives of the implementation of the project.
 - NCW and PIE are targeting women Economic empowerment through several programs such as financial inclusion, saving groups, and entrepreneurship, NCW has already several relevant projects on this regard; NCW and PIE works together on

³ The Swiss Agency for Development and Cooperation SDC, Country Fact Sheet, SWISS DEVELOPMENT COOPERATION IN NORTH AFRICA, 2017, <https://www.eda.admin.ch/countries/egypt/en/home/international-cooperation/strategy.html>

⁴ The Swiss Agency for Development and Cooperation SDC, Swiss Cooperation Programme Egypt 2021–2024, <https://www.eda.admin.ch/countries/egypt/en/home/international-cooperation/strategy.html>

several projects on the following projects; women entrepreneurship⁵, financial inclusion and saving groups⁶.

- PIE and the Ministry of Social Solidarity cooperated on several levels including choosing the partner associations. PIE presented their idea for the project and MoSS recommended several associations and the final partners were chosen based on specific criteria.

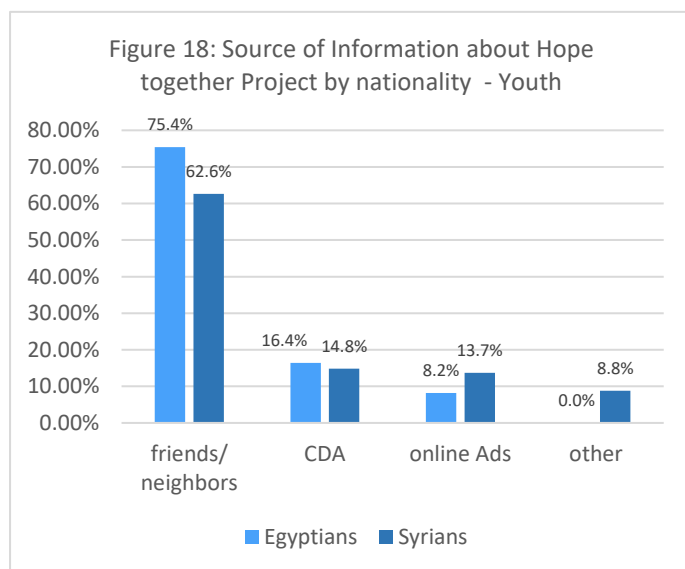
4-4 Relevance to Beneficiaries

Was the project design, planned interventions and targeting strategy appropriate given the situation needing improvement?

To answer this question, the evaluation team has worked in two pillars, first to ensure that the project is well announced in the community, second to define the youth needs before the project and find if they are included in the services provided to them.

As for Adults:

The evaluation team found that most of the adults get fair access to the project information either through friends or neighbors 75.4% of Egyptians, 62.6% of Syrians or CDA 16.4% of Egyptians and 14.8% of Syrians, Online Ads/WhatsApp group and 8.2% of Egyptians, 13.7% of Syrians, finally 8.8% of Syrians know from talent development center and other Syrian families

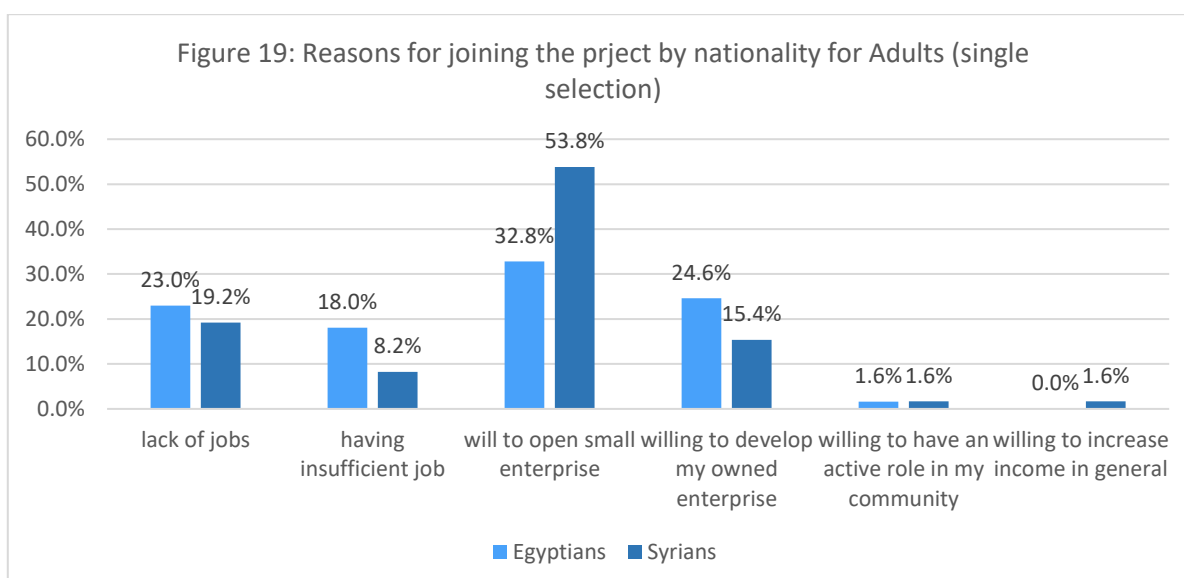


As for the reason behind joining this programme, data from the field has shown that Egyptians faces challenges such as lack of jobs 23%, insufficient income 18%, wants to open small enterprise 32.8% and 24.6% are willing to grow their owned small enterprise. In addition to 1.6% willing to participate actively in the community As for the Syrians, data has shown that Syrians faces challenges such as lack of jobs 19.2%, insufficient income 8.2%, wants to open small enterprise 53.8% and 15.4% are willing to grow their

owned small enterprise, in addition to 3.4 want to participate actively in the community. others mentioned that they are willing to play an economic role in their community and increase their income in general.

⁵ <http://ncw.gov.eg/Page/1056/%D9%85%D8%B4%D8%B1%D9%88%D8%B9-%D8%B1%D8%A7%D8%AE%D8%AF%D8%A7%D8%AA-%D8%A7%D9%84%D8%A3%D8%B9%D9%85%D8%A7%D9%84-%D8%A7%D9%84%D9%85%D9%85%D9%88%D9%84-%D9%85%D9%86-%D8%A7%D9%84%D9%83%D9%86%D8%AF%D9%8A%D8%A9>

⁶ [http://ncw.gov.eg/Page/1044/%D8%A7%D9%84%D8%B4%D9%85%D9%88%D9%84-%D8%A7%D9%84%D9%85%D8%A7%D9%84%D9%89-%D9%85%D8%B4%D8%B1%D9%88%D8%B9-%D9%85%D8%AC%D9%85%D8%B9%D8%A7%D8%AA-%D8%A7%D9%84%D8%B1%D9%82%D9%85%D9%89](http://ncw.gov.eg/Page/1044/%D8%A7%D9%84%D8%B4%D9%85%D9%88%D9%84-%D8%A7%D9%84%D9%85%D8%A7%D9%84%D9%89-%D9%85%D8%B4%D8%B1%D9%88%D8%B9-%D9%85%D8%AC%D9%85%D8%B9%D8%A7%D8%AA-%D8%A7%D9%84%D8%A5%D8%AF%D8%AE%D8%A7%D8%B1-%D9%88%D8%A7%D9%84%D8%A5%D9%82%D8%B1%D8%A7%D8%BE-%D8%A7%D9%84%D8%B1%D9%82%D9%85%D9%89)
<http://ncw.gov.eg/Page/1044/%D8%A7%D9%84%D8%B4%D9%85%D8%A7%D9%84%D9%89-%D9%85%D8%B4%D8%B1%D9%88%D8%B9-%D9%85%D8%AC%D9%85%D8%B9%D8%A7%D8%AA-%D8%A7%D9%84%D8%A5%D8%AF%D8%AE%D8%A7%D8%B1-%D9%88%D8%A7%D9%84%D8%A5%D9%82%D8%B1%D8%A7%D8%BE-%D8%A7%D9%84%D8%B1%D9%82%D9%85%D9%89>



As for matching the provided services to the beneficiaries needs, the project has offered Enterprise Your Life training and financial grants to all the interviewed beneficiaries; after getting the grants 98% of Egyptians and 91% of Syrians benefited from the follow-up support, marketing training was offered to 93% of Egyptians and 80 of Syrians.

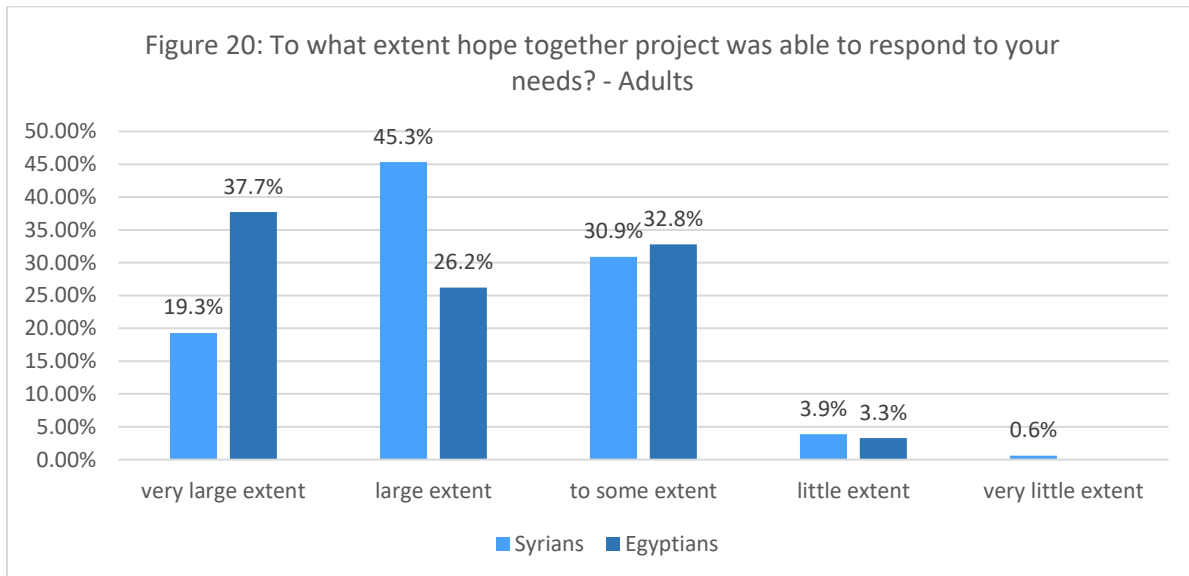
Also, technical trainings were offered in retail management to 79% of Egyptians and 58% of Syrians, service management was offered to 48% of Egyptians and 47% of Syrians, sewing was offered to 8% of Egyptians and 7% of Syrians, sweets/cooking training was presented to 7% Egyptians and 12% of Syrians, hair-dressing was offered to of 8% Egyptians and 7% of Syrians.

Supportive activities such as financial literacy was introduced to 44% of Egyptians and 43% of Syrians, awareness about MSMES available services was offered to 64% of Egyptians and 49% of Syrians. Finally, 25% of Egyptians and 16% of Syrians have participated in saving groups

In general, each Egyptian got benefited from 6.6 services in comparison to 6.04 services for each Syrian.

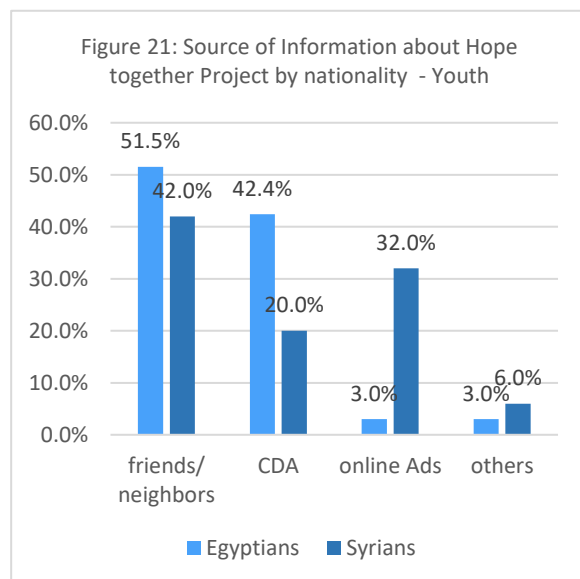
Table 5: Activities provided to meet adults' beneficiaries needs		
	Nationality	Yes
Enterprise Your Life	Egyptian	100%
	Syrian	100%
Financial Grant to Start MSME	Egyptian	100%
	Syrian	100%
Follow-Up by the Trainer	Egyptian	98%
	Syrian	91%
Marketing	Egyptian	93%
	Syrian	80%
Retail Management	Egyptian	79%
	Syrian	58%
Services Management	Egyptian	48%
	Syrian	47%
Financial Literacy/Loans Awareness	Egyptian	44%
	Syrian	43%
Awareness about MSMES Available Services	Egyptian	64%
	Syrian	49%
Saving Groups	Egyptian	25%
	Syrian	16%
Sewing	Egyptian	8%
	Syrian	6%
Sweets/Cooking	Egyptian	7%
	Syrian	12%
Hair Dressing	Egyptian	8%
	Syrian	7%

The general relevance of the project has reached high levels as 95.5% of Egyptians found the project has fulfilled their needs, also 96.7% of Syrians found that hope together project was able to respond to your needs.

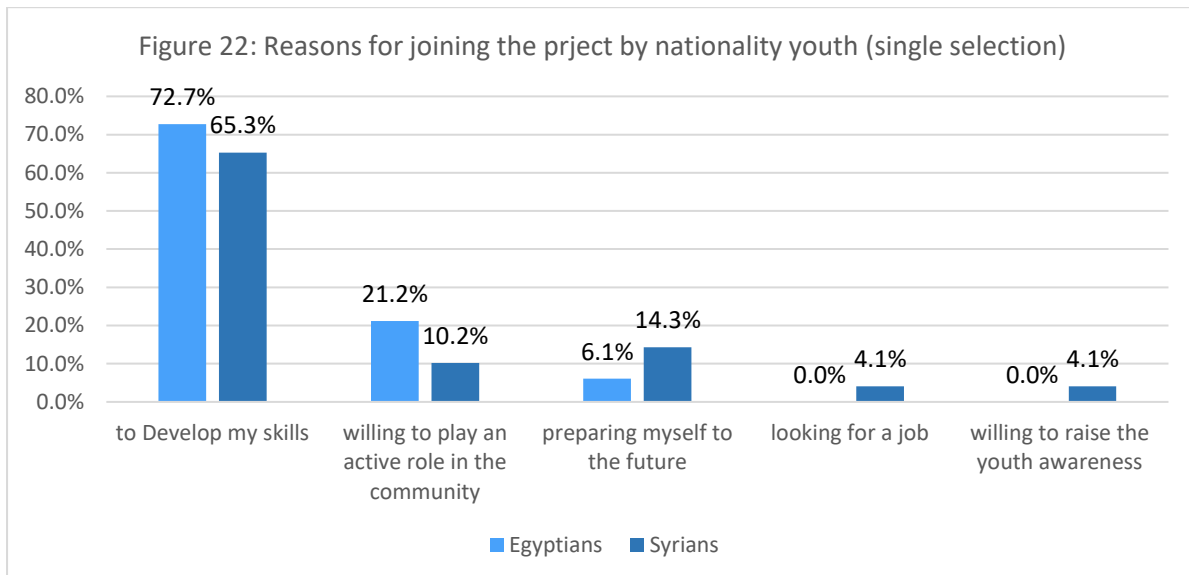


for Youth

The evaluation team found that most of the youth get fair access to the project information either through friends or neighbors 51.5% of Egyptians, 42% of Syrians or CDA 42.4% of Egyptians and 20% of Syrians another 3% of Egyptian and 32% know about the project through Online Ads / WhatsApp group., other methods such as schools And WhatsApp group was useful for 3% of Egyptians and 6% of Syrians



As for the key reason to join this project, it was to develop their own skills; 72.7% of Egyptians and 65.3% of Syrians, and willingness to plan an active role in their communities; 21.2% of Egyptians and 10.2% of Syrians. And preparing themselves to the future 6.1% of Egyptians and 14.3% of Syrians.

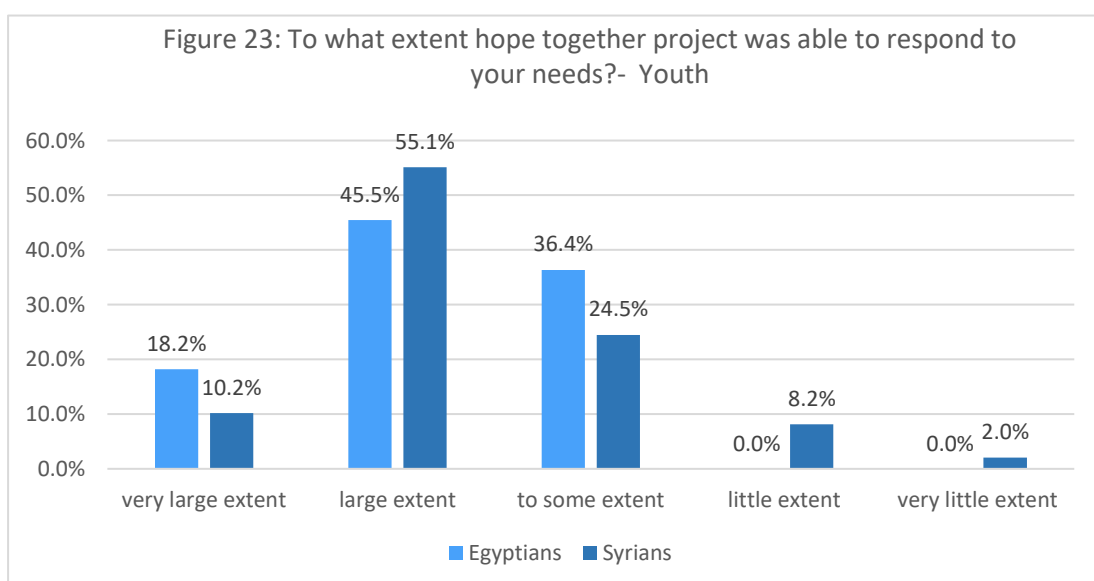


As for the attended activities, all the interviewed youth from both nationalities attended the training sessions, also the gender awareness sessions were attended by 90.9% of Egyptians and 81.6% of Syrians. Also 60.6% of Egyptians and 49% of Syrians learnt about social enterprises, and 69.7% of Egyptians and 73.5% of Syrians have participated in social initiatives

Table 6: Activities provided to meet youth needs

	Nationality	%
Attended Aflateen Club Training	Egyptians	100.0%
	Syrians	100.0%
attended gender awareness sessions	Egyptians	90.9%
	Syrians	81.6%
learning about social enterprises	Egyptians	60.6%
	Syrians	49.0%
participated in social initiatives	Egyptians	69.7%
	Syrians	73.5%

Finally, 100% of Egyptian youth found that hope together project was able to respond to their needs, also 98.9% of Syrians found that hope together project was able to respond to their needs



- The conclusion is the program found strongly relevant in relation to the PIE strategy and implementation approach, the donor and beneficiaries needs and stakeholders' strategies.
- The program found relevant to PIE strategies, the donor agency, and the government stakeholders especially the National council of women and ministry of social solidarity.
- Also, the project design, planned interventions and targeting strategy appropriate were relevant to the beneficiaries needs
- The conclusion is the program found strongly relevant in relation to the PIE strategy and implementation approach, the donor and beneficiaries needs and stakeholders' strategies.

5- Efficiency

5-1 The Internal monitoring System

- **How well has the internal monitoring system contributed to the evaluation and to ongoing project implementation?**
- As for **the quality of monitoring system**, the project was managed by a project coordinator at each local partner who met and coordinated regularly with the local partner head and board as well as the PIE local office focal point for the project respectively in Damietta and Alexandria. At Plan international level, the project was monitored on monthly basis through the project review meeting composed of the Project coordinator, finance staff, grant compliance, Program Unit managers from the three project locations and Monitoring and Evaluation focal person. The project performance was monitored regarding progress towards outcomes, burn rate and risk. Then based on the performance of the project, respective action points to be agreed and monitored on monthly basis. Further, the project performance was monitored on quarterly basis, quarter reports were developed, and project performance rated for outcomes progress, burn rate and risks.
- On biannual basis, coordination meetings have taken place between the project team at PIE International and partners to discuss the project performance, monitor the quality of activities implementation and review risks. This meeting has also provided support to partners to develop their implementation plans for the rest of the year.
- Monitoring visits were conducted from PIE office to review the capacity workshops and discuss project results, challenges, monitor as well as evaluate progress and ensure a good communication throughout the project. Finally, these visits and regular follow-ups were meant to ensure a compliance with donor regulations which have afterwards been shared with the project focal point at the Office of International Cooperation in order to share the progress of the project and discuss current challenges and decisions to be made on the project implementation and budget.
- **PIE also used a detailed recording system** for project management (Detailed implementation Plan - DIP) that covers all the project aspects technically and financially, it included activities time and costs, stakeholders' relations, communication plan, risk register, Monitoring and evaluation plan in addition to the project transition to closing.
- **Indicators Performance Tracking tool IPTT** and beneficiary tracking tool BTT for tracking and recording beneficiaries progress were used. In addition to interim report and other M&E tools while implementation
- **Capacity Building for Partners CDA:** PIE team and Partners CDAs has assured the adequacy of technical and financial resources, PIE team has conducted Enterprise your life training for the local CDA trainers, also trained the CDAs on the Aflateen approach,

gender and protection, monitoring and evaluation, training on Post distribution mechanism to follow up with beneficiaries progress. In addition to training CA staff on financial reporting. Some of CDAs trainings were conducted 2 times by PIE due to the high turnover rate. The turnover has stemmed mainly from stopping the project either during the few weeks of Covid-19 crisis, or during the waiting for donor decision to extent the project, as some CDAs human resources left for another projects. (KII with stakeholders and PIE team)

- **As for methods used to follow up with the beneficiaries**, there were wide use of tools such as the Community feedback mechanism that allow beneficiaries to put their suggestions and complaints in a closed box. Also beneficiaries has used several tools like Participated in focus group discussions or CDA meetings, Filled out a training evaluation sheet at the end of the trainings, Participated in the project evaluation meeting at the CDA, Participated in meetings for opinions on the project with key partners and Participate in visits from the Plan office in the governorate or in Cairo.

Percentage of adult beneficiaries who:	Nationality	Yes	No
Participated in focus group discussions or CDA meetings	Egyptian	68.9%	31.1%
	Syrian	35.4%	64.6%
Submitted their suggestions in the suggestion and complaint box	Egyptian	26.2%	73.8%
	Syrian	15.5%	84.5%
Filled out a training evaluation sheet at the end of the trainings	Egyptian	85.2%	14.8%
	Syrian	85.1%	14.9%
Participated in the project evaluation meeting at the CDA	Egyptian	76.9%	23.1%
	Syrian	61.7%	38.3%
Participated in the baseline study	Egyptian	48.1%	51.9%
	Syrian	39.0%	61.0%
Participated in meetings for opinions on the project with key partners	Egyptian	59.6%	40.4%
	Syrian	37.7%	62.3%
Participate in visits from the Plan office in the governorate or in Cairo	Egyptian	23.1%	76.9%
	Syrian	21.4%	78.6%

- The evaluation found that 96.7% of Egyptians and 96.7% of Syrians has received follow up calls or visits by the facilitators after the training ended
- **As for youth**, they also were able to choose their desired initiatives, and participated in the project monitoring and evaluation meetings, they submit complaints and suggestions at the project monitoring and evaluation meetings in the Suggestions and Complaints Box, they Fill out the training/sessions evaluation form after the training, Participate in a meeting to take opinions on the project with the partners, and Participate in visits from the Plan office.

Table 8: youth who participated in monitoring activities			
Percentage of youth beneficiaries who:	Nationalities	Yes	No
Choose their desire the initiatives	Egyptian	63.6%	36.4%
	Syrian	71.4%	28.6%
Participate in project monitoring and evaluation meetings	Egyptian	63.6%	36.4%
	Syrian	57.1%	42.9%
Submit your suggestions in the Suggestions and Complaints Box	Egyptian	48.5%	51.5%
	Syrian	32.7%	67.3%
Fill out the training/sessions evaluation form after the training	Egyptian	81.8%	18.2%
	Syrian	59.2%	40.8%
Participate in the midterm evaluation of the project which the expert did it	Egyptian	33.3%	66.7%
	Syrian	44.8%	55.2%
Participate in the baseline study	Egyptian	11.1%	88.9%
	Syrian	27.6%	72.4%
Participate in a meeting to take opinions on the project with the partners	Egyptian	44.4%	55.6%
	Syrian	20.7%	79.3%
Participate in visits from the Plan office	Egyptian	44.4%	55.6%
	Syrian	51.7%	48.3%

- **Financial audits:** PIE used several tools to monitor the project implementation financially including:
 - financial control for all expenditures of activities, bills and purchases
 - ensure that all the services and products purchased by CDAs follow competitive measures.
 - Ensure the project payments are recorded according to Plan international and the donor accounting methods
 - Detecting and reporting and act against any fraud.
- **Stakeholders coordination:** the project has managed the relationship with several stakeholders such as UNHCR, Caritas Internationalis, Ministry of Social solidarity. For example, communication with UNHCR allowed PIE to coordinate their work toward the Syrians refugees in Alexandria with other NGOs, also the cooperation with the Ministry of Social solidarity helped to facilitate the project governmental approvals, and the cooperation with National Council of women was also delivered sessions on gender equality, social inclusion

5-2 Resources Use

- **Were project resources and inputs used in the best possible way to achieve project objectives? Why or why not?**

From the documents the evaluation team reviewed and interviews with the stakeholders from CDAs, government representatives, adults and youth. The evaluation team can confirm the project resources and inputs used in the best possible method for the following reasons:

- **Beneficiaries' needs were prioritized, and their views were integrated into the planning process** and in the enterprise selection, 98.4% of Egyptians and 98.9% of Syrians adults interviewed youth have confirmed that CDAs have asked them to build their enterprise idea as they want and recommended them to use their previous experience and the training they learned in the ideation stage. As for youth 63.4% of Egyptian youth and 71.4% of Syrian youth have confirmed that they selected the initiative they want to work on.

5-3 What can be done differently?

What could have been done differently to improve implementation and maximize impact at an acceptable cost?

- The evaluation team found the project interventions are comprehensive, well tested and they have strong evidence in the achieved results; but to add more adaptation to the dynamic labor market, we suggest that PIE can study the following suggestions;
- Given the fact that beneficiaries are coming from marginalized communities, they can be paid basic transportation cash as they or their families may not have money for transportation, given that transportation prices have increased significantly after energy reforms in Egypt. Taking into consideration the increase of energy and transportation prices caused by the Economic Reform Program with the International Monetary Fund. part of IMF program was to reform energy prices by set a free market mechanism for energy prices, that increased electricity, natural gas and gasoline prices for several times, the most used fuel for transportation was gasoline 80 its price was 1.6 EGP in 2014 now it is 7.5 EGP. (468.75% increase) That affected all public and private transportation prices. Taking into consideration that if the CDAs is far from the youth home they will avoid the short-term pain (asking friends or neighbours or family for money for transportation) over the long-term gain of having skills raised and a financial grant. For youth the situation was severe as they had to attend Aflateen which is a long program and they have no source of transportation. For poor families from Egyptians and Syrians these transportations can affect their already tight monthly budget.
- The financial grants given to the adults from Egyptian and Syrians has faced rapid increase in the inflation rates reaching 15% in 2022, that increased inputs prices, also as the exchange rate of USD to EGP has increased several time recently and as the government due to the war in Ukraine has taken several measures to decrease the importing of several raw and production materials; the inputs for some industry such as sewing, handcrafts, food industries, poultry, livestock are strongly affected. On the other side covid-19 has much affected industries and services such as hair dressing, education, selling food, events organization, selling of several products were affected by covid-19 crisis. These challenges stemming from the environment has led 23% of beneficiaries Egyptians and Syrians to ask for more fund or support to get fund from third parties to sustain their small enterprises.
- Also the training of “enterprise your life” is 8 days and it may be enough if the trainees are more educated or have more time for this business and not fully occupied with family and children challenges, or their legal status as refugees or working to gain income until get the project grant to start their enterprise. This unstable lifestyle may require PIE to rethink of

having longer training courses, and to study the possibility of going into the real implementation during the training by having weekly sessions where the trainee implement and come back for further support from their mentors. More courses for marketing is needed.

Table 9: What do you wish would be done differently of Adults

What do you wish would be done better/differently- Adults	%
Increase the funding/help to find more resources of funding	23.4
More trainings and courses	7.0
Shorten the time to receive the grant	5.3
Courses for marketing/Marketing services	4.5
Provide nearby place for the training	3.7
Follow-up/monitor the progress of the enterprise	3.3
Facilitate procedures/determine suitable time for the trainings	3.3
Increase the first payment to establishing the enterprise	2.5
Reduce the days of the training	2.0
More experience to develop the enterprise	2.0
Increase the days of the training	1.2
Receiving the entire grant at one time	1.2
Provide raw materials	1.6
Advertise the Hope Together project	0.8
Nothing need to be done differently	54.1

- FGDs with women has shown that they need more training sessions to fully understand the business training, they also wanted another family member to attend with them to help them in the implementation later, training on cash flow management and costing needs more details. The selection of the enterprise ideas depended mainly on the beneficiaries experience and that was a good choice however; it would be better if they have conducted a detailed study that define the market needs for their enterprises; the market study could be done as the first part of the training so beneficiaries get in touch with their clients early and also with the market needs, they also can find an opportunity to sell their products to another ongoing business (B to B) that is more stable method of selling and retain stable income and decrease compaction with other enterprises in the market.
- FGDs with men has shown the importance of having entrepreneurship training and the grant, they wanted more training on social media, online marketing, products photo sessions, men valued very much the training on financial management and costing.
- As for youth, they needed more organization of training time in order not to overlap with school classes, PIE already has responded to this request by conducting session at the education centres they are receiving classes at, they also changed their time by conducting early session or late session to avoid students study classes (KII PIE team). However, the project doesn't have to link youth activities to adults' activities, all youth activities need to be separately planned in the summer vacation quarter. Also, youth has commented on the training materials to be offered in handouts and improve content. Also, they need shorter time for their activities; as they believe the initiative activities were long. Some youth wanted to invite their friends to join, they also asked for financing their initiative, and some financial support for transportation.

Table 10: What do you wish would be done better/differently for youth %	
Training time overlapped with school classes	11.6
Improve some training materials	8.1
The initiative activities were long	5.8
The training place was tight	4.7
Time was not suitable	4.7
Finance for the initiative	4.7
Financial support, MSMES	4.7
Training was good	2.3
More participants to join	2.3
Crowdedness	2.3
Some trainers need to be more interactive	1.2
We need open training and activity area	1.2
Transportation was expensive	1.2
Initiative was good	1.2
Nothing need to be done differently	59.3

6- Effectiveness

- To what extent were the objectives achieved / are likely to be achieved?
- What were the helping and hindering factors for the implementation? And how did that affect achieving project's objective?
- What are the gender related challenges of the project?
- What's the stakeholders' view of the relevance of project activities, in particular related to the livelihood interventions and gender equality messages?
- What are the effects of the project/programme with regard to the reduction of inequalities between men and women/boys and girls?

6-1 Achievement of the planned results

- **To what extent were the objectives achieved / are likely to be achieved?**

The project targets were discussed with the donor and restructured after covid-19 crisis; the new output targets were overachieved for adults' group as the following:

As for youth many indicators have been overachieved, the indicators of social initiatives were

Table 11: the archived results compared to the planned for Adults			
Output indicators	planned results	achieved results	Progress %
1-1 Number of beneficiaries who receive technical and life skills training for self-employment	1500	1525	101.6
1.2: % of beneficiaries with increased knowledge on technical and life skills training for self-employment.	70%	80%	114.3
2.1: % of young women and men who can access financial services and products	60%	121%	201.6
2.2: # of successful businesses established after cash grant received, categorized by business field	595	701	117.8
Following Up with beneficiaries from phase 1			
Output indicator 3.1: # of existing businesses that received coaching and mentoring	105	145	138
Output indicator 3.2 # of sessions received	300	305 sessions delivered (159 attended first consultation session and 135 attended post consultation session)	101.6

reported achieving 100% of the targets, interviews with youth has confirmed their participation of one of the 20 initiatives.

Table 12: the archived results compared to the planned- Youth			
Main activities	planned results	achieved results	Progress %
Outcome indicator 1: % of beneficiaries who successfully implement social enterprise initiatives with the objective of promoting integration and gender equality	80%	123%	153.8
Outcome indicator 2: # of peers; parents/caregivers, community members and local government officials who have been involved in social enterprises initiatives led by project beneficiaries	1000	1330	130
Output 1: Syrian refugees and Egyptian youth aged 15 to 17 receive trainings on social cohesion initiatives	500	616	123.2
Output indicator 1.2: % of beneficiaries with increased knowledge Aflateen training topic	70%	98.8% evaluation results	141
Output 02: Syrian and Egyptian youth aged 15 to 17 establish inclusive clubs that advocates for inclusive work environment and social cohesion in their communities.	500	616	123.2
Output indicator 2.1: % of beneficiaries with increased knowledge about risks associated with workplace, exploitation and hard labor	70%	84%	-
Output indicator 2.2 # of groups that established Aflateen inclusive clubs	34	34	100
Output indicator 2.3: # of social initiatives established using the Aflateen training methodology	20	20	100
Output indicator 2.4: # of interface meetings between beneficiaries and duty bearers at local level (gov officials/NCW) to address barriers, priorities and opportunities for Syrian and Egyptian youth	4	4	100

6-2 Provided services Quality

The quality of services provided is also important aspect for the project effectiveness, services such as enterprise your life training, the savings group, services management and awareness about available services by other entity got the highest level of satisfaction by Egyptians. Syrians were more satisfied with the same services but with slightly lower rates. Syrians were more satisfied than Egyptians with Marketing training, cooking and sweets making training and hair dressing. The general satisfaction levels of adult were very high.

Table 13: Quality of Services provided to Adults				
Table 16: Activities	Nationality	weak	neutral	good/ very good
enterprise your life	Egyptian	0.0%		100.0%
	Syrians	0.5%	2.2%	97.3%
saving groups	Egyptian	0.0%		100.0%
	Syrians	3.6%	7.1%	89.3%
Services management	Egyptian	0.0%		100.0%
	Syrians	1.2%	2.4%	96.4%
awareness about MSMES available services	Egyptian	0.0%		100.0%
	Syrians	2.2%	7.9%	89.9%
follow-up by the trainer	Egyptian	0.0%	1.7%	98.3%
	Syrians	1.8%	4.9%	93.3%
retail management	Egyptian	0.0%	4.2%	95.8%
	Syrians	2.9%		97.1%
marketing	Egyptian	0.0%	5.3%	94.7%
	Syrians	2.1%	2.8%	95.1%
financial literacy/ loans awareness	Egyptian	0.0%	7.4%	92.6%
	Syrians	5.1%	13.9%	81.0%
financial grant to start MSME	Egyptian	6.6%	18.0%	75.4%
	Syrians	10.1%	22.3%	67.6%
	Syrians	10.1%	22.3%	67.6%
sewing	Egyptian	0.0%	20.0%	80.0%
	Syrians	9.1%	18.2%	72.7%
Sweet / cooking	Egyptian	25.0%		75.0%
	Syrians	4.5%	9.1%	86.4%
hair dressing	Egyptian	0.0%	20.0%	80.0%
	Syrians	7.7%	7.7%	84.6%

As for youth, Egyptian youth were mostly satisfied with Attended Aflateen Club Training, and social initiatives, in general Syrians youth have lower satisfaction rates than Egyptians.

Table 14: Quality of Services provided to youth				
Table 16: Activities	Nationality	weak	neutral	good/ very good
Attended Aflateen Club Training	Egyptians			100.0%
	Syrians	4.1%	10.2%	85.7%
attended gender awareness sessions	Egyptians		6.7%	93.3%
	Syrians		12.5%	87.5%
learning about social enterprises	Egyptians		10.0%	90.0%
	Syrians		16.7%	83.3%
participated in social initiatives	Egyptians			100.0%
	Syrians	2.8%	13.9%	83.3%

6-3 The helping and hindering factors

- What were the helping and hindering factors for the implementation? And how did that affect achieving project's objective?

The helping factors

The project has faced several challenges starting by the COVID-19 outbreak that strongly hit the labor market and the world, despite that the project had strong helping factors such as:

For PIE

- 1- Having a strong partnership with government, for example, National Council of women in Dimatte was able to offer support on gender awareness sessions, ministry of Social Solidarity helped in the nomination of partners NGOs, also they helped in getting approvals need to implement the project.
- 2- The quality of the provided training courses, CDAs has admitted the quality of technical training provided, in the interview with PIE team. They highlighted PIE investment in the entrepreneurship training, Aflateen clubs was highlighted several times by the stakeholders and beneficiaries during this evaluation.
- 3- The strong management of the project, achieving the project targets within this very challenging situation reflects strong management skills from PIE team.

For Adults

- 4- The opportunity to get access to finance; 55% of adults believe that the grants were the most helpful intervention for their enterprises. They trust their own ability to start a small business.
- 5- The quality of the provided training courses, 48% of adult beneficiaries has admitted the quality of technical training provided, in the interview with PIE team. They highlighted PIE investment in the technical and entrepreneurship training, the training on marketing, digital marketing, customer service, and advertising was highlighted several times by the youth during this evaluation.
- 6- Marketing and E- marketing/ Marketing Training helped several enterprises after covid-19. 41.8% has mentioned that trainings on marketing was very useful to their business.
- 7- The donor and PIE response to covid-19 by offering unconditional cash transfer for families that strongly hit by covid-19 crisis. That helped families to survive.
- 8- The strong management of the project, achieving the project targets within this very challenging situation during covid-19 reflects strong management skills from PIE team.

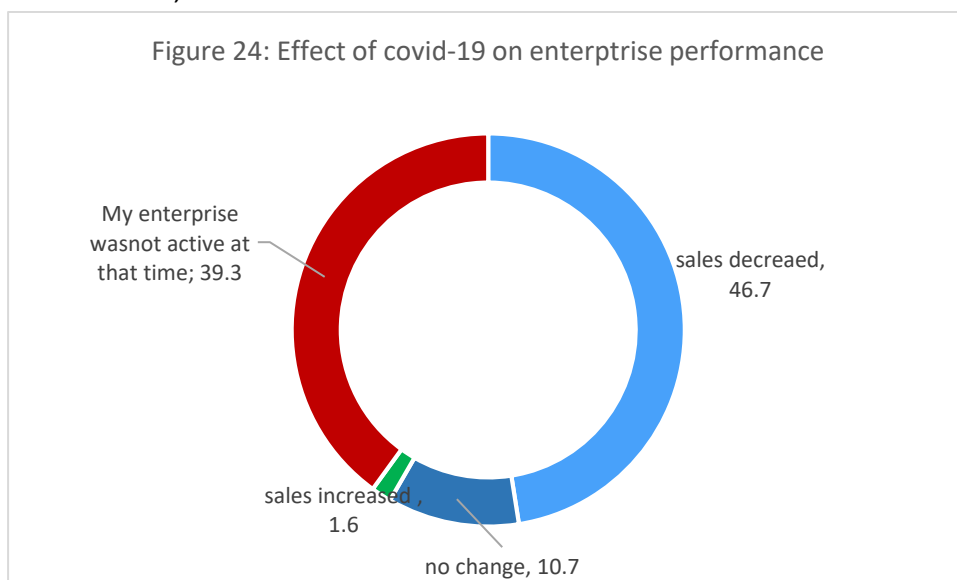
For Youth

- 62% of youth are proud of Aflateen training they believe it changed their perspective of life, their understanding of the others and their role in community
- 50% of Youth believe that the cooperation and teamwork spirit as the most important factor that led to the success of their initiatives.
- 15.1% think that Dialogue respecting other opinions they taught through the project has helped them to continue and successfully finalize their initiatives

The hindering factors

The project has faced several challenges starting by the COVID-19 shock that strongly hit the markets, in addition to the economic effect of Ukrainian Russian war on the region:

- Covid-19 pandemic has caused the drop of the sales for 46.7% of the project adult beneficiaries, and 10.7 sales were not affected.



- Inflation and prices increase; most of adults participated in FGDs and 12% of adults' respondents in the questionnaire have highlighted the inflation and prices increase on their enterprises as the biggest challenge on their enterprises.
- Increase of cost of living in addition to transportation costs due to oil and food increases

As for youth

- The overlap between study classes and the Aflateen sessions was highlighted by 17.4% of youth. PIE later has worked with CDAs to offer better coordination.
- the transportation was expensive, and some youth found the NGOs place far for them; PIE worked on that by conducting Aflateen sessions near the youth communities.

6-4 Stakeholders Views

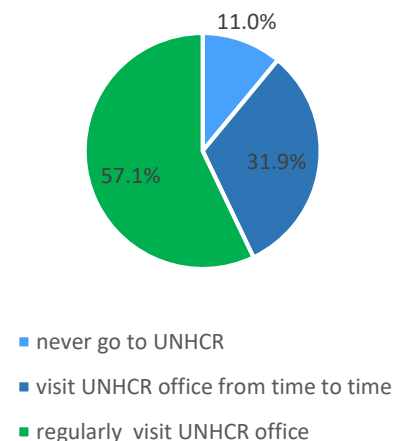
- What's the stakeholders' view of the relevance of project activities, related to the livelihood interventions and gender equality messages?

Table 15: the stakeholders' view of the relevance of project activities, related to the livelihood interventions and gender equality messages

Views	MoSS	National Council of Women
	Adults	
Most important activities that led to income generation	The provided grant was the most useful intervention as it led to direct income generation of the beneficiaries.	Training of enterprise your life was very useful and technical training, also experiences sharing between beneficiaries was very useful as they there were learning from each other's'.
Was there any intervention that you think they aren't useful	No	I don't think so
What is the activity that helped to achieve social cohesion between Egyptians and Syrians	the training sessions were useful in this regard	I think the learning from each other's experience, Syrians have strong market skills and Egyptians understands the Egyptian market well, so there was experience sharing I think we have a joint community now; they regularly meet in the NGOs
How your organization played a role in this project	Our role was nominating NGOs to wok with plan and review the NGOs reporting	We worked on gender and non-discrimination between women and men. Girls and boys. Syrians and Egyptian
What need to be improved?	The number of beneficiaries need to be increased	The number of beneficiaries need to be increased also the grants amounts
	Youth	
How you evaluate Aflateen Club	I believe it is very strong and important training, youth at this age need to be integrated to play active role in their communities, also it improves their understanding of the community, others, self-expression and communication	Aflateen club is one of the best interventions that we hope to see in all schools and universities. I hope those youth also works in public places and raise the awareness of more youth.
Your views in the youth initiative	The initiatives work on the challenges they face.	They initiated great ideas
Were there any negative effects that needs to be improved	no	no

As for UNHCR, the evaluation team didn't meet them, however around 57.1% of Syrians refugees have ongoing visits and follow up meetings with UNHCR, 31.9% were visiting UNHCR office to fill papers but not on a regular basis and 11% not communicating directly with UNHCR.

Figure 25: what is your current relationship with the UNHCR



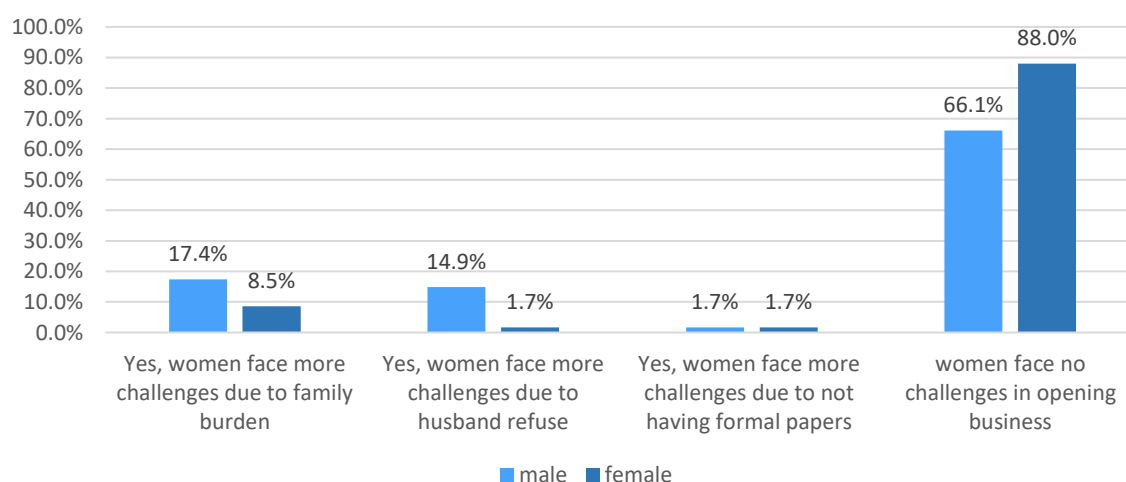
6-5 Gender Challenges and relevant interventions

- What are the gender related challenges of the project?
- What are the effects of the project/programme with regard to the reduction of inequalities between men and women/boys and girls?

- **What is the gender related challenges of the project?**

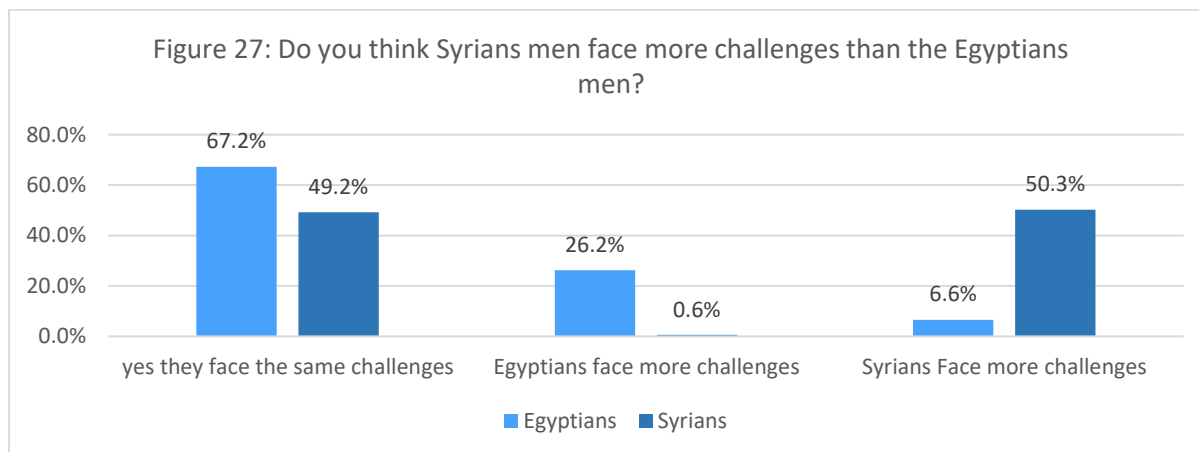
8.5% of women admitted they face family burdens (cooking, cleaning, raising children and taking care of elders), only 1.7% mentioned they face husband refuse of their work, 88% of women mentioned they face no challenges to start business. As for men, 17.4% mentioned that women face family burden (cooking, cleaning, raising children and taking care of elders), 14.9% of them think women may face husband refuse to their work. And 66.1% think that women face no challenges to start business. In general women have enough trust to start business.

Figure 26: Do women face any challenges when starting their own business?

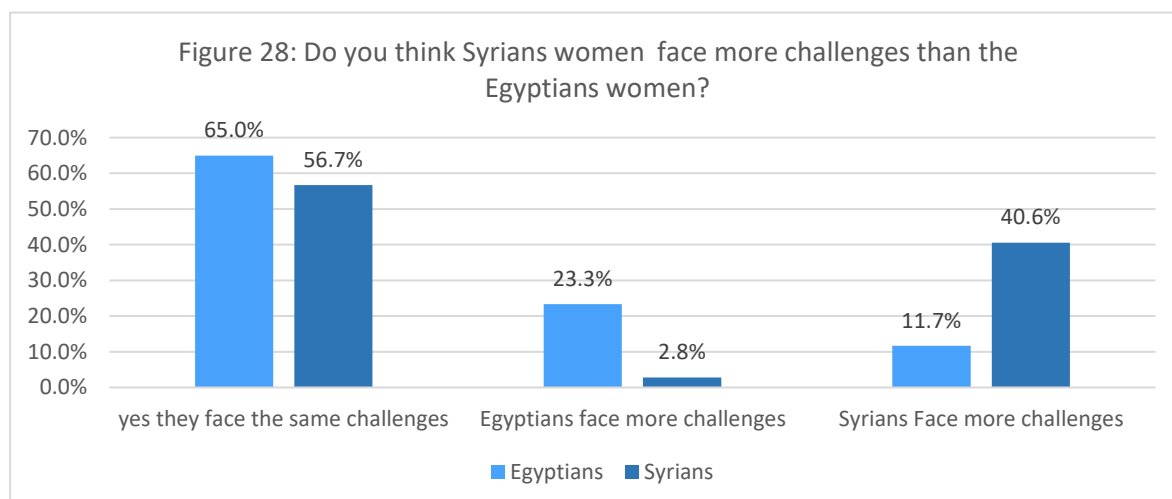


As for the challenges faced by Syrian men, 67.2% of Egyptians and 49.2% of Syrians believe that men from the two nationalities face the same challenges; however 26.2% of Egyptians think that Egyptian men face more challenges, FGDs with men has shown that some Egyptian men think they face more challenges compared to Syrian men as

they suffer from high cost of living and sever lack of income. 50.3% of the sample think that Syrian men face more challenges as they lost their stable sources of income, lost family members and was forced to leave to another country, some of them mentioned bullying from some Egyptians. Finally both has agreed that the project helped them to better undersand each others, decreaed their fear of competition.



As for the challenges faced by Syrian women, 65% of Egyptians and 56.7% of Syrians think that Egyptian and Syrian women face the same chalenges, 23.3% of Egyptians and 2.8% of syrians think that Egyptian women face more challenges due to the bruden that some Egyptian women face as the singly family breadwinner, and 11.7% of Egyptian and 40.6% of syrians think that syrian wiomen face more challenges than Egyptian women because of the war condition before coming to Egypt, lack of ooportunities and lack of information about life in Egypt . Finally both has agreed that the project helped them to better undersand each others, decreaed their fear of competition.



FGDs with men has shown that Syrian women weren't normally working at their home country, they used to stay home and raise children, Syrian men believe that women shouldn't work in tough jobs and they were surprised how Egyptian women at the local communities handle the same work burden as men.

Egyptian women were perceived by men as strong women who can work hard and face any challenges especially harassment from men. Syrian women were normally shy in similar situations.

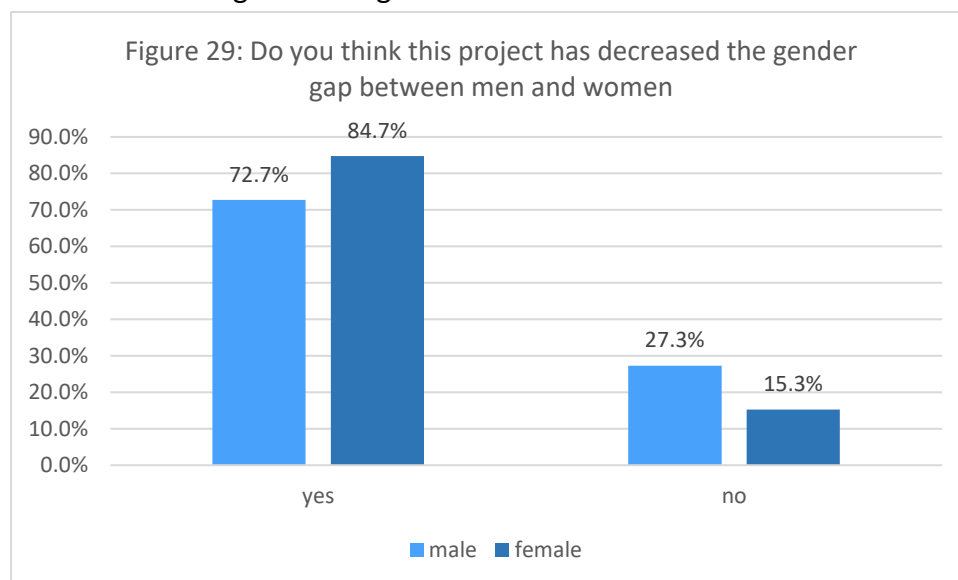
FGDs with Syrian and Egyptian women has shown their attention to family burden and livelihood rather than gender issues, they were thinking of children education, access to better livelihood opportunities.

- **What are the effects of the project/programme about the reduction of inequalities between men and women/boys and girls?**

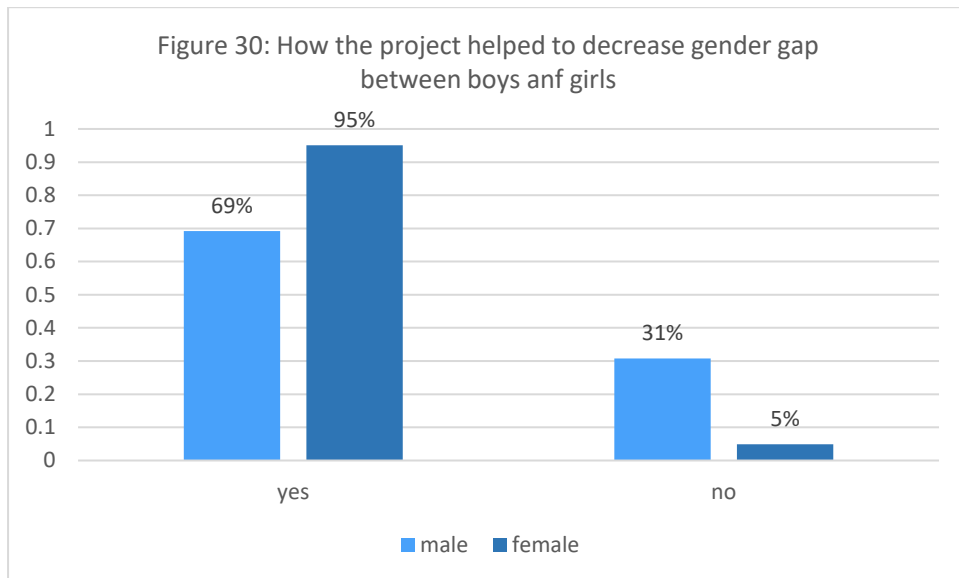
The program has targeted a quota for women equal to 50% of beneficiaries, women family breadwinner either divorced or separated or widowed were prioritized in grants allocation , across the program gender awareness session were conducted for women and men, also Aflateen training worked on gender equality, self-protection and all the 20 initiatives included representation of boys and girls. Initiative included gender and anti- harassment topics such as “safe society” and “safe community” “be positive” Initiatives.

FGDs with men has shown their willingness and acceptance of women as business leaders. Some of them has employed his wife or daughter to work with his enterprise, some of them hire women to work in his business. After attending training together, men become more aware of women ability to act patiently and listening to the clients’ needs

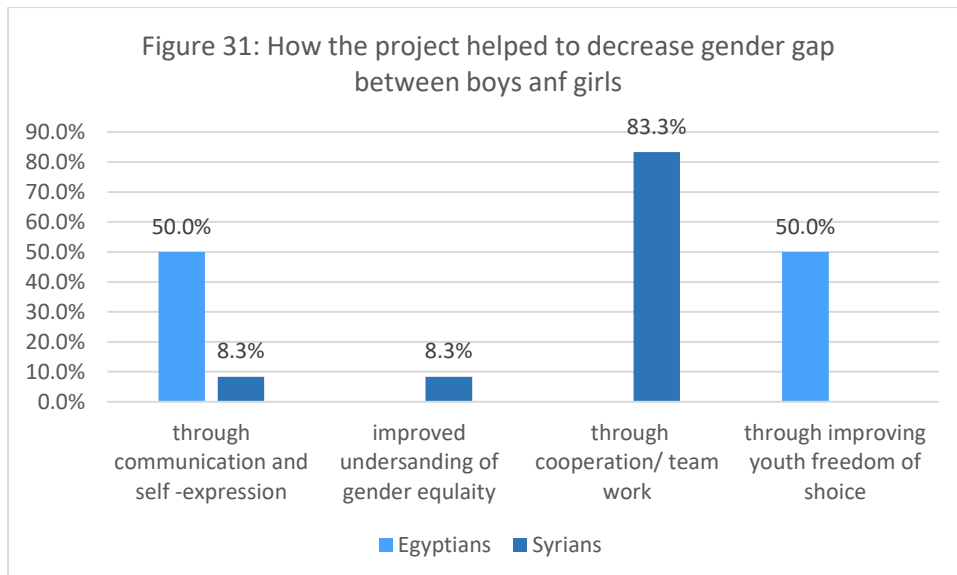
FGDs with women has shown their self confidence in leading business, and their understanding of their rights.



Youth think that hope together project has decreased gender gap between boys and girls



Egyptian Youth found communication between boys and girls helpful in this regard, Syrians found cooperation and teamwork is the most useful method in this regard.



- **Have the women benefited at least equally from the project/programme in comparison to the men?**

When asked about the project’s impact on gender equality, the respondents gave insightful answers. Most of them believe that the project contributed to reducing gender inequality where 78.7% of both nationalities saw that it did in fact reduce the inequality between men and women while 21.3% do not think that it was reduced.

Table 16: Did the project contribute to reducing gender inequality adults

	yes	no
Egyptian	78.7%	21.3%
Syrian	78.7%	21.3%

Furthermore, among the respondents who responded with agreement on the reduction of inequalities, they were asked about how exactly the project reduced the equality between men and women. The results show answers where the respondents witnessed these situations. 31.9% of Egyptians saw that the component of a women starting her own business during the project increased a women’s financial independence and allowed her to support herself with her own income. 29.8% of Egyptians see that having the training presented to both men and women in the same way with no directing for who should train in which training group and also have the same amount of the grant allowed them to participate freely and appreciate the structure of the project. 19.1% of Egyptians saw that the project gave women access to more job opportunities and have the same opportunities as men. 17% of Egyptians saw that the project increased awareness and women’s issues as well as their capabilities and thus allowed them to feel more confident in their abilities and be more independent. On the other hand, while some respondents said that the project reduced the inequality between men and women, yet men still face more issues and have higher responsibilities in the household. Syrians on the other hand, had different views where most of them at 42.3% believe that the equality of the trainings and grants was the main contributor to reducing inequality. 39.2% of Syrians believe that the project gave women access to more equal job opportunities, 6.9% saw that the project increased women’s financial independence while 6.2% saw that the project increased the women’s awareness, self-confidence and independence. Finally, 1.5% of Syrians still believe that men have more responsibilities while 6.9% were unsure of how the project reduced gender inequality. In conclusion, women did in fact benefit equally from the project in comparison to men.

Table 17: How did the project contribute to reducing gender inequality		
	Egyptian	Syrian
Equality in trainings and grants for both genders	29.8%	42.3%
Provide women with equal job opportunities	19.1%	39.2%
Increase awareness and self-confidence and independence for women	17.0%	6.2%
Increase financial independence for women	31.9%	6.9%
Men still have higher reasonability	4.3%	1.5%

As for the youth, they also reported high response when asking about the impact of the project contributing to reducing gender inequality. 81.3% of Egyptians and 83.3% of Syrians answered that the project reducing inequalities.

7- Impact

- What is the impact on the youth--both for girls and boys--and the communities after implementing the initiatives and Aflateen sessions within the communities?
- What is the impact on the economic status of the beneficiaries--both women and men --after implementing the livelihood interventions and how impacted local economy within the communities? Considering the high importance of “income”.
- To what extent has the project achieved its Specific Objectives (SO) and contributed towards its longer-term goal?
- Approximately how many people men/women/boys/girls has the project reached, directly and indirectly?
- What are the positive and negative changes produced by the project, directly or indirectly, intended or unintended?
- What impact was most valuable to project beneficiaries? Why? And what interventions they think didn't help them or minimally did? Why?

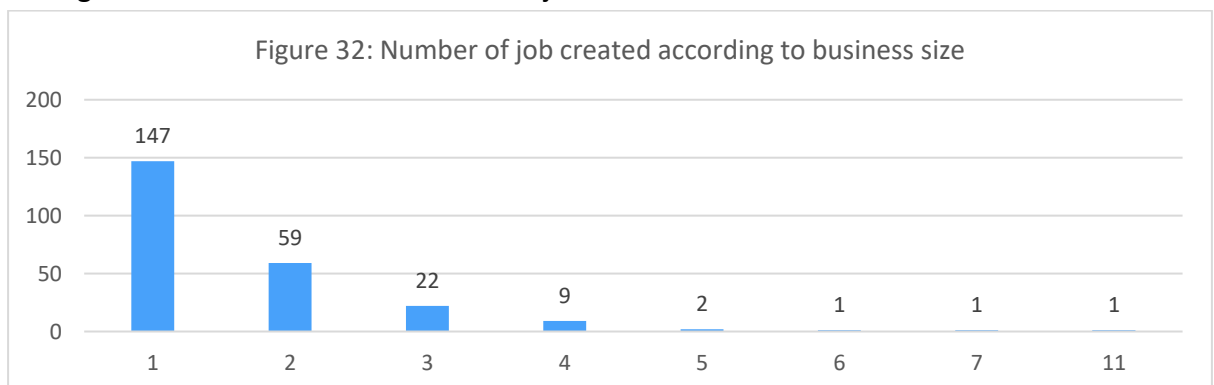
7-1 Economic Impact

- **What is the impact on the economic status of the beneficiaries--both women and men --after implementing the livelihood interventions and how impacted local economy within the communities? Considering the high importance of “income”?**

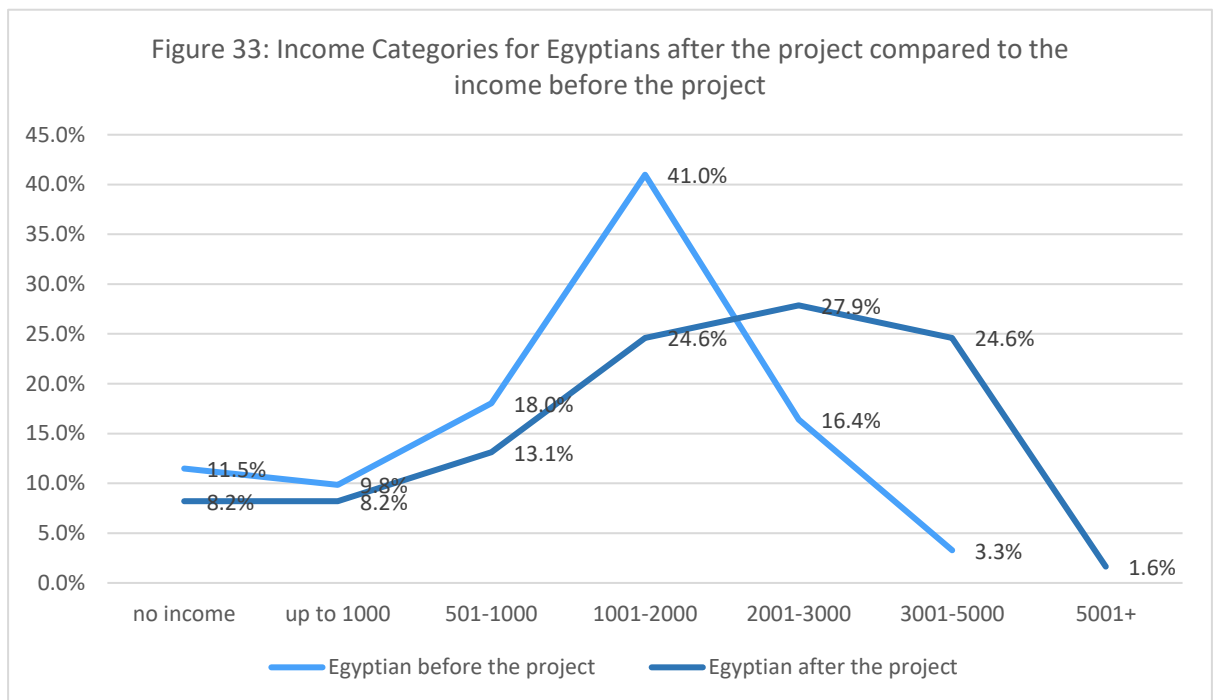
The economic impact of the project is measured through job creation and income increase. The project has strong positive impact on both job creation and income.

As for the job creation; 701 beneficiaries received grants; a sample of 242 beneficiaries has created the following number of jobs; 147 of 242 beneficiaries worked alone in their enterprises, 59 beneficiaries employed another person to work with them, 22 business owners employed 2 persons, 9 business owners employed 4 persons, 2 businesses employed 5 persons, 1 business owner employed 6 persons, 1 business employed 11 person and 1 business employed 17 persons.

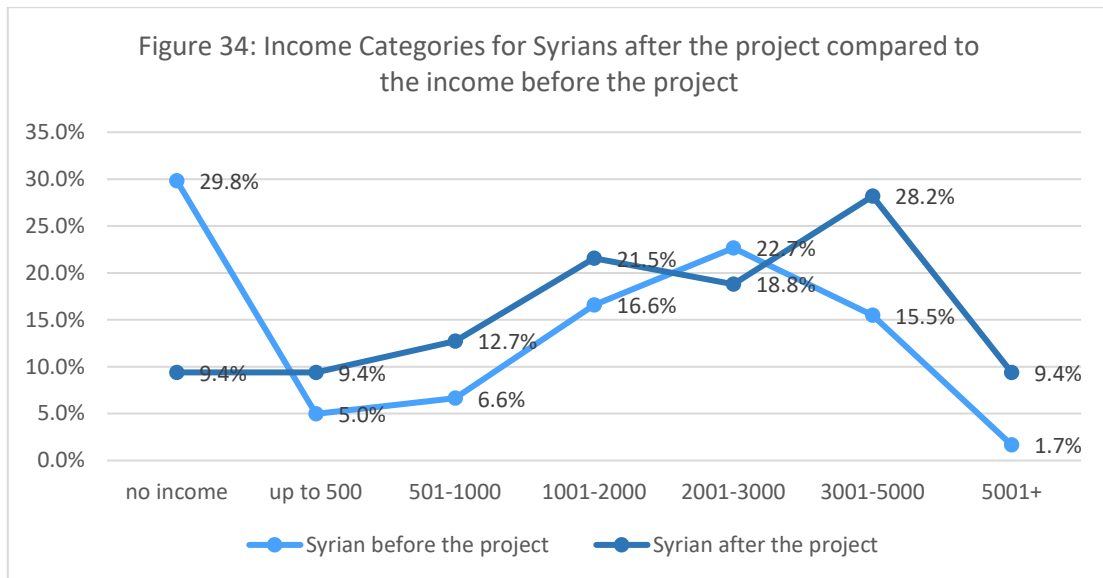
The sum of job created by the 242 enterprises are 418 jobs. Assuming our sample is representative with a total 701 grants allocated, then we can generalize the results and calculate the whole project job creation impact to reach 1205.7 jobs. On average each grant has created or sustained 1.72 jobs.



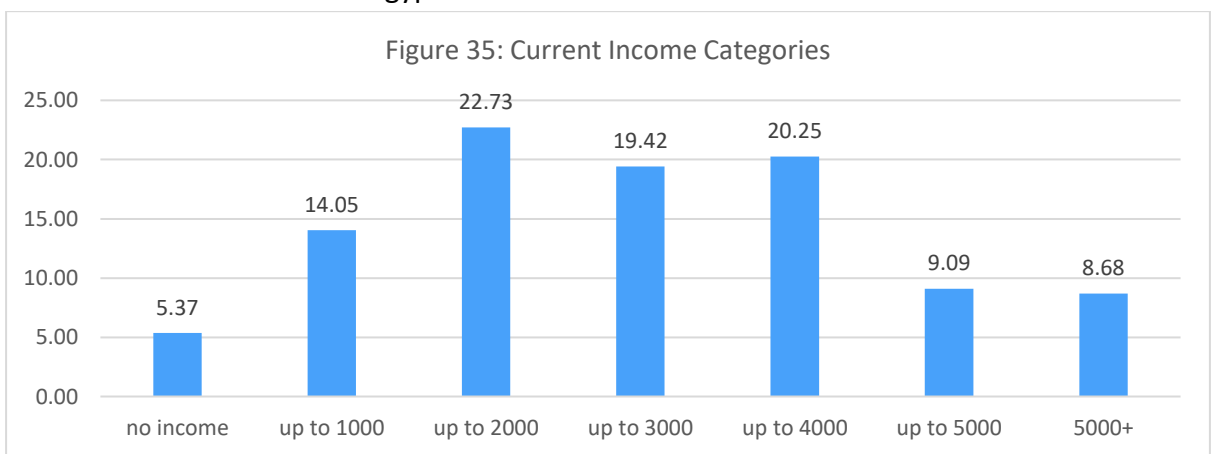
As for income increase, the evaluation team also collected data on income before the project, after the project and now, data has shown improvement of income values from lower income to better income opportunities for Egyptians. Data from Egyptians has shown the decrease of number of people with no income from 11.5% to 8.2%, 54.1% of the sample income exceeds 2000 EGP. The average income of Egyptian increased from 1528 before the project to 2380 EGP monthly after the project with 55.7% increase (130.8 USD monthly)



Data also from Syrians has shown the decrease of number of people with no income from 29.8% to 9.4%, income levels in general improved 56.5% of Syrians are making income more than 2000 EGP monthly (109.9 USD/ 3.66 USD daily). 37.7 % of Syrians are making income more than 3000 EGP monthly. The average income of Syrians increased from 1777 EGP. before the project to 2809 EGP monthly after the project with 58% increase (154.3 USD monthly) taking into consideration the international poverty line is 1 USD/ day and Egypt national poverty line is 1.9 USD/ day.



Average income before the project for all beneficiaries was 1743.3 EGP. It increased to 2746.6 EGP. After the project and still increasing on average to reach 2853.6 currently. The income increased after the project by 58% and the average increase between before the project and now is 64% meaning that income is still improving, and the small enterprise still yields. This performance is outstanding taking into consideration the nature of micro-enterprises that usually take long time to yield stable income and the pressures stemming from the business environment in Egypt.



7-2 Specific Objectives

- **To what extent has the project achieved its Specific Objectives (SO) and contributed towards its longer-term goal?**

The project overall goal to improve the economic self-reliance and social integration of Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating access to microfinance is achieved as the following:

- Impact Indicator: % of women and men who report increased self-reliance through economic activities generated or skills gained during the project was achieved as

95.4% of the sample confirmed that the project increases their self-reliance. (100% for Egyptians and for 93.8% Syrians)

- Impact Indicator: % of beneficiaries who report improved/enhanced interactions with their community members as a result of project interventions was achieved as interacting with opposite nationality during the training and 93.2% of the sample, having a strong relation with their neighbours and community
- Impact Indicator: # of households reached in emergency humanitarian situation that were able, with acquired skills and inputs, to cover their most urgent needs was achieved as 76.3% of the sample can cover their basic needs (91.8% Egyptians/ 71.3% Syrians). This percentage is lower than 83% reported in the mid-term evaluation. The reason behind this is coming from the general economic environment of the global food crisis and energy prices increases caused by the Russian war on Ukraine, taking into consideration that the crisis hit the food and energy the most, these two basic needs especially food represents the biggest component of poor families spending.
- As for Outcome Indicator: % of successful, new or expanded, income-generating activities by young women and men (CSP EE3), the evaluation found that 96% of the adults reported they have a running Income generating business
- Finally, Outcome Indicator: Number and % of successful group enterprises/ventures started during the project. The evaluation found 96% of the adults reported they have a running Income generating business, also 25% of Egyptians and 16% of Syrians participated in saving groups. 13% of Egyptian has Syrians workmates, and 46.7% of Syrians have Egyptians workmates. 4.5% of the Syrians have Egyptian business partners.
- The project achieved the overall specific objectives. The table below compares the progress to the baseline

Table 18: Specific Objectives achievement

Impact/Objective/R results	Indicator	Baseline	Mid- term	Final Evaluation
Overall Objective (OO): To improve the economic self-reliance and social integration of Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating access to microfinance, in an increasingly enabling	Impact Indicator: % of young women and men who report increased self-reliance through economic activities generated or skills gained during the project	- only 18.9% of the sample can provide for their personal expenses as well as their family expenses	- Overall, of 83% of the sample (Are able to satisfy their basic needs)	- 95.4% of the sample confirmed that the project increases their self-reliance. (100% for Egyptians and for 93.8% Syrians)
	Impact Indicator: % of beneficiaries who report improved/enhanced interactions with their community members as a result of project interventions	- 77% of sample perceived that they had good interactions with their communities - 25% of sample reported good relationship with work colleagues	- 95% of the sample, interacted with opposite nationality during the training - 77% of the sample highlighted that the project provided a positive	- 98.6% of the sample, interacting with opposite nationality during the training - 93.2% of the sample, having a strong relation with their neighbours and community

environment for women and girls			environment for engagement. - 65% of the youth, confirmed their interaction and excellent relation with the opposite nationality	
	Impact Indicator: # of households reached in emergency humanitarian situation that were able, with acquired skills and inputs, to cover their most urgent needs		- Overall, 83% of the sample, reported that they are able to cover their basic needs for themselves and their households	- 76.3% of the sample can cover their basic needs (91.8% Egyptians/ 71.3% Syrians)
Outcome 1: Syrian refugees and Egyptian host community members aged (18-45) out of which 50% women, improve their economic self-reliance	Outcome Indicator: % of successful, new or expanded, income-generating activities by young women and men (CSP EE3)	16.8% of the sample reported they have a running Income generating business	It wasn't applicable to measure it at that time.	- 96% of the adults reported they have a running Income generating business
	Outcome Indicator: Number and % of successful group enterprises/ventures started during the project			- 96% of the adults reported they have a running Income generating business - 25% of Egyptians and 16% of Syrians participated in saving groups - 13% of Egyptian has Syrians workmates, and 46.7% of Syrians have Egyptians workmates - 4.5% of the Syrians have Egyptian business partners.

7-3 Direct and indirect beneficiaries

- **Approximately how many people men/women/boys/girls has the project reached, directly and indirectly?**

The overall objective of the project is to improve the economic self-reliance and social integration of 2150 Syrian refugees and vulnerable Egyptian host community members in Damietta and Alexandria, through skills development, supporting income generating activities and facilitating the access to microfinance, in an increasingly enabling environment for women and girls.

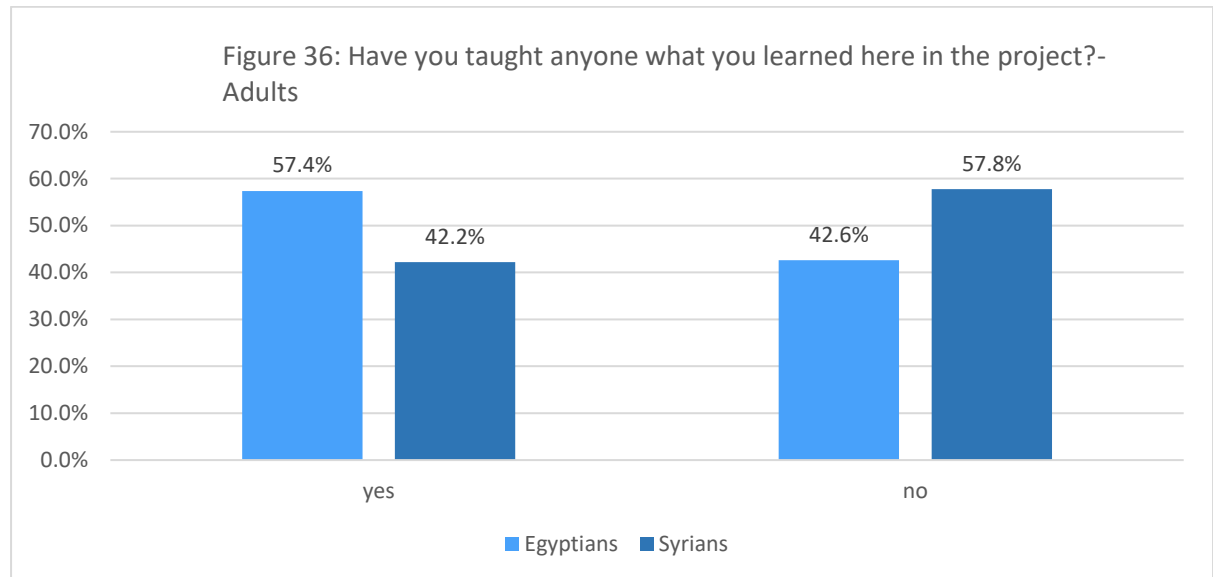
The project direct beneficiaries were 1525 adults and 616 youth, the target group included 70% Syrians and 30% Egyptians and 50% males and 50% females.

As for the indirect beneficiaries, we have several groups for example the beneficiaries families, the employees hired the enterprises owners for those who hired employees to

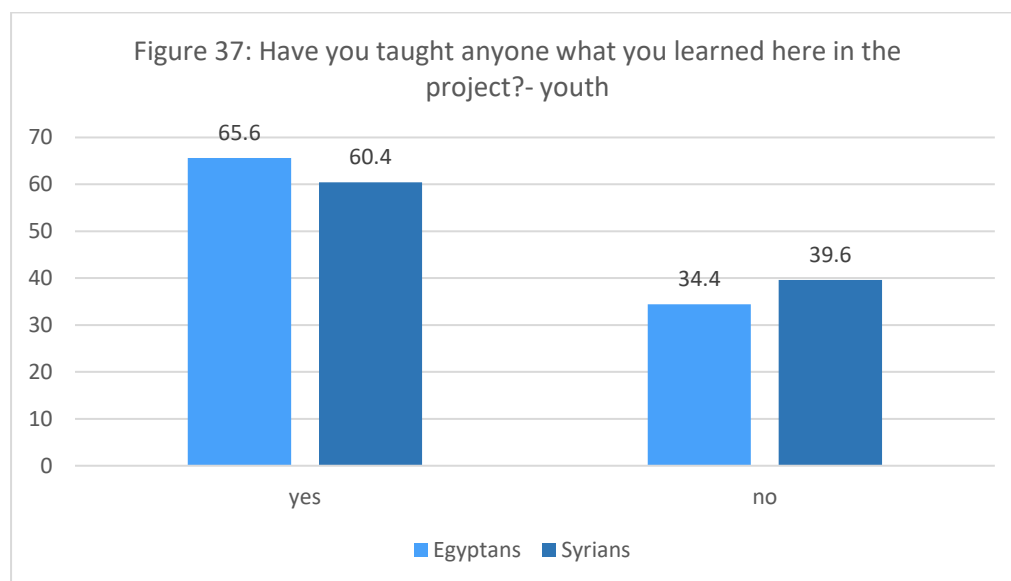
support his business, we have also another category of people who were taught by the project beneficiaries some skills.

As for youth we have in addition to youth and their families, audience who attended the initiative launching and friends who they taught about the project.

As for the adult indirect beneficiaries, 57.4% of Egyptians and 42.2% of Syrians taught others knowledge and skills they have learned in hope together project 317 new persons were taught skills and get knowledge from the project beneficiaries.



Youth As for the youth indirect beneficiaries, 65.6% of Egyptians youth and 60.4% of Syrians youth have taught others knowledge and skills they have learned in Aflateen trainings and initiatives. The total number reported of attendees from the community members is 1,868 taking into consideration the duplications as more than one person was involved in the same initiative.



Youth also transfer knowledge about Aflateen clubs to their friends in the community – who are not attending the project - with total 180 persons, on average each person transfer knowledge to 2.1 persons

The following table summarize the total number of direct and indirect beneficiaries calculated from several sections of the report.

Table 19: estimated number of direct and indirect beneficiaries		
	adults	youth
Direct beneficiaries	1,525	616
Indirect beneficiaries- family members	Family size 4.7 Total population 4.7*1525 = 7,167.5	Family size 5.4 Total population 5.4*616 =3,326.4
Teaching others in the community about the project	On average Each person taught 1.3 For the total adults 1982	Each person on average taught 2.1 For the total youth 1293.6
Jobs created or sustained rather than the direct beneficiaries	The project has created and sustained direct jobs for 701 persons. Their enterprises have employed 504.7 additional persons.	
initiatives launching attendees	-	1868 with duplication
total	11179.2	7104

The estimated total number of beneficiaries equal 18283 persons

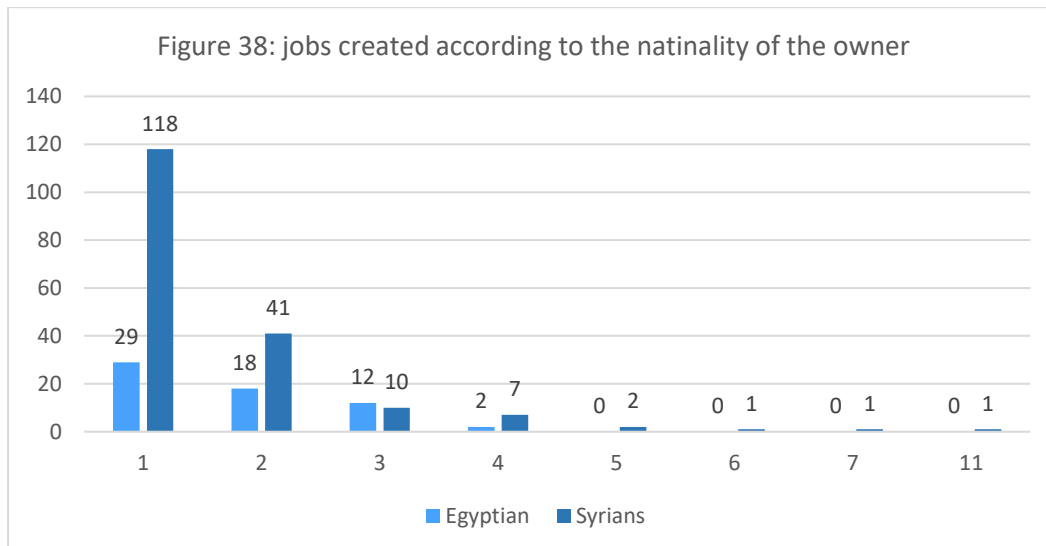
7-4 Did impact vary for different targeted groups?

- **Did impact vary for different targeted groups (household vulnerability, nationality, beneficiary's gender, school situation, location)? If so, how and why?**

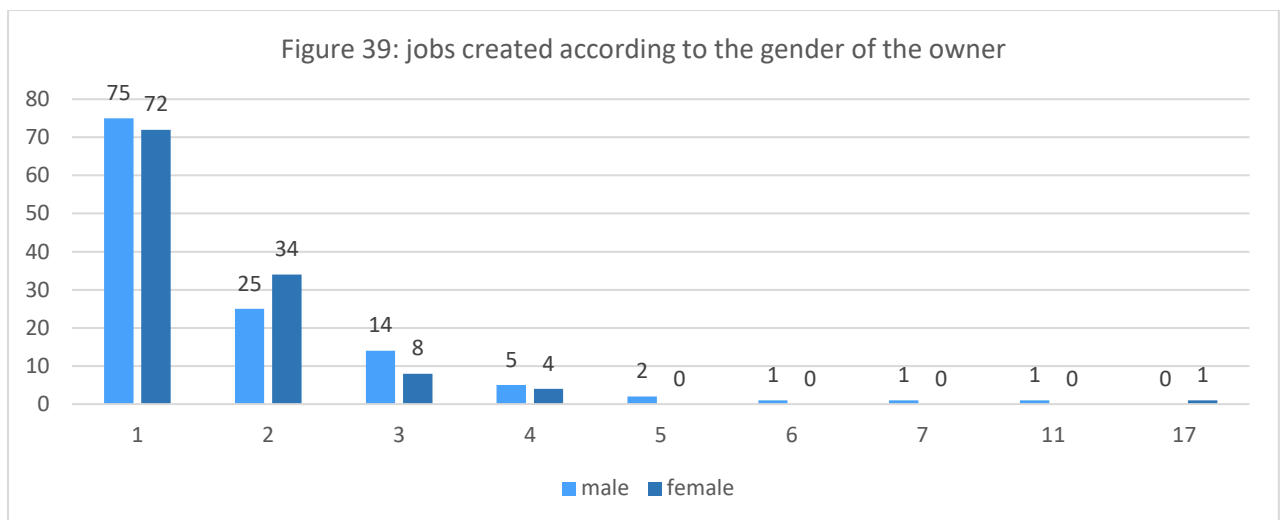
We reviewed the main project impacts especially income and job creation and reviewed them by nationality, gender and location to find if the targeted groups were impacted differently.

For job creation, the evaluation found that on average Enterprises owned by Egyptians has created on average 1.79 job while the Enterprises owned by Syrians has created on average 1.7 jobs.

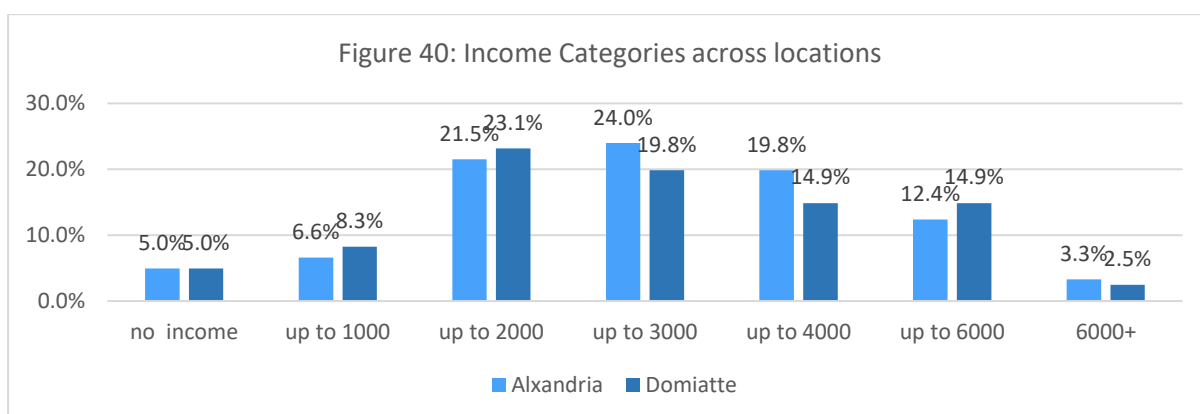
The interviewed sample has shown that 118 Syrians and 29 Egyptians are working alone in their enterprises so the grants for them has created 1 job. Also 18 Egyptians and 41 Syrians has employed additional 1 person with them, so their grants have created 2 jobs, 2 Egyptians and 7 Syrians has employed 3 persons in addition to them. Also 2 Syrians have employed 4 persons in addition to them. 3 Syrians has employed 6, 7, and 11 persons respectively, this data was generated from a direct question to the beneficiaries on how many additional people works with you in your enterprise.



75 enterprises owned by men and 72 enterprises owned by men has created 1 job, 25 enterprises owned by men and 34 owned by men has created 2 jobs, 14 enterprises owned by men and 8 enterprises owned by men has created 3 jobs each. 5 enterprises owned by men and 4 enterprises owned by men has created 4 job. On the gender level on average women owned Enterprises has created 1.72 jobs and it is nearly equal to jobs created by men 1.72



As for income impact across locations, the evaluation team found no significant impact across the two governorates as the following figure shows. Around 5% still with no income around 4.1% at early stage of their enterprises and around .9% has stopped their business due to marketing pressure, 6.6% in Alexandria and 8.3% in Damietta generate up to 1000 EGP monthly, 21.5% in Alexandria and 23.1% in Damietta generate around 2000 EGP. Monthly. 24% in Alexandria and 19.8% in Damietta generate around 3000 EGP. Monthly, 19.8% in Alexandria and 14.9% in Damietta generate around 4000 EGP. Monthly, 12.4% in Alexandria and 14.9% in Damietta generate around 6000 EGP. Monthly, finally, 3.3% in Alexandria and 2.5% in Damietta generate more than 6000 EGP monthly.



Finally, the grants value varied according to the benefactrices business plans that they submitted and discussed with the mentors and NGOs and their business sizes; grant values started from 1500 EGP. To 25000 EGP. The average grant value for men equal to 14940 EGP. Compare to 12672 EGP. For women

As per location average grant value in Alexandria reached 14505 in compression to 13164 EGP. In Damietta. As for grant values per nationality, Egyptian received on average 14658 and Syrians received on average 13554 EGP.

Table 20: grant value across groups

	Grant value
Men	14940
Women	12672
Alexandria	14505
Damietta	13164
Egyptian	14658
Syrians	13554

All groups, location and nationalities were equally positive impacted by the project.

7-5 have women benefited equally?

- **Have the women benefited at least equally from the project/programme in comparison to the men?**

Out of 119 women interviewed by the evaluation team, all of them attended enterprise your life training, 100% received financial grant to start an SMEs, women attended technical training courses such as hair dressing, cooking, and sewing in addition to awareness about MSMES available services more than men. Focus group discussion has shown that many of Syrian women weren't working before coming to Egypt that is why the technical training was important to them.

Table 21: Benefit by gender

	Gender	No. beneficiaries	%
enterprise your life	male	124	100
	female	119	100
financial grant to start MSME	male	124	100
	female	119	100
follow-up by the trainer	male	114	91.9
	female	110	92.4
marketing	male	109	87.9

	female	92	77.3
retail management	male	94	75.8
	female	58	48.7
Services management	male	76	61.3
	female	37	31.1
financial literacy/ loans awareness	male	61	49.2
	female	45	37.8
awareness about MSMES available services	male	56	45.2
	female	72	60.5
saving groups	male	16	12.9
	female	27	22.7
sewing	male	4	3.2
	female	12	10.1
Sweet / cooking	male	6	4.8
	female	20	16.8
hair dressing	male	6	4.8
	female	12	10.1

7-6 Impact of Aflateen Clubs

- **What is the impact on the youth--both for girls and boys--and the communities after implementing the initiatives and Aflateen sessions within the communities?**

The project created significant impact on youth, as seen by the results. When asked about the impact of the project on the youth's personal skills as well as their self-confidence and leadership skills, 100% of the Egyptians said that it was a positive impact. 93.8% of Egyptians saw that the project had appositive impact on their role in society while 6.3% viewed it as neutral. Additionally, 96.9% of Egyptians saw that the project had a positive impact on gender equality while 3.1% viewed it as negative as they were more concerned about the overlap of the program with their school classes.

Table 22: The impact of the project on: (For the Egyptians)

	Neutral	Negative	Positive
The impact of the project on your personal skills			100.0%
The impact of the project on your self-confidence and leadership skills			100.0%
The impact of the project on your role and the role of youth in society	6.3%		93.8%
Impact of the project on gender equality		3.1%	96.9%
The impact of the project on the relationship between the Egyptians/Syrians	3.1%		96.9%

As for Syrians, 97.9% of them reported a positive impact on their personal skills and 95.8% on their self-confidence and leadership skills. 89.6% of Syrians reported that the project had a positive impact on gender equality, 4.2% saw that the impact was negative and 6.3% were neutral. Finally, 87.5% of Syrians saw that the project had a positive impact on the relationship between Egyptians and Syrians, 4.2% saw that it was a negative impact and 8.3% were neutral.

Table 23: The impact of the project on: (For the Syrians)

	Neutral	Negative	Positive
The impact of the project on your personal skills	2.1%		97.9%
The impact of the project on your self-confidence and leadership skills	4.2%		95.8%
The impact of the project on your role and the role of youth in society	2.1%	2.1%	95.8%
Impact of the project on gender equality	6.3%	4.2%	89.6%
The impact of the project on the relationship between the Egyptians/Syrians	8.3%	4.2%	87.5%

The impact that influenced these young people did not stop at them, rather they extended it to others in their community. 65.5% of Egyptians and 60.4% of Syrians tried to teach others what they learned in their training.

Finally, in terms of the actual skills that they gained from the training during the project, younger beneficiaries reported several soft skills and also technical skills. For instance, 31.3% of Egyptians and 29.2% of Syrians gained the skills of self-expression from the interaction with others and conducted their initiatives. 21.9% of Egyptians and 35.4% of Syrians also reported learning to be more confident in themselves. 21.9% of Egyptians and 18.8% of Syrians learned project management skills also from carried out their own initiatives. Finally, many also reported learning about how to manage their money and savings as well as learning about first aid.

Table 24: What are the most important skills you learned from the project?

	Egyptians	Syrians
Self- confidence	21.9%	35.4%
Self-expression	31.3%	29.2%
Project management	21.9%	18.8%
Communication	6.3%	12.5%
Respecting others	6.3%	0.0%
Self-protection	3.1%	6.3%
Savings	15.6%	20.8%
Developing initiatives	3.1%	10.4%
First aid	15.6%	6.3%
Positive aptitude	3.1%	0.0%
Leadership	3.1%	2.1%
Gender equality	18.8%	4.2%
Active citizenship	9.4%	12.5%
Social cohesion	12.5%	12.5%
None	0.0%	2.1%

The results from the FGDs show that young people believe in the impact of the project. For instance, when asked about how the project impacted the view of their roles in society, both young boys and girls reported that after the project, they feel more responsible towards their community and society. They now understand that their actions impact those around them and can share their voices regarding issues that matter to them.

More notably, Syrian youth reported in these FGDs that before coming to Egypt, they were fearful of not being able to interact and integrate with the Egyptian community and being

bullied. However, after the training, they were able to grow closer and interact on a more personal level and create connections.

It was also reported in both male and female FDGs that the youth become friends and their families connected with each other. Moreover, within the female FDGs, they reported that before the training, they were shy and not sociable, however, after the training, they grew out of their comfort zones and are now able to express themselves more freely.

7-7 Positive and negative impacts

- **What are the positive and negative changes produced by the project, directly or indirectly, intended or unintended?**

Impact of the project on beneficiaries' lives, financial ability and family

The results show that the project has significantly impacted the beneficiaries' lives especially regarding aspects such as financial ability, their family's health and education and their relationship with others. For instance, the majority of beneficiaries reported having a positive impact on their income, and the relationship between Egyptians and Syrians.

	Nationality	Positive	Negative	Neutral
Impact on income	Egyptian	93.4%	1.6%	4.9%
	Syrian	82.4%	3.4%	14.2%
	Syrian	62.1%	3.4%	34.5%
Impact on relationship between Egyptians and Syrians	Egyptian	86.9%	-	13.1%
	Syrian	86.3%	-	13.7%

For those who mentioned negative impacts, they mentioned mainly challenges relevant to prices increase and market challenges. In FDGs both men and women confirmed no negative impacts for the project.

The beneficiaries were also asked about the impact of the project on other factors. For instance, when asked about whether the project was able to help them increase their independence through providing activities that generate income or improve their skills, 100% of Egyptians said yes while 93.8% of Syrians said no. Similarly, when asked about whether the project was able to help them increase their relationship with their community, neighbors and people they work with, 100% of Egyptians said yes while 90.0% of Syrians said no. Lastly, when asked about whether they participated in other group projects during or after Hope Together only 13.1% of Syrians said yes while 4.9% of Egyptians said yes.

	Yes
	Egyptian 100.0%

Did the project help you increase your independence through providing income-generating activities or improving your skills	Syrian	93.8%
Did the project help you increase your independence through funding opportunities or creating an enabling environment for women and girls?	Egyptian	88.3%
	Syrian	80.1%
Did the project help you increase your relationship with your community, neighbors and people you work with?	Egyptian	100.0%
	Syrian	90.9%
Did the project help you improved the relationship between Egyptians and Syrians?	Egyptian	95.1%
	Syrian	93.8%
Did the project help you help your family, through training and production inputs, to be able to work and meet your basic needs (e.g., food and drink)?	Egyptian	95.1%
	Syrian	85.2%
Did you participate in a company, small group project or group company during or after the project?	Egyptian	4.9%
	Syrian	13.1%

Those who answered that there was in fact a reduction in inequality reported that it was due to several reasons most notably, 40% of Egyptian youth reported that having the equality in interactions and activities between both genders. Similarly, 62.5% of Syrians saw that it was due to the cooperation and the teamwork between them.

	Egyptians	Syrians
Self-expression	16.0%	12.5%
Equality in the activities and interactions	40.0%	34.4%
Cooperation/ teamwork	24.0%	62.5%
Freedom of choice	24.0%	6.3%

- **What impact was most valuable to project beneficiaries? Why? And what interventions they think didn't help them or minimally did? Why?**

The most valuable interventions that created a significant impact with the beneficiaries were all related to the training and the grant. For instance, 48% of the beneficiaries responded that the most beneficial interventions were the different types of trainings provided. 41.8% of them saw that the marketing training was the most impactful. Finally, 54.9% of them saw that the grants and the materials were the most important.

	Percentage
Different types of the trainings (8 days / Management/ Saving / cooking / sewing / Beauty Salons/ selling /technical	48.0
E- marketing/ Marketing Training	41.8
grants / materials	54.9
Managing the enterprise / Decision making	5.7
Increase income	3.3
Preparing Feasibility study	4.1
Independence	7.8
Social life	5.3
The enterprise is just starting	1.2
Monitoring the enterprise/ training delivery	5.7

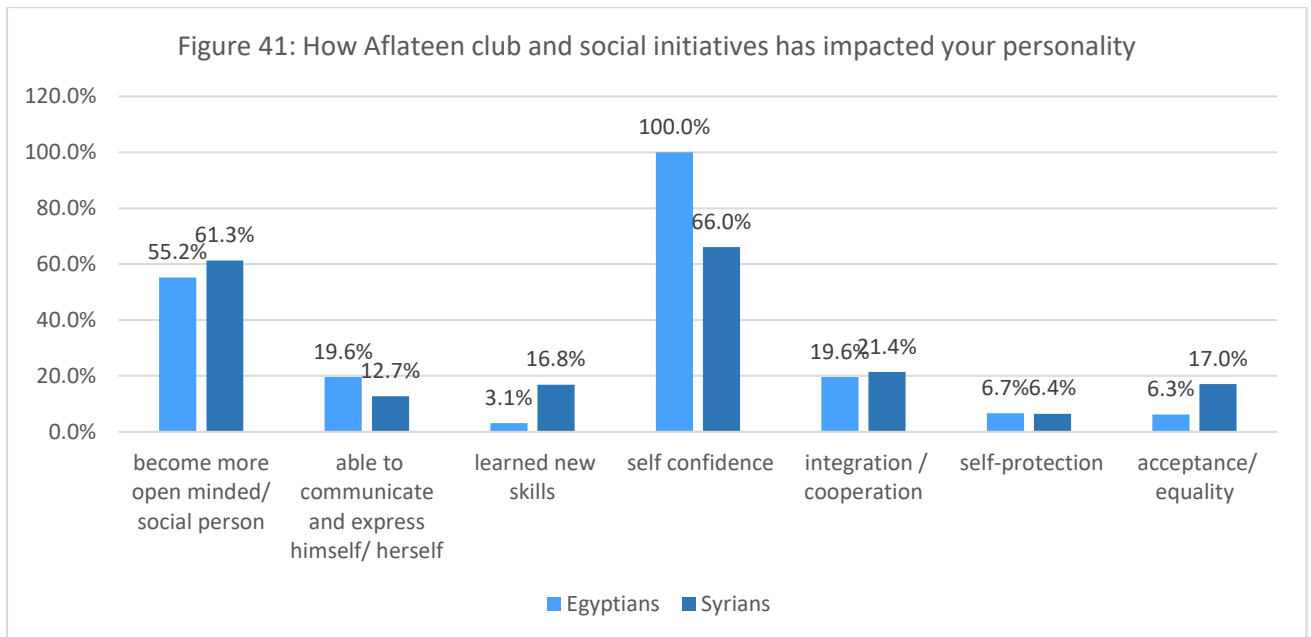
savings group	0.8
I don't know	5.7

On the other hand, there were some interventions that were not valuable to the beneficiaries or created little impact. 5.4% of the adults reported that the training itself had issues for example the content itself such as the mental support session. Others thought that it was due to the delivery of the content or the visits they conducted. 2.2% of the adult beneficiaries had issues with the size of the grant and other financial issues.

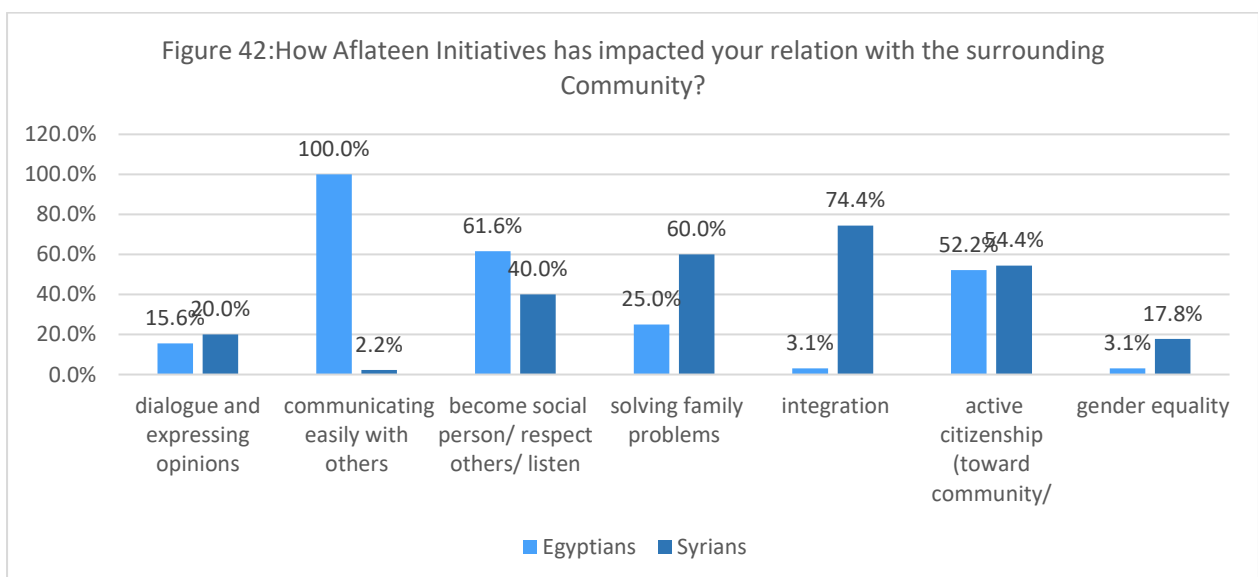
Table 29: What were the 3 interventions that were not beneficial?	%
None	89.7%
Timing	1.8%
procedures	0.4%
independence of beneficiaries/lack of follow-up	0.9%
Training content/ delivery/ procedures/examinations/visits	5.4%
crowdedness of trainings together	0.9%
Size of grant/financial issues	2.2%
classification/categorization of trainees	0.4%
location/food	0.9%
inability to share with family member	0.4%

The impact of Aflateen club and the relevant initiatives of youth was measured on 4 levels; the impact on youth personality, relationships with the surrounding Community, relationships with the family and relationships with the other nationality, 4 direct open questions were asked to measure these dimensions, each question asked about the most important 3 impacts of each dimension and answers were recoded.

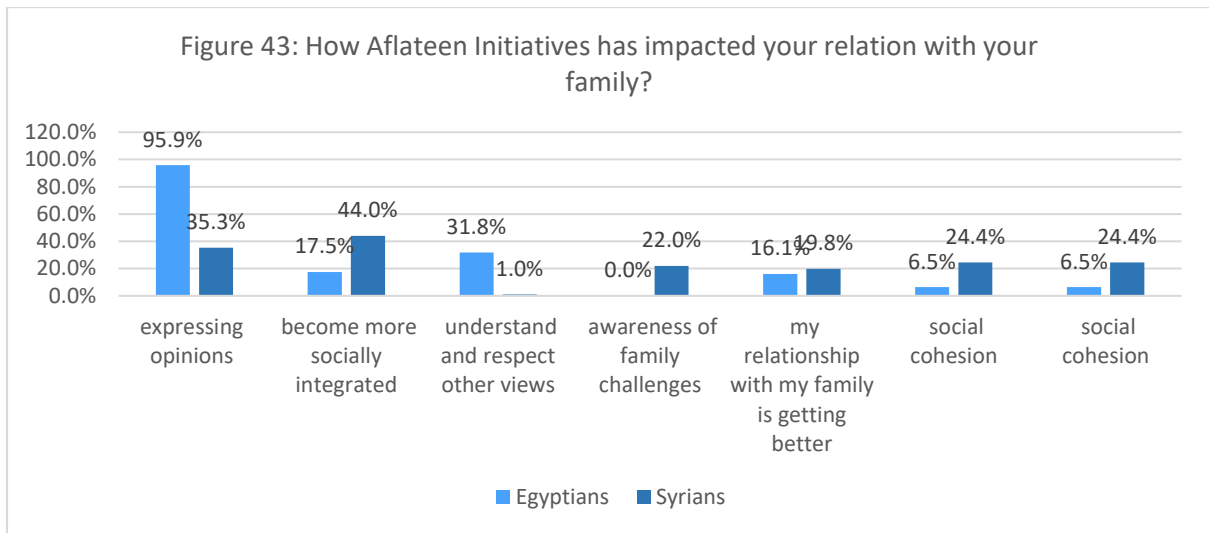
When asked about how Aflateen club and social initiatives has impacted/ changed your personality, 100% of Egyptian youth and 56% of Syrian youth mentioned self-confidence, 55.2% of Egyptian and 61.3% of Syrians mentioned being open minded and social person. 16.6% of Egyptians and 21.4% of Syrians mentioned integration and cooperation, 19.6% of Egyptians and 12.7% of Syrians mentioned communication and self-expression. 6.3% of Egyptians and 17% of Syrians mentioned acceptance and feeling equal.



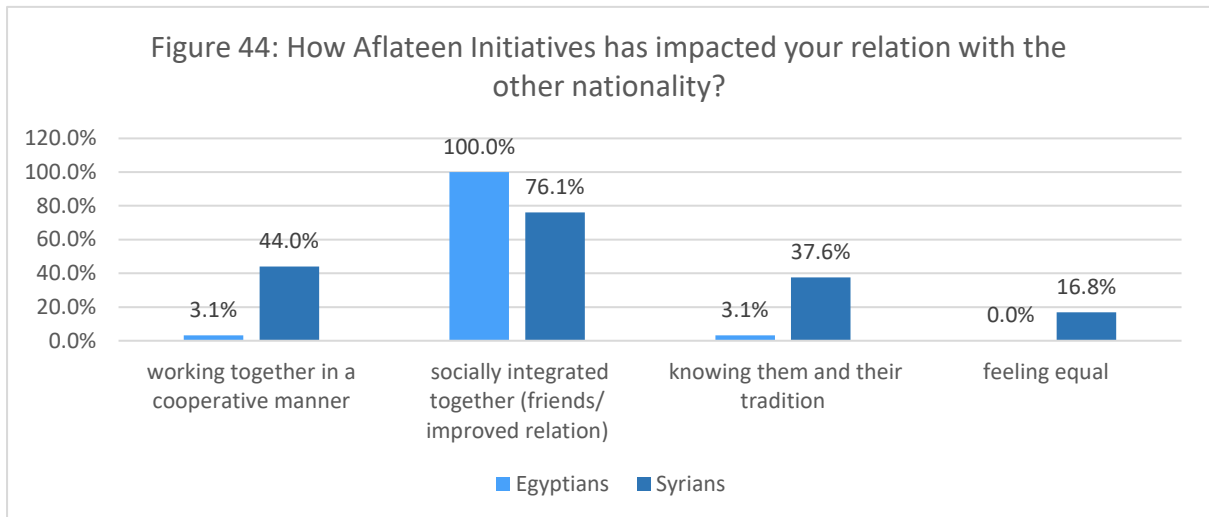
As for the relation to the with the surrounding Community impacts varied as 100% of Egyptians valued more easy communication with others compared to 2.2% of Syrians, also 74% of Syrians valued integration compared to 3.1% of Egyptians. 52.2% Of Egyptians and 54.4% of Syrians valued active citizenship toward the community, 61.6% of Egyptians and 40% of Syrians mentioned becoming social person.



As for the relationship with the family 95.9% of Egyptians, 35.3% of Syrians think the project helped them to be more self-expressing, 17.5% of Egyptians and 44% of Syrians mentioned being socially integrated, 16% of Egyptians and 19.8% of Syrians mentioned better relationship with family.



Finally, the relationship to the other nationality, 100% of Egyptians and 76.1% Syrians felt more integrated, 3.1% of Egyptians and 37.6% of Syrians become more aware of others tradition, 16.8% of Syrians felt more equal, and 3.1% of Egyptians and 44% of Syrians become more cooperative toward each other's.



As for negative impacts, some student mentioned attending with the program has overlapped their study classes as some of them were preparing for Secondary schools final year test.

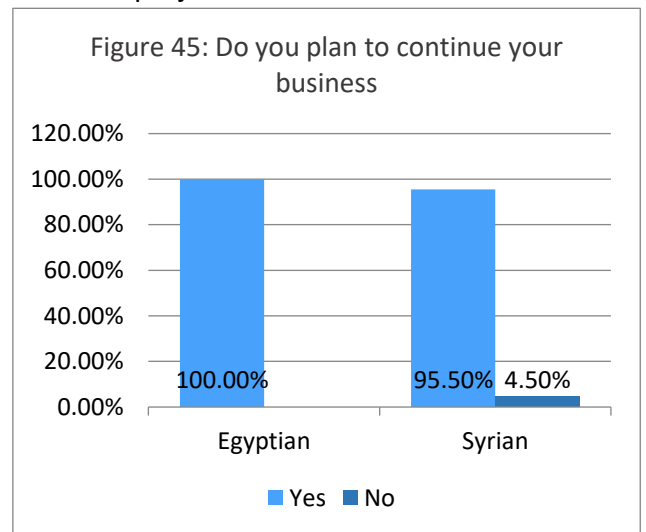
8-Sustainability

Are the changes brought about by the project resilient and sustainable? Why or why not? Key areas of investigation include businesses profitability and sustainability; sustainability of social cohesion and gender equality gains; institutionalization of results. Additional factors can be added by the consultant or even come from the sampled target.

8-1 Businesses Profitability and Sustainability:

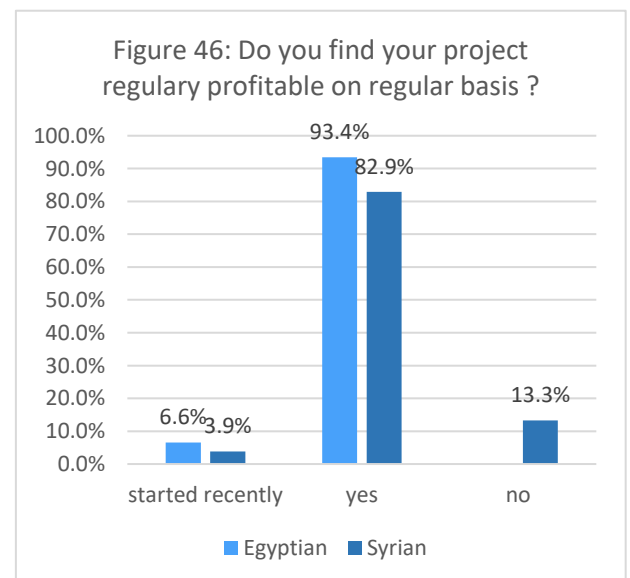
By asking the sample, whether they plan to continue their project or not? Their answers confirmed that 100% of the Egyptians and 95.5% of the Syrians will continue their enterprises and plan to develop them. They are motivated to work on the same project for some reasons, such as 62.3% of the Egyptians and 58.2% of the Syrians want to expand their projects. In addition, 31.2% of the Syrians and 29.5% of the Egyptians desperately need the income to cover their expenses for themselves and their families. Only 8.2% of the Egyptians and 10.0% of the Syrians have a target to gain more income.

However, only 4.5% of the Syrians don't plan to continue their project because of some challenges, as the raw materials for the project are so expensive. Most of the sample found their enterprises profitable.



For these enterprises to grow, business owners need to invest in their enterprises rather than spending on family expenses. The investment of income is critically important to grow their enterprises. If the current spending pattern continue, they will still have profitable source of income but still not growing much.

To ensure the sustainability, to encourage them to continue their project. Most of them want to get access to additional cash investment to mitigate the prices increase by 73.8% for the Egyptians and 72.6% for the Syrians. Moreover, 18.00% of the Egyptians and 11.40% of the Syrians agree that they need more training, especially the practical training such as (business development/marketing/poultry/sewing/English). In addition, 12% of the Syrians need support and follow-up with their projects. 6.6% of Egyptians need some awareness and marketing to facilitate access to more markets.



	Egyptian	Syrian
additional cash investment to mitigate the prices increase	73.80%	72.60%
provide location for enterprise	3.30%	4.60%
more trainings on online marketing / English courses	18.00%	11.40%
poultry		
provide marketing/awareness/facilitate access to markets	6.60%	4.60%
support and follow up	4.90%	12.00%
Provide more tools/machinery/materials/utilities	3.30%	2.90%
provide transportation	0.00%	0.60%
Help to scaling up the enterprise	3.30%	1.70%

8-2 Business sustainability

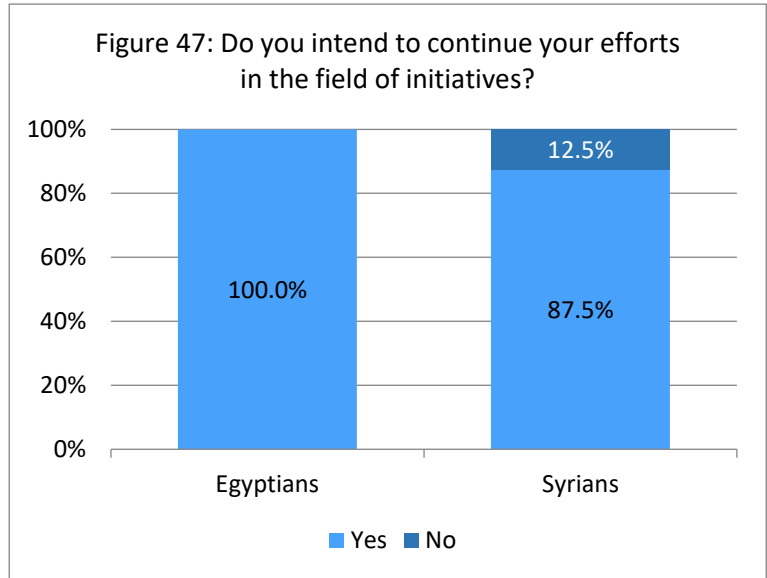
The respondents were asked about several factors that determine their level of good management practices. These factors reflect the sustainability of their businesses. First, the beneficiaries were asked about their businesses ability to generate regular sales as opposed to seasonal sales. 63.9% of Egyptians responded that their business did in fact generate regular sales while only 46.3% of Syrian businesses did. Similarly, most of the beneficiaries have businesses that generate profits with Egyptians at 95.1% and Syrians at 80.9%. In terms of use of digital technology as well as modern marketing techniques, Syrians tend to use those services more than Egyptians. For instance, 79.7% of Syrians advertise their products through Facebook pages or as pamphlets or even displaying them in front of their shop while 63.9% of Egyptians do the same. Moreover, 87.6% of Syrians used Social Media platforms such as WhatsApp or Facebook to manage and communicate with their customer base. On the other hand, only 68.9% of Egyptians use these services. When asked about whether they promote or plan to promote their employees in the future 68.9% of Egyptians said they would while 52.2% of Syrians said they would. When asked about whether they set monthly sales targets, 68.9% of Egyptians responded that they do while 58% of Syrians do. Lastly, the participants were asked about whether they issued formal papers and certificates for their business. These papers include registration certificates, tax cards and health certificates. 21.3% of Egyptians said that they did while 19.2% of Syrians did. This highlights the deficiency in the business environment and the size of the informal sector.

	Nationality	Yes	No
Does your business generate regular sales?	Egyptian	63.9%	36.1%
	Syrian	46.3%	53.7%
Does your business generate profits?	Egyptian	95.1%	4.9%
	Syrian	80.9%	19.1%
Do you advertise your products through Facebook pages/on front of the shop/print pamphlets/any other advertising method?	Egyptian	63.9%	36.1%
	Syrian	79.7%	20.3%
Do you promote your employees/intend to promote in the future?	Egyptian	68.9%	31.1%
	Syrian	52.2%	47.8%
Do you set monthly sales targets?	Egyptian	68.9%	31.1%
	Syrian	58.0%	42.0%

Do you use any technology such as WhatsApp or Facebook to respond to customers?	Egyptian	68.9%	31.1%
	Syrian	87.6%	12.4%
Did you issue formal papers for your business such as registration certificate, tax card or health certificate?	Egyptian	21.3%	78.7%

For the youth, 100% of the Egyptians youth and 87.5 of the Syrians intent to continue in the field of initiatives.

For these reasons, they have some incentive to continue in the field of initiatives. 84.2% of the Syrians and 74.2% of the Egyptians agree that the initiatives impact their personality to learn more skills. 10.5% of the Syrians confirmed that the initiatives were useful; they got more opportunities and they became socially cooperative. In addition, 19.4% of the Egyptians become more socially cooperative, 9.7% get more opportunities, and 6.5% confirmed that the initiatives were useful, and they can express themselves.



On the other hand, 12.5% of the Syrian youth won't continue in the field of the initiatives because of these reasons: 83.3% of them agree that they have work, or they will travel and 16.7% need more time to study.

Reason	Syrians
I need time to study	16.7%
I have work/ travel	83.3%

Youth have some expectations that Hope Together can do for encourage them to continue in the initiatives such as: 34 % of the Syrians and 21.9 % of the Egyptians need more trainings in (English/ engineering/ computer). 25% of the Egyptians and 6.4% of the Syrians need more support. Also, 18.8% of the Egyptians and 17% of the Syrians emphasize on suitable time for their training. Moreover, 28.1% of the Egyptians and 25.5% of the Syrians agree that everything is fine and nothing to be added.

	Egyptian	Syrians
Better training time	18.8%	17.0%
Change training location/ open location / online	6.3%	2.1%
New topics for initiatives	9.4%	6.4%
Continuity of support	25.0%	6.4%
More trainings (English/ engineering/ computer)	21.9%	34.0%
Paying transportation/ training in near areas	0.0%	17.0%
Financing initiative/ social enterprises	12.5%	10.6%

8-3 Sustainability of gender equality gains

To measure gender equality on the adult sample based on the sample's responses to different aspects such as: The responsibility aspect: 71.8% of females agree that women are able to handle family responsibilities like men, while 65% of males confirm that women are able to handle family responsibilities like them. Also, 94.9% of the females, compared to 79.7% of the males, see that women have the right to work. The lower percentages of males in the sample return to their belief that it is unfair for women to handle family responsibilities alone.

For the position part, the percentage of women having the same position as men in the family is similar between males and females at 78% and 74.4%, respectively. However, 91.8% of the males refuse that the need of families is a justification for not completing girls' education, compared to 17.9% of females agree that their girls should not complete their education because of family needs.

For the Preference aspect, 98.4% of males and 99.1% of females agree that it isn't justified to give preference to boys over girls in the right to health care because of the families need. In addition, 80.5% of males and 90.6% of female see that customs and traditions prevent women for not having their own business. Also, 94.0% of female confirmed that that play a role in the decision-making of the family like men.

For the violence aspect, 80.5% and 82.9% for males and females, respectively, see that it isn't justified to yell at a wife when she makes any mistake. Furthermore, 100% of the males and females agree that it isn't acceptable to hit women. 89.3% of the males and 79.5% of the females said that it isn't the husband's right to take his wife's salary or part of it. However, 16.2 percent of females agree that their husband can sometimes take their salaries to cover the family's needs, and they share the responsibilities together.

For the economic development and gender aspect, 96.6% of the females and 85.4% of the males agree that access to small enterprise services is supposed to take into account gender equality. Also, access to markets was supposed to be available to both genders at 90.9% for males and 94.8% for females. Furthermore, 95.1% and 98.3% of males and females agree that women should have access to technology and use it in their projects, respectively.

Table 34: Gender equality for adults

			Yes	No	They are the same
Responsibilities	In your opinion, are women able to handle family responsibilities like men	Male	65.0%	22.8%	12.2%
		Female	71.8%	18.8%	9.4%
	In your opinion, do women have the right to work	Male	79.7%	13.0%	7.3%
		Female	94.9%	1.7%	3.4%
Social Position	In your opinion, do women have the same position as men in the family	Male	78.0%	14.6%	7.3%
		Female	74.4%	17.1%	8.5%
	In your opinion, is the need of families a justification for not completing girls' education?	Male	5.7%	91.8%	2.5%
		Female	17.9%	78.6%	3.4%
Preference	In your opinion, in the case of a family need, is it justified to give preference to boys over girls in the right to health care?	Male	0.8%	98.4%	0.8%
		Female		99.1%	0.9%

	In your opinion, are customs and traditions a justification for women not having their own business	Male	12.2%	80.5%	7.3%
		Female	6.0%	90.6%	3.4%
	In your opinion, do women play a role in the decision-making of the family like men	Male	78.0%	7.3%	14.6%
		Female	94.0%	3.4%	2.6%
Violence	In your opinion, is it justified to yell at a wife when she makes a mistake?	Male	10.6%	80.5%	8.9%
		Female	11.1%	82.9%	6.0%
	In your opinion, is it acceptable to hit women	Male		100.0%	
		Female		100.0%	
In your opinion, is the husband entitled to receive his wife's salary or part of it?	Male	3.3%	89.3%	7.4%	
	Female	4.3%	79.5%	16.2%	
Economic development and gender	In your opinion, is access to small enterprise services supposed to take into account gender equality considerations?	Male	85.4%	10.6%	4.1%
		Female	96.6%	0.9%	2.6%
	In your opinion, is access to markets supposed to be available to both genders?	Male	90.9%	5.0%	4.1%
		Female	94.8%	3.4%	1.7%
	In your opinion, women's access to technology and applying it in their projects is necessary	Male	95.1%	4.1%	0.8%
		Female	98.3%	0.9%	0.9%

As for youth, we have the same aspect to measure the gender equality:

The responsibility aspect: 68.3% of females and 73.3 % of males agree that girls are able to handle family responsibilities like males. Also, 97.6 % of the females, compared to 73.7 % of the males, see that girls have the right to work.

For the position part, the percentage of girls having the same position as men in the family is similar between males and females at 89.5 % and 75.6 %, respectively. However, 78.9 % of the males and 85.4% of the females refuse that the need of families is a justification for not completing girls' education.

For the Preference aspect, 97.4% of males and 97.6 % of females agree that it isn't justified to give preference to boys over girls in the right to health care because of the families need. In addition, 78.9% of males and 87.8% of female see that customs and traditions prevent girls for not having their own business. Also, 94.7 % of males confirmed that that play a role in the decision-making of the family like men.

For the violence aspect, 60.5% and 78% for males and females, respectively, see that it isn't justified to yell at a girl when she makes any mistake. Furthermore, 86.8% of the males and 95.1% of females agree that it isn't acceptable to hit women.

For the economic development and gender aspect, 87.8 % of the females and 89.5 % of the males agree that access to small enterprise services is supposed to take into account gender equality. Also, access to markets was supposed to be available to both genders at 97.4% for males and 87.8 % for females. Furthermore, 94.7 % and 100 % of males and females agree that women should have access to technology and use it in their projects, respectively.

Table 35: Gender equality for youth

			Yes	No	They have the same
Responsibilities	In your opinion, are girls able to handle family responsibilities like male	Male	57.9%	39.5%	2.6%
		Female	68.3%	19.5%	12.2%
	In your opinion, do girls have the right to work	Male	73.7%	21.1%	5.3%
		Female	97.6%	2.4%	
Social Position	In your opinion, do girls have the same position as males in the family	Male	89.5%	5.3%	5.3%
		Female	75.6%	2.4%	22.0%
	In your opinion, is the need of families a justification for not completing girls' education?	Male	18.4%	78.9%	2.6%
		Female	9.8%	85.4%	4.9%
Preference	In your opinion, in the case of a family need, is it justified to give preference to boys over girls in the right to health care?	Male	2.6%	97.4%	-
		Female	2.4%	97.6%	-
	In your opinion, are customs and traditions a justification for girls not having their own business	Male	21.1%	78.9%	
		Female	4.9%	87.8%	7.3%
	In your opinion, do girls play a role in the decision-making of the family like males	Male	94.7%	5.3%	
		Female	87.8%	9.8%	2.4%
Violence	In your opinion, is it justified to yell at a girl when she makes a mistake?	Male	28.9%	60.5%	10.5%
		Female	7.3%	78.0%	14.6%
	In your opinion, is it acceptable to hit girls	Male	10.5%	86.8%	2.6%
		Female		95.1%	4.9%
Economic development and gender	In your opinion, is access to small enterprise services supposed to take into account gender equality considerations?	Male	89.5%	10.5%	
		Female	87.8%	9.8%	2.4%
	In your opinion, is access to markets supposed to be available to both genders?	Male	97.4%	-	2.6%
		Female	87.8%	4.9%	7.3%
	In your opinion, women's access to technology and applying it in their projects is necessary	Male	94.7%	5.3%	-
		Female	100.0%	-	-

9- Scale up and innovation

- What is the level of innovation, the replicability and the potential for scaling up?
- How have changes been institutionalized at different levels?
- What is the impact of the youth lead initiatives in the communities they were implemented and how the initiatives have impacted youth themselves?

9-1 the replicability and the potential for scaling up

- What is the level of innovation, the replicability and the potential for scaling up?
The project has achieved income increase up to 64% and created on average 1.72 jobs of each grant. This performance is outstanding taking into consideration the challenges of covid-19 on the economy.

The project is highly recommended for scaling up and replication for several reasons:

- PIE has managed to implement a successful and impactful project, that transformed the lives of those beneficiaries from being unable to find a job and competing for a low paid job to be active business owners who hire others to work in their enterprises.
- So, The project is highly recommended for the following reasons:
 - Achieved a remarkable income increase 64%
 - Created new jobs up to 1.7% for each grant.
 - Having strong outreach in the community
 - Aflateen clubs created strong social impact on youth
- However, the following modifications need to be studied:
 - Offer more advanced training level for incubation phase
 - Set an incubator that works to grow these enterprises to bigger levels. incubators should work to offer more sophisticated consultation one to one.
 - Conduct market studies to define products needs/ support beneficiaries to conduct these studies under consultant supervision
 - Benefit from the partnership with the investor association in Damietta to link the beneficiaries to some investor supply chain. That will create more Business to Business B To B sales opportunities. In general Business to Business B To B sales are more profitable and sustained.
 - Business to Business B To B also can decrease the market competition in the local market faced by the beneficiaries; as they can sell their products to the already active enterprises with market share.
 - Sustain the gathering meeting practices as a useful learning tool where beneficiaries discuss the challenges they face and learn from each other's.

As for Aflateen club it is also strongly recommended to be replicated and expanded to new categories taking into consideration the following

- Offering basic transportation fees for students
- Upgrade their initiative to reach more youth
- Expand the audience using social media as advocacy tool.

9-2 How to institutionalize changes?

- How have changes been institutionalized at different levels?
 - PIE need to create stable incubators that offer support to small business
 - These incubators need to be equipped with reading materials, videos, experts and support
 - They also need to be linked to the entrepreneurship community in Egypt such as AUC venture lab, flat lab 6, Alexandria bank entrepreneurship program and relevant incubators in Egypt. PIE need to actively engage in the entrepreneurship market under the social enterprises theme, their absence will be linked to strong case of the marginalized groups.
 - Plan Also need to review their current entrepreneurship programming depending on lesson learned from this project such as shorter projects timeline to avoid beneficiaries drop out, also add gathering meeting as a new leaning tool, invite success models to inspire beneficiaries to grow their project and enhance learning, enhance the training materials taken into

consideration the multilevel of entrepreneurship ideation, incubation and growth.

9-3 Innovative Aspects

- Are there any innovative aspects of the project identified during the evaluation, if so please describe?

The project has several innovations such as:

- Aflateen club approach of social cohesion, the approach is very innovative and creative, and it had lasting impact on how youth act toward their community and family.
- The use of study results follow-up sheet to track the implementation and recommendations of the mid-term and baseline studies
- Gathering meeting between beneficiaries to enhance the learning, this gatherings meeting is used by other donors in other fields like agriculture where beneficiaries implement recommendation and share the experience of this implementation together.
- Saving groups, it is very innovative and needed as an alternative to insurance and protection services that are absent in the community. These saving groups allow beneficiaries to save a small amount of money, as the saving groups is getting critically important during the time being, they need to take into consideration some aspects, beneficiaries need the saving group to be supervised by the NGOs also they need the information on the schedules and timing. PIE can offer a small % of support to these groups to grow them.

With regard to Youth they considered Aflateen club an innovation mechanism. The younger beneficiaries reported great benefit from it and learned new practices. 65.6% of Egyptians and 58.3% of Syrians reported learning and applying new practices.

Furthermore, according to the FGDs with the youth, they also found that Aflateen was an innovation especially with activities where they were able to become ambassadors for the club and speak in its name. They also enjoyed creative activities such as the recycling and visiting the streets to implement this activity. Finally, they reported the creativity in implementing the indicatives themselves and learning how to plan and achieve their goals.

From their point of view, certain projects can be repeated and scaled up. The FDG for girls included activities such as implementing projects and initiatives themselves as well as awareness for women's freedom, the first aid initiative, child labor and bullying. The FGD with boys reported that they would like the theater activities and environmental protection activities to be repeated and scaled up. They also added that they would like to implement these activities in more locations and bigger communities.

10- Learning

- How do we learn from the project and share the learning to improve programmers?
- What has been successful in the partner selection, capacity development, knowledge exchange for quality implementation

10-1 Lessons learned

PIE team found that field visits conducted to the beneficiaries before and after receiving the cash are crucial as this strengthens our credibility and shows to our participants that it is important for us to keep following and supporting them to help in the success of their projects, in addition to providing technical support.

Psychosocial support has been found to largely contribute to trainees' psychosocial wellness and wellbeing as it helps them cope with their present situation and manage their expectations for the future. In fragile contexts, people might have suffered from traumatic experiences, including from gender-based violence, and therefore may require specialized support. The form psychosocial support takes ranges from individual sessions to group discussion

Coaching and mentoring of role models who have successful business is very important for guiding other beneficiaries who attended EYL to understand their motivations, values and aspirations to facilitate their transition from learning to work.

As for the beneficiaries for the lessons learned from the project, 16.7% of the Egyptians and 19.1% of the Syrians become more self-confidence, 16.7% of the Egyptians and 12.4% of the Syrians reported an improvement in their social lives. In addition, 23.3% of the Egyptians and 26.4% of the Syrians agree that they need marketing activities for their products. Also, 10% of the Egyptians learned how to deal with their clients, while 15.7% of the Syrians increased their income. Moreover, 10.0% of the Egyptians and 11.2% of the Syrians had more experience. 8.3% of Egyptians can manage their projects. More than 13% of both nationalities gain personal skills (patience, perseverance, responsibility, hope, saving). In addition, 20% of both nationalities benefit from the grants, but they need additional funds to cover the inflation and price increases of inputs.

	Egyptian	Syrian
Personal skills (Patience / Perseverance / Responsibility/ hoping/ Saving)	13.3%	13.5%
Additional fund to cover the inflation and price increase of inputs	20.0%	20.8%
Self confidence	16.7%	19.1%
Improving their social life	16.7%	12.4%
Marketing activities for their products	23.3%	26.4%
Dealing with the clients	10.0%	9.0%
Increasing the income	10.0%	15.7%
The enterprise is just starting	0.0%	0.6%
More experience	10.0%	11.2%

All is fine	1.7%	1.1%
Managing the project	8.3%	4.5%
More trainings	8.3%	7.3%
Improving and follow up the current projects	1.7%	2.2%
Continuation Hope together project	3.3%	1.1%
Starting my own project	3.3%	4.5%
continuation of the project	1.7%	3.4%
benefiting from training	1.7%	2.8%
Feasibility study and market studies	3.3%	6.2%
Separate training for each gender	0.0%	0.6%

The beneficiaries have some comments that can improve the implementation of Hope together such as; 14.8% of the sample adjusts the grants to be larger and given faster. Also, 4.5% of the sample adjust the training content, provide experts on business management, and adjust the training duration. In addition, 3.3% of them need more support in providing work plans and marketing for their enterprises and also need follow-up with them to develop their projects. While 1.6% agree to separate the training and make each field together, and review grant criteria such as lowering age restrictions and changing the number of business owners.

10-2 Successes

- Completing the project in this tough time during covid -19 and overachieving of the planned targets
- There are successes highlighted by the beneficiaries, such as: 48.3% of the Egyptians and 37.1% of the Syrians have become financially independent and have their own project. Also, 30% of the Egyptians and 23% of the Syrians became self-reliant. In addition, 15% of the Egyptians will continue their enterprise, 15.7% of the Syrians reported an improvement in their social lives, and the relations between both nationalities improved.

Table 37: What are the biggest successes that you found in the project

	Egyptian	Syrian
Financial independence/ starting my own project	48.3%	37.1%
Self-reliance	30.0%	23.0%
Better education for children	3.3%	2.8%
Hope Together helps new enterprises to start/ Developing their skills and their projects	8.3%	21.3%
Improving their social life / Improving the Egyptians' relationship with the Syrians	8.3%	15.7%
More experience	6.7%	6.7%
Continuation / improving the enterprise	15.0%	6.2%
The enterprise is just starting	0.0%	1.1%
Marketing	0.0%	2.2%
The trainings, the grants, and Following up	0.0%	3.9%
Buying the materials of the enterprise	0.0%	2.8%

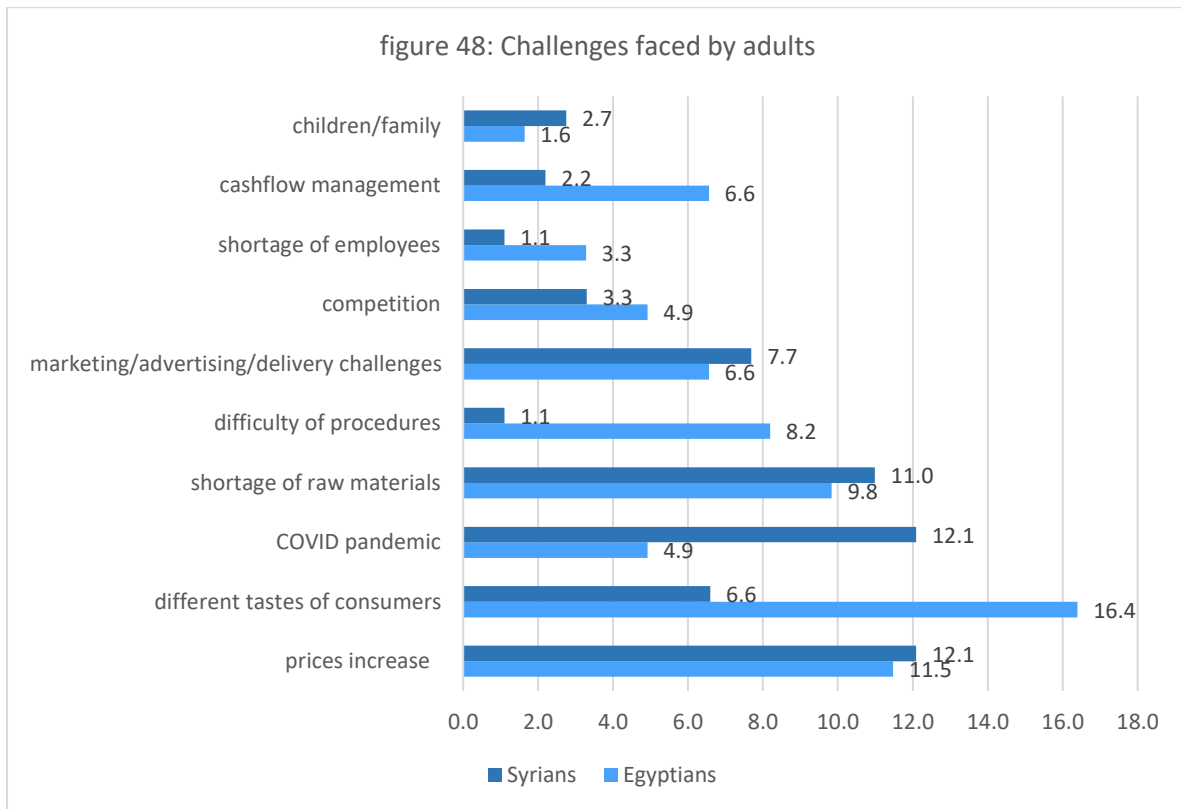
Table 38: the most important successes		
	Egyptians	Syrians
Gaining more experiences/ skills	31.3%	25.5%
Decision making / leadership	28.1%	10.6%
Gender equality and social cohesion	25.0%	17.0%
Self-expression	12.5%	0.0%
Getting more friends	6.3%	8.5%
Respect difference	9.4%	0.0%
Time management	0.0%	2.1%
Project management	9.4%	4.3%
Self-reliance /Leadership	0.0%	23.4%
Being social person	9.4%	10.6%
Self-trust	12.5%	29.8%
Health awareness	3.1%	2.1%
None	3.1%	14.9%

For the sample of the youth, 12.5% of the Egyptians have self-expression, while 23.4% of the Syrians have self-reliance and leadership skills. In addition, 25% of the Egyptians and 17% of the Syrians succeed in achieving social cohesion and gender equality. 31.3% of the Egyptians and 25.5% of the Syrians gain more experience and skills.

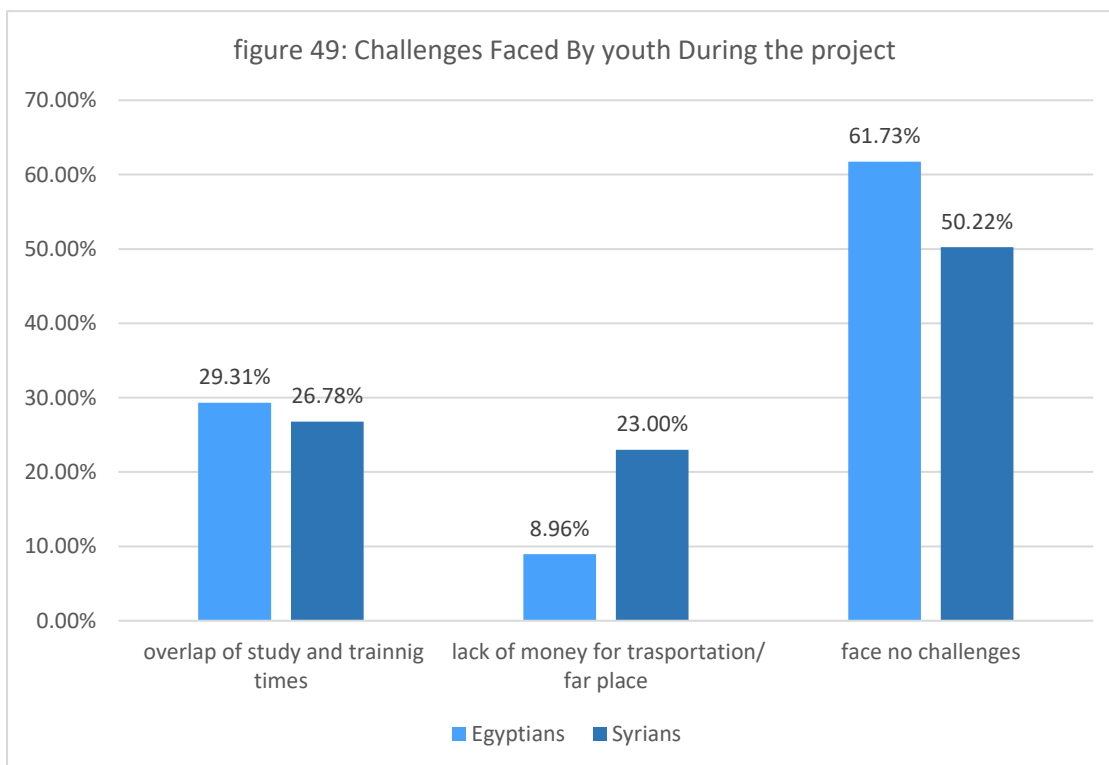
10-3 Challenges

Covid-19 represented a major challenge, taking into consideration the nature of beneficiaries so moving to digital training sessions was hard for them, accordingly PIE faced delays in implementation. but PIE managed to complete the project, the project also faced delay in implementing some activities both location, youth commitment of their dates for Aflaten club sessions and In both locations, there were beneficiaries' projects are negatively impacted more by the COVID 19 crisis than other projects and some are unable to recover.

Adults also face challenges in their business such as; prices increase, different tastes of consumers, shortage of raw materials, closing during covid-19, marketing and delivery challenges.



As for youth, they Faced challenges related to overlap of study with training time 29.31% of Egyptians and 26.78% of Syrians, also lack of money for transportation for 8.96% of Egyptians and 23% of Syrians, the rest of both nationalities face no challenges.



10-4 Success stories

Egyptian, 41, Female

According to 41-year-old Egyptian women, before the Hope Together project, she was a regular housewife. She started her cooking and deserts business with Hope Together 3 years ago. Before that, she and her family suffered from the economic crises resulting from the Egyptian revolution, where neither her nor her husband were able to pay for their family expenses. She knew that she was good at making sweets and deserts as she would always cook all the deserts during birthdays and events, however, she did get any return. After learning about Plan International from her friends as well as the sessions they gave at her children's school, she considered applying. In the face of numerous challenges, such as the fear of failure, inability to use technology, negative comments from previous trainings and finally the COVID pandemic, she continued. She began by pricing her products extremely low and using her own kitchen machines and as time went by, she bought bigger and better machines and developed her business. She was able to provide for her family during the year when her husband was laid off as well as pay for her son's college education. She owes it all to the Hope together project, from the training to the grant to mental support she received. Her family also benefitted from her joining the project as the family income increased by 1000 EGP. Her business also grew to the point where she has 3 employees helping her run the business in addition to her husband and her children during holidays. She found that the best time for business is during Ramadan and after COVID, yet profit are still low due to the increase in prices. The most important factors for her success were her family's support, the grant and the training and finally her cooking utensils. Finally, she believes that in order for her to continue to succeed, her business needs to expand and bring in more money. In the future, she hopes to open her own learning center where she can teach others what she learned as well as open a factory to sell her products and raw materials.

Syrian, 32, Male

Another one of the Project's success stories, is a 32-year-old Syrian, who had a tough life before coming to Egypt. He used to work irregular jobs as a worker that low paid wages as well as suffered from a bad boss that made him work long hours. After getting married, he didn't have any money and within 3 months, he applied for the project when he heard about it from his sister. He faced several challenges during the training as it clashed with his previous job. That was all solved after receiving the grant and establishing his own business. He works in the same field as he did before; as a worker installing ceramic and porcelain tiles, but now, he is able to work as his own boss during the working hours that he prefers. He was also able to save money and buy necessities for this family after living in an unfurnished apartment. Over time, he bought furniture, a stove, a refrigerator, a fan and internet connection. He was also able to pay for the expenses of his wife's delivery of their newborn child, his sons' nursery and surgery expenses. He believes that this improvement is because of the training especially the constant support and follow-ups from his mentors. He was also thankful for the grant which allowed him to buy the machinery to grow his business. His family income has increased almost the double than what he used to make as a worker. He also employed 3 employees from outside his family and holds a large customer base, making a name for himself in the market. The factors that contributed to his success were having determination, patience and

the ability to work with others all of which he learned during the training. What he needs to continue is a bigger water machine to cut porcelain in order to better accommodate the needs of the market.

Syrian, Female

According to this Syrian woman, her life joining the project was full of hardships. She used to make a popular Syrian dish called Kobeiba, however, she didn't have any money to buy materials and whatever revenue she received would pay for her son's classes. After learning about Hope Together from her neighbors, she applied and was happy to be accepted. After receiving the training, she began selling frozen foods such as meat, vegetables and fruits as well as making deserts. She also established a group called Damietta Chicken where she shares her products and offers. Thanks to the project, she was able to provide for her son and pay for his allowance and school expenses. She became more financially comfortable and able to pay for the family needs. In addition, she was able to buy pots and pans as well as an internet connection to operate her business online. She benefitted from the training and the grant especially the different techniques for preparing meat and running a business. She also learned how to be independent, move around her area and increase her own income. However, she did face several challenges such as needing more money and had to sell her belongings to pay for the rest of her expenses. While she hasn't employed any workers, she seeks help from her husband who buys the materials for her as well as a delivery person who delivers to her customers. Several factors contributed to her success such as the support and help from her husband and the grant. In order to continue her growth, she needs more financial assistance to be able to buy bigger machinery for mixing to make bigger batches of desert. She also wants to start selling more frozen food and expand her business.

Syrian, Female

The interview was conducted with a Syrian woman who is responsible for a child who has a problem with speech. The child's condition did not improve after several sessions in a speech center due to the irregularity of the sessions. She enrolled in one of the speech centers and took numerous courses to hone her skills before working as a trainer in the same field. However, due to the high cost of learning tools for children, she found it difficult to acquire them. The scholarship of the project (Hope together) helped her in purchasing these tools and completing the rest of the courses, and this was reflected in her son's condition, which improved a lot. She knows about Hope together from Women's Association page. Her life after the project, her children's educational level improved, in addition to her participation in household and personal expenses. The project reflects on her self-confidence and her ability to solve her problems.

The project had a positive impact on the family's income by 30–40% increasing. One of the most important factors that helped her succeed in her project was the financial support that helped implement the activities and develop her personality. In addition to, technology and e-marketing training, creating an online page, management and accounts training.

Male:

The interview was conducted with a sales employee and he dreamed of opening his own business “leather industry”. In the beginning, he was selling at a very low price and working with his own tools at home. He knew about Hope together through his friend.

After he joined the Hope together project, he developed his project, buying more tools. As a result, he increased his income and production. He is also proud of himself for being able to train many girls to prepare leather for cutting.

The project had a positive impact on his family and income due to the increase in profits and sales, especially due to online sales during the Corona pandemic. He benefited from tannings, continuous follow-up, administrative support, and consultancy that made his project successful. The 8-day training helped him in planning, management, social marketing, and market needs and feasibility studies.

His recommendation was to increase the amount of the grant in addition to allowing less time for getting the grant because he received his grants over two years in two different payments.

10-5 NGOs selection

What has been successful in the partner selection, capacity development, knowledge exchange for quality implementation

Still NGOs in Egypt face challenges related to getting security clearance for their projects that takes around 1 year to get, PIE has a strong partnership with the Ministry of Social Solidarity that worked to get these clearances in a shorter time. Also, the new NGOs law No. 149 for the year 2019 composes additional pressures on the NGOs working in Egypt, Plan is working with local partners to ensure their commitment to the new regulations’ requirements.

PIE decided to act accordingly by asking for the Ministry of Social Solidarity support to nominate a “list” of NGOs that doesn’t have any pending issues with government.

despite that PIE has developed a very strong institutional assessment tool to select the best NGOs available for cooperation the assessment included; technical and financial assessment then NGOs receive the status of 1- rejected for work, 2- accepted and 3- accepted but needs capacity building. PIE works only with partners who meet the minimum requirements of accepted or accepted but needs capacity building.

PIE has invested in a comprehensive capacity building and one to one consultation with CDAs in several topics such as:

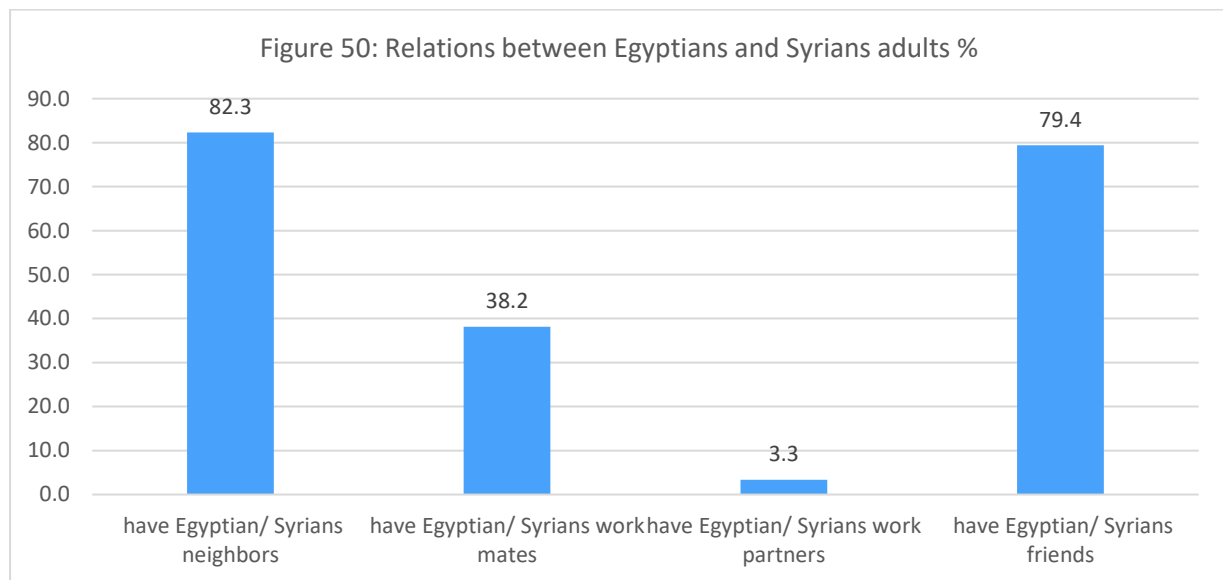
- Plan approach including Programs on life skills, Programs on gender equality, Programs on child protection, Programs on ready for work, Rights based approach, child protection, and Gender equality inclusion
- CDAs management including: Internal CDAs management, Short term and long-term planning, how to design and implement initiatives, Project management, Resources mobilization, Financial management, organizing beneficiaries, measuring service quality, Communications and influencing decision makers, and Social protection.

On the other side and to maintain the quality of their work PIE has strengthen their local governorate offices to be more actively engaged in supporting NGOs team by offering trainings of new team, review reports, attend sessions, conduct field visits.

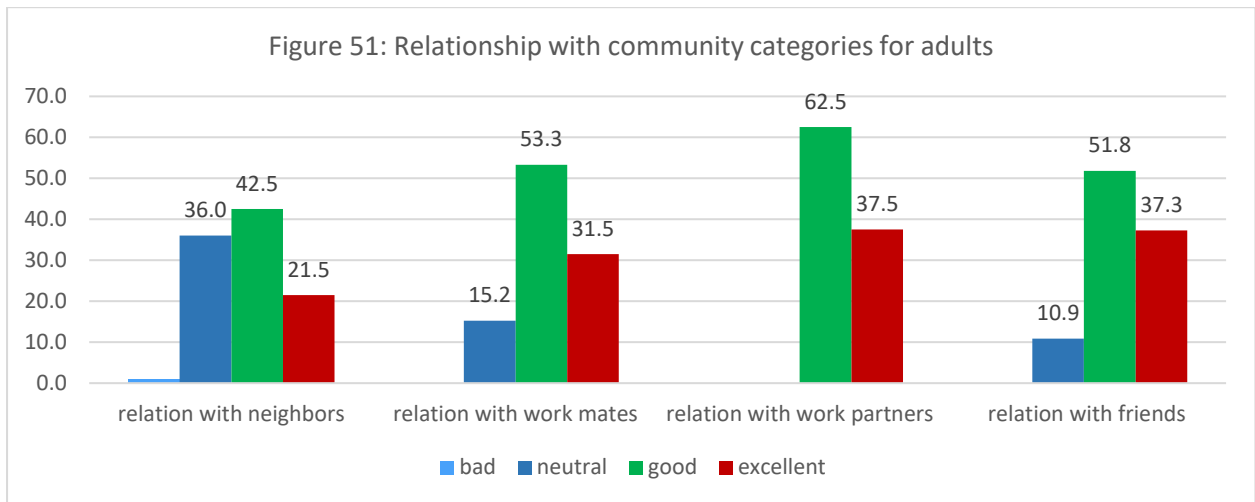
The two NGOs involved in this project have done great performance in relation to PIE requirements, overachieving of results. The performance of the beneficiaries in the two location was similar. However, Domittae CDA found fulfilling Aflateen target hard, that imply that they need to be more engaged in the community to be able to reach and mobilize youth. They can also use social media and WhatsApp group as the Alexandria CDA did.

11- Social cohesion between Egyptian and Syrians

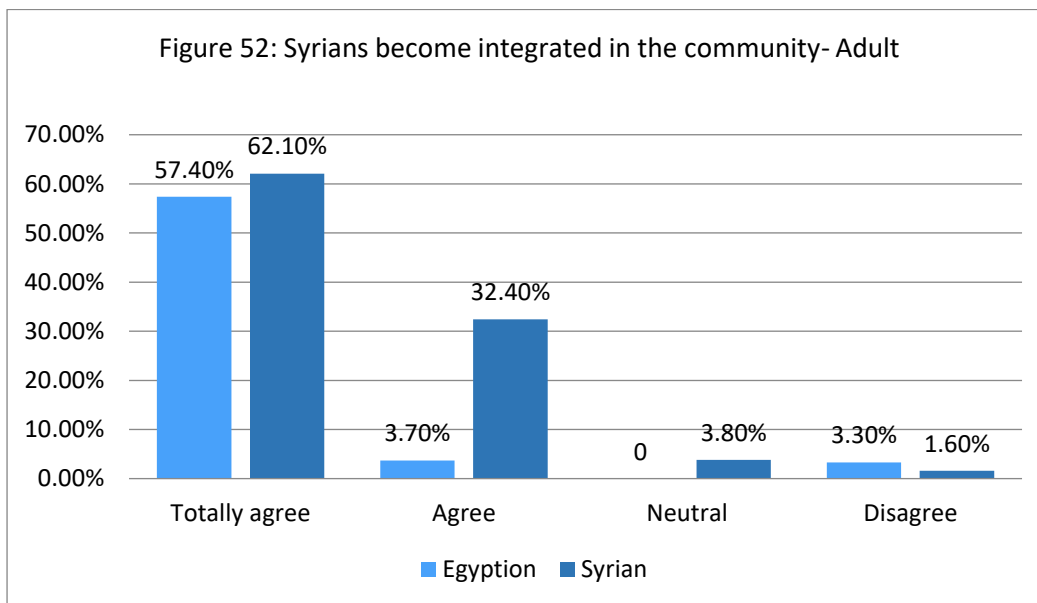
The integration of Syrians in the Egyptian community was measured by asking the beneficiaries a number of questions about their relationships with members of the community, in terms of neighbours, friends, co-workers and business partners. With regard to the adult sample, 82.3% of the sample reported having the other nationality as a neighbour. 79.4% reported having the other nationality as their friend, 38.2% have the other as co-workers and finally 3.3% have the other as business partners.



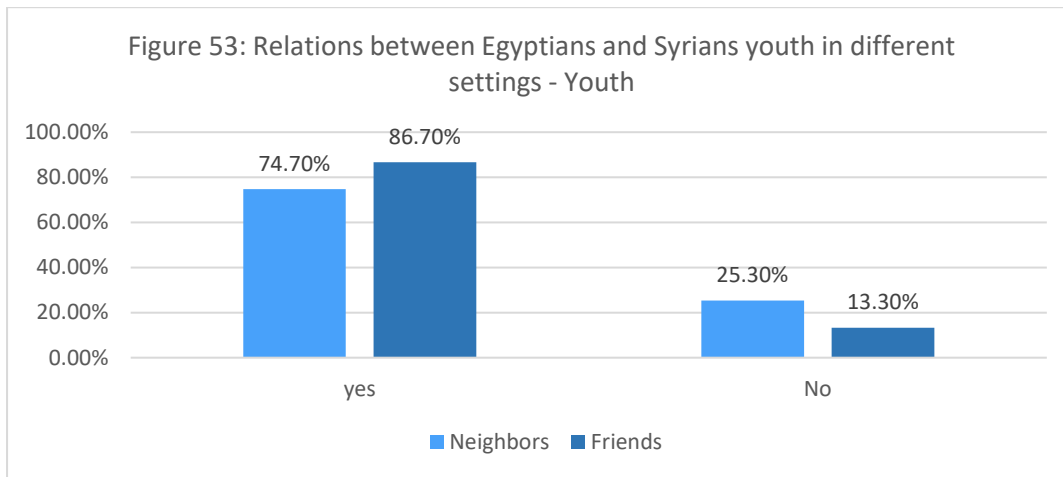
They were also asked to evaluate these relationships on a scale from extremely bad to excellent. In terms of their relationships between Egyptians and Syrians as friends, 42.5% said that the relationship was good, 21.5% said it was excellent and 36.0% were neutral. In terms of their relationships as co-workers, almost the majority of them stated that it was good at 53.3%, while 31.5% said that it was excellent. Moving on to their relationship as business partners, the majority of them also stated that this relationship was good while 36.5% viewed it as excellent. Finally, when asked to evaluate their friendship, 51.8% viewed the relation as good, 37.3% as excellent and 10.9% were neutral. On this regard, it can be concluded that the relationships between adult Egyptians and Syrians are on average good relationships signifying their well integration in the Egyptian society and their good bond with Egyptians.



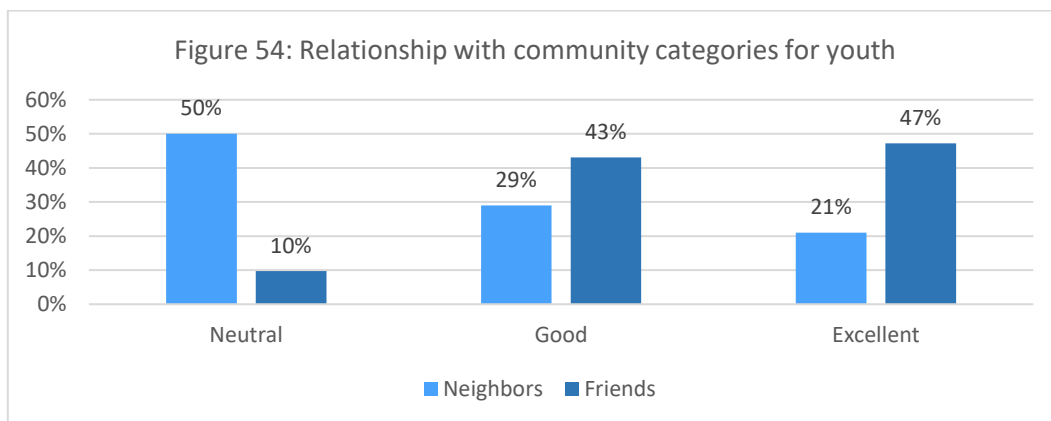
In that regard, the adult beneficiaries were also asked whether they think that Syrians have become integrated in the Egyptian community on a scale ranging from totally agree to totally disagree. It is very apparent that the majority of them totally agree where 57.4% of Egyptians and 62.1% of Syrians stated that they totally agree on this statement. Similarly, 37.7% of Egyptians and 32.4% of Syrians agree on this statement and 3.8% of Syrians were neutral. While it can be clearly established that Syrians have become well integrated, some still disagree where 3.3% of Egyptians and 1.6% of Syrians stated that they disagree on this statement. This may be due to their view of the struggles that Syrians still face today as refugees.



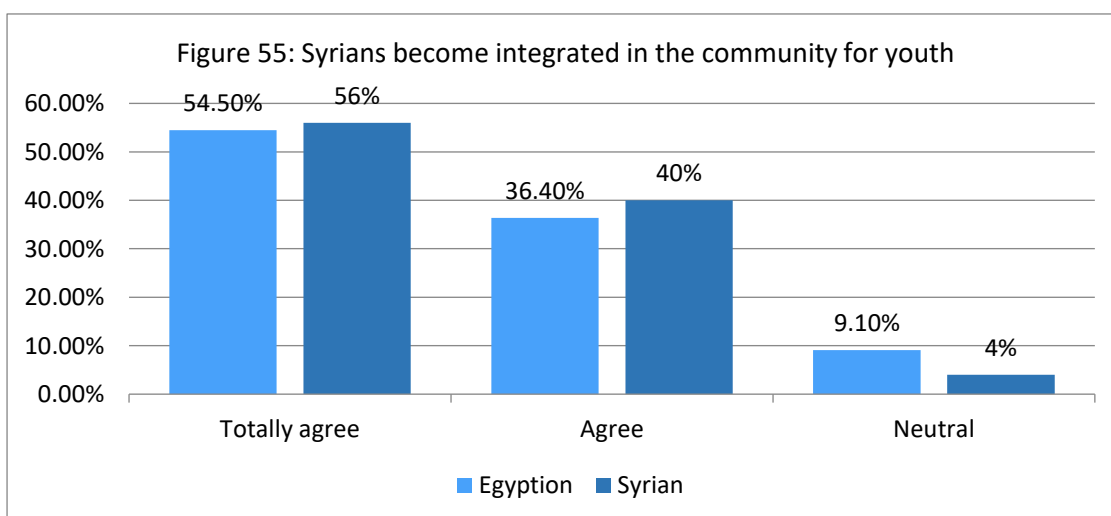
For the sample of the youth, 86.7% of the sample has Egyptians / Syrians friends, 74.7% of the sample has Egyptians / Syrians neighbors. However, 25.3% of the sample hasn't Egyptians / Syrians neighbors, and only 13.3% of the sample hasn't Egyptians / Syrians friends.



From their point of view, the relationship between Egyptians and Syrians as neighbors is excellent by 21%, good by 29%, and neutral by 50%. In addition to, their relationship as friends, it is an excellent relation by 47%, a good relation by 43%, and a neutral relationship by 10%.



By asking the youth whether they see the Syrians becoming integrated into the Egyptian community, the majority of their answers totally agree by 56% for the Syrians and 54.5% for the Egyptians. In addition, 40% of the Syrians and 36.4% of the Egyptians agree that the Syrians are a part of the Egyptian community.



12- Recommendation

the relevance

- PIE has very useful history with Syrian refugees, this experience can be expended to new categories of refugees from Yemen, Africa and other countries. Alexandria CDA already has the potential to include refugees from other nationalities.
- Networking with other NGOs and Resources mobilization need to be well documented, as it is a strong tool for NGOs to increase the resources available for the project implementation and to hold the rights based approach partners -especially government- accountable to their roles, and it can enhance the partnership mechanism that is important for the project sustainability.
- NGOs asked for expanding the project to include more refugees' nationality and more geographical areas.

Efficiency

- Review the program timing as 3 years is long as the rapid changes that take place and the changing context, that needs shorter but well used implementation timeline.
- The beneficiaries should know from the day one the project timeline with dates, they should not be called for an introduction then after weeks get access to more services, so services also should be well explained and the condition of each service and attendance rules, what is needed from them. Services quality should be fully applied and implemented and measured. That is to avoid drop out also to allow them to plan their family timing with the trainings.

the effectiveness

- Despite the great efforts done by PIE and all donors in Egypt, the entrepreneurship environment still needs to be more enabling for small business. So, there is a need for continuous support during in several technical and managerial topics
- Marketing services is a major issue for all micro enterprises in Egypt, PIE can take the lead by strengthen marketing for micro enterprises in their projects and introduce beneficiaries to online sales platform such as noon, jumia, breadfast, and Amazoon.
- The decision-making process especially on project extension should be made faster to avoid the working team at NGOs drop out.

Offer more advanced training level for incubation phase

- Set an incubator that works to grow these enterprises to bigger levels. incubators should work to offer more sophisticated consultation one to one.
- Conduct market studies to define products needs/ support beneficiaries to conduct these studies under consultant supervision
- Benefit from the partnership with the investor association in Damietta to link the beneficiaries to some investor supply chain. That will create more Business to Business B to B sales opportunities. In general Business to Business B to B sales are more profitable and sustained.

- Business to Business B to B also can decrease the market competition in the local market faced by the beneficiaries; as they can sell their products to the already active enterprises with market share.
- Sustain the gathering meeting practices as a useful learning tool where beneficiaries discuss the challenges they face and learn from each other's.

beneficiaries also asked for:

- adjust grants to meet prices increase, giving loans
- Adjust the training content by providing one to one consultation on business management
- review grant criteria: reduce age restrictions, change the number of enterprise owners
- provide more support (provide work plans and marketing for enterprises)
- offer training on online marketing
- provide location for enterprises
- adjust training groups (make each field together e.g. sewing, cooking, poultry)

as for youth, 36.4% needs to change the time of the sessions to be able to attend all the training. 18.2% of them emphasize that they need a bigger place for the training and that financial return is needed. In addition, 27.3% of the total sample needs more activities and needs more training.

the Sustainability

- The current war crisis is expected to put more pressures on the micro enterprise started by the beneficiaries, more information and training on financial management is needed especially cash flow management, advertising, costing and defining consumer needs
- A market study could be done as the first part of the training, so beneficiaries get in touch with their clients early and with the market needs.
- They also can find an opportunity to sell their products to another ongoing business (B to B) that is more stable method of selling and retain stable income and decrease competition with other enterprises in the market.
- PIE also need to hire a marketing expert that can help beneficiaries with their marketing plans and being able to sell B to B. taking into consideration that majority of adults has secondary or less education degrees.

the Innovations

- Good practices and innovation like Gathering meeting between beneficiaries to enhance the learning is very useful they need to be incorporated in PIE next relevant projects
- Aflateen club approach of social cohesion, the approach is very innovative and creative, and it had lasting impact on how youth act toward their community and family.
- Saving groups, is very innovative and needed as an alternative to insurance and protection services that are absent in the community. These saving groups allow

beneficiaries to save a small amount of money, as the saving groups is getting critically important during the time being, they need to take into consideration some aspects, beneficiaries need the saving group to be supervised by the NGOs also they need the information on the schedules and timing. PIE can offer a small % of support to these groups to grow them.