



PEACEBUILDING FUND
[LEBANON]

PROJECT HALF YEARLY PROGRESS UPDATE

AS OF JANUARY – JUNE 2013

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| Project No & Title: | PBF/IRF-45 Empowerment of Youth at Risk through Job Creation Programme in Areas of Tensions (Lebanon) | | |
| Recipient Organization(s)¹: | UNRWA-UNICEF-ILO | | |
| Implementing Partners (Government, UN agencies, NGOs etc) | <ul style="list-style-type: none"> • Baddawi Popular Committee • Consultation and Research Institute (CRI) • Committee for the Employment of Palestinians (CEP) • Fraternity • General Directorate of Technical and Vocational Education and Training (GDTVET) • General Union for Palestinian Women (GUPW) • Lebanese Palestinian Dialogue Committee (LPDC) • Ministry of Labour (MoL) • National Association for Vocational Training and Social Services (NAVTS) • The National Institution for Social Care and Vocational Training (NISCVT) • National Social Security Fund (NSSF) • Palestinian Central Bureau for Statistics (PCBS) • Science and Culture Foundation (SCF) • Sidon Orphanage Welfare Society (SOWA) • Solidarity • Women Program Association (WPA) | | |
| Location: | Lebanon | | |
| Total Approved Budget² | \$2,002,719.00 USD | | |
| Funds Committed³ | \$136,712.66 | % of funds committed / total approved budget: | 6.82% |
| Expenditure⁴: | \$1,649,270.23 | % of expenditure / total budget: (Delivery rate) | 82.35% |
| Project Approval Date: | 26 October 2011 | Possible delay in operational closure date (Number of months) | |
| Project Start Date: | 22 November 2011 | | |
| Expected Operational Project Closure Date: | 20 August 2013 | | |

¹ Please note that where there are multiple agencies, only one consolidated project report should be submitted.

² Approved budget should be the amount transferred to Recipient Organisations

³ Funds committed are defined as the commitments made through legal contracts for services and works according to the financial regulations and procedures of the Recipient Organisations.

⁴ Actual payments (contracts, services, works) made on commitments.

⁵ Reference to be made to outcomes of the Priority Plan or PBF Performance Management Plan (PMP)

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| <p>PBF Outcome Area⁵</p> | <p>IRF Outcome (13): Youth empowerment and job creation programmes incorporated in government ministries to overcome persistent and pervasive unemployment that pose an ominous threat to the stability of post-conflict societies.</p> <p>Outcome 1: Improved employability of Palestine refugees</p> <p>Outcome 2: Increased access to job and self-employment opportunities</p> <p>Outcome 3: Information gap on the labour market supply and demand concerning Palestine refugees in Lebanon addressed</p> <p>Outcome 4: Cost and feasibility of providing social protection to Palestinians in Lebanon is assessed</p> |
| <p>Qualitative assessment of achievements and challenges</p> | <ul style="list-style-type: none"> • <i>Provide a qualitative assessment of the level of progress towards overall achievements of the Project at both the outcome and output level\</i> <p>Outcome 1- Improved employability of Palestine refugees</p> <p>Output 1.1 – Palestine refugees gain technical and marketable skills through the provision of skill training courses</p> <p>The target of 100 young adults with no qualifications graduating from short skill training courses was exceeded by 7. 107 young adults in total will have finished their on the job training by the end of June 2013. A graduation ceremony took place at the Science and culture Foundation (SCF) and another one at Sidon Orphanage Welfare Society (SOWA). The trainees of the Medical Secretary course finished their practical component in Ghassan Hamoud hospital in Saida under the supervision of Dr. Saeed Makawi. All are seeking to find jobs helped by the ESC in Saida and Tyr.</p> <p>Trainees of the Hotel management finished their practical training and started seeking jobs helped by the ESC in Saida and Tyr.</p> <p>Trainees of General Electric Installations finished their practical training and they are seeking jobs through the ESCs at Saida and Tyr. Trainees of the PC and mobile phone maintenance finished their practical training and they are seeking jobs through the ESCs at Saida and Tyr.</p> <p>At NTC 451 trainees will have graduated from TVET courses by the end of the project. Trainees from different courses planned to present their final projects in front of the employers and the community, in which they conducted an open day that showed their skills and qualifications in each course. During this day, employers from the camps and Tripoli area came and attended; their feedback was positive and they were pleased with trainees' projects.</p> <p>In May, the ESC counselor conducted several sessions for the trainees regarding job coaching techniques including writing CVs, interviews and job hunting techniques.</p> <p>During the last week of June, trainees finalized their final examination and started to be prepared for the one-month on the job training that were</p> |

coordinated between their instructors and ESC in North.

Output 1.2 –Palestine youth are better integrated to the labour market through improved TVET curricula, improved teaching methodology, and better equipment

All senior instructors and instructors received training on teaching methodology, and there is still some on-going training being delivered by Saint Joseph University. This training is attended by all instructors and senior instructors as a part of the no-cost extension of activities. Follow-up and class visits are also conducted by the TVET project manager and STC principal, in coordination with the senior instructors who follow up the daily class work and report accordingly.

Moreover, most of the instructors are receiving technical training related to their specialization and the courses that they teach, with the aim of updating and improving their competencies and technical skills in order to meet with the labour market requirements.

Three researchers worked on updating the curricula on the bases of the labor market needs and the accreditation requirements. The updates and new curricula components were discussed with the instructors and senior instructors through more than 10 visits to STC conducted by the researchers.

Instructors are using the new equipment that was procured on the basis of the updated and redesigned curricula; trainees benefitted from acquiring new competitive skills, and employers who visited STC noticed the new development in skills while visiting workshops and computer labs.

Output 1.3 – Prospects for marginalized adolescents and youth enrollment in quality vocational training and employment schemes increased

Illiteracy is one of the many social problems resulting from deep economic, social, health and educational struggles that young Palestinians are facing nowadays. Provision of adequate education for young Palestinians living in Lebanon is crucial for access to equal job opportunities through the support of literacy courses, which is the main priority of UNICEF. In this regard, UNICEF has initiated collaboration with a network of NGOs in the camps and gatherings of Nahr el bared (NBC), Ein el Helwe (EHC), Baddawi, Rachidiyeh, Qassimiyeh, Burj Chemali and El Buss for the provision of literacy education to more than 250 school drop-outs and marginalized young Palestinians.

As of the end of June 2013, a total of 288 (155 female and 133 male) adolescent and young people (54% female and 46% male) are enrolled in the literacy programme through a network of 3 implementing partners (GUPW, Baddawi Popular Committee and Solidarity) located in the camps and gatherings. The literacy courses provided in all the camps include various activities such as reading and writing (English and Arabic); mathematics; computer; recreational activities, outings; awareness raising sessions and last but not least training related to the beneficiaries' employment.

Furthermore there has been direct assistance to seven community service centers that provide support to out-of-school and working children. UNICEF has been supporting these centers before the beginning of this project. This fund succeeded in closing the gap and provided further support to different initiatives. In the center run by Fraternity for example, a youth academy was established where a peer and child support group was formed of 24 young Palestinians. These youngsters were provided with PSS and life skills support in addition to training on career and professionalism development, media, light weapon risk, etc.

Moreover, this initiative provided direct support to the staff of those NGOs, through capacity building on topics related to training and monitoring. The mechanism that is used has allowed the beneficiaries to receive training on tutoring and/or small group teaching mechanisms, rather than classroom settings. It is worth mentioning that 13 out of school beneficiaries were re-integrated into UNRWA schools in the north.

The centers, which reached a total of 151 young people, include a strong follow up component with the parents and employers, through home and work visits in order to strengthen and institutionalize the support within the surrounding of the young beneficiaries. As a result more than 150 mothers have attended sessions intended to raise awareness, in NBC and EHC. These 'awareness raising' sessions are conducted on a regular basis, and are attended by beneficiaries as well as their mothers. Psychosocial and risky cases are being referred to MSF and Beit Atfal al Summoud.

One of the added values of this fund was the ability to initiate the process of a unified literacy manual. Following the continuous assessments of the work of the implementing partners in literacy, there was a general recognition of the need for such a manual. UNICEF initiated the development of a unified literacy manual that comprises a strong monitoring framework to assess the impact of the literacy education program on beneficiaries, in addition to psychosocial support, life skills and recreational components. In collaboration with the National Institution for Social Care and Vocational Training, this manual is being designed, drafted and developed in consultation with the main Palestinian NGOs literacy providers. Training for up to 100 NGO staff, on how to best utilize the contents of this manual will be conducted in July 2013.

Outcome 2 – Increased access to job and self-employment opportunities

Output 2.1- Palestine youth graduates are better integrated to the labour market through apprenticeship and improved employment services

The ESC apprenticeship scheme has facilitated the entry of 125 Palestine youth (between the ages of 16 and 24) into the Lebanese labor market, which exceeds the target of 100. These jobseekers were all unemployed before registering at the ESC, and their referral to the apprenticeship program gave them an opportunity to put the skills they learnt during their vocational training to practical use. Young people between these ages are considered to be highly at risk of political enrollment and mobilization, so the project considered that the targeting of this is age group is particularly important in

terms of preventing degeneration into conflict. So far, 29 of the beneficiaries have found a job after completing the apprenticeship, which indicates that the skills and experience gained during the program were valuable for entry into the labor market.

The apprenticeship scheme has had both direct and indirect results. Directly, the financial stipend provided by UNRWA allows jobseekers to pay for transportation and other costs, thus removing previously existing practical and logistical barriers to employment. Furthermore, apprentices are able to build upon and develop skills learned during vocational training, which immediately increases their employability. Indirectly, the apprenticeship scheme allows beneficiaries to gain a broad range of skills that increase their overall employability, such as confidence, experience in the workplace, business etiquette and so on. In addition to the direct placement into apprenticeship opportunities, the ESC counselors conduct regular follow-up with the apprentices to ensure satisfaction with the training. The outreach officers conduct follow-up sessions with the hosting employers, during which the employers provide feedback about the program, and which has allowed the ESCs to build upon given feedback such as the relevance of skills learnt during VT.

The ESC exceeded the target of 20% female participation in the apprenticeship scheme, with the proportion of females taking part in the apprenticeship program reaching 70%. The aim of the project in terms of females is two-fold- to increase their employability, and to indirectly increase their decision-making capacity, in order that women can begin to be seen as economic agents. Young females have been offered the chance to apply skills learnt during short-term courses, and a number were employed directly following the apprenticeship scheme.

The target was exceeded in terms of the percentage of registered jobseekers that were referred to job opportunities. After extensive training on job classification and matching processes, the counselors have been using the new database system to match suitable candidates to the job opportunities identified by the outreach officers. Matching jobseekers are contacted to gauge their interest in the position, and they then attend the ESC for in depth counseling and coaching services, including interview techniques, business etiquette and CV compilation, so as to ensure the highest possible success rate after referral. These are all sustainable and transferable skills that will be of intrinsic value to the beneficiaries far beyond the duration of the project. The high percentage of jobseekers (81%) referred to job opportunities is reflective of the success of the outreach officers in advocating to employers in Lebanese labor market and securing vacancies with which to refer people.

Both the targets for placement and those for registration have been exceeded by the ESC in the North, and the high registration figures continue to demonstrate the salience of the ESC and the services that it provides. In total, 177 JS were placed through the project as of the end of June 2013, out of 1304 registered jobseekers. The placements range between different sectors such as education, health, construction, hospitality, NGOs, services and production, and also vary in terms of the occupational level- ranging from laborers to managers. It is important to recognize the potential value of the

counseling services in reducing propensity to violence, particularly for the disadvantaged youth and drop-outs. In this sense, placement is not the only indicator of successful operations.

29.9% of the placements qualified as quality jobs, which falls below target, although it should be noted that for a job to qualify as 'quality', it must fulfill a combination of criteria (salary above minimum wage, normal working hours, sick leave and annual leave, written contract, and a safe working environment), meaning that the job cannot be classed as quality unless it fulfills all of these criteria. There have been instances for example where jobs fulfill all but one of the criteria. Fewer quality vacancies were secured by the outreach officer than initially expected. The labor market tightened, in part due to the security situation, fewer businesses were hiring, and employers indicated that they could not afford to provide higher salaries, or provide a contract for example, in such an uncertain economic climate.

All of the vacancies secured by the outreach officer, as well as online vacancies, are made available to the jobseekers in a variety of ways in order to reach out to the largest number of potential beneficiaries, across the widest possible area. Vacancies are posted daily on the ESC Facebook page, and bi-weekly emailed to the jobseekers, CBOs, NGOs, UN agencies etc. The ESC has cooperated with four main local websites in Nahr el Bared and Beddawi camps to advertise the vacancies and reach out to more Palestinian refugees. Vacancies are posted on the noticeboards in the ESCs.

Women make up 49.4% of those who have received individual counseling at the ESC in the North. 43.6% of the jobseekers referred to a job were women, and who were placed in a job is 49.2%. These figures are highly commendable, and can be considered one of the major achievements of the project. Although women are not generally considered to be the typical 'drivers of conflict' it is incredibly important to recognize that when women are empowered as economic or social decision makers, there can be positive spill-over effects on the community as a whole. Furthermore, empowering women economically and socially can prevent smaller-scale conflict within the community, for example inside the family.

Output 2.2 – Support provided to Palestine refugees for the development of business

The self-employment component has completed all planned project activities in terms of providing training and capacity building to loan beneficiaries as well as providing funding and technical support to four Community Managed Funds (CMFs).

Output 2.3 – Support to special hardship families and youth is provided through microenterprises and youth employment schemes

Within this outcome, UNICEF supported initiatives aimed at increasing the capacity and knowledge of young Palestinians in setting up or running their own businesses together with investing additional funds to the revolving micro-loans project targeting young people and special hardship families

specifically. The latter was topped with a capacity building exercise for the loans provision organizations that are part of this activity.

Before injecting the allocated PBF funds for the provision of the 120 microenterprises, GUPW updated the loan application sheet and UNICEF collaborated with Al Majmoua, which is a well-known micro-finance institution in the Palestinian camps, to build the capacity of 18 staff from various NGOs (GUPW and Bekaa popular committee) who are envisioned to carry on this activity. In addition, the staff from various NGOs completed the training at the end of December 2012. It included topics related to project management cycle and personal capacity building (needs assessment, feasibility assessment etc.), financial education (bookkeeping, household budgeting, accounting, pricing, etc.), business management and micro-loan management (market research and loans application analysis, risk management, etc.). Part of the training involved one-to-one training sessions on the loans application.

Moreover, the monitoring that took place after the training highlighted the staff's needs for additional training related to coaching and capacity building on the filling, assessment and market analysis items related to the applications. The training took place in June 2013 by Al Majmoua.

In addition, 60 young people from Ein el Helwe and Rashidiyyeh camps (55% boys and 45% girls) were also subjected to 10 days of training on creating / improving businesses; defining revenues, expenses, income; accounting, management of daily workflow; production time management; improving communication skills; identifying strengths and weaknesses of the business. The training was completed in December 2012.

From an educational level, 34% of those young people reached elementary and 27% secondary, 8% of the beneficiaries want to start-up a business, while 48% are looking to improve their businesses/skills. The trainers used a youth participatory approach and the materials used were adapted to the participants' characteristics, capacities and needs.

The initial plan was to build the capacity of a loan committee staff in each camp, however only GUPW committee and Bekaa PC responded to the invitation- mainly due to security reasons related to transportation. Also, 80% of the participants attended the full training programme due to employment related deadlines; while the remaining 20% only attended 80% of the sessions.

After the training, UNICEF received the first portion of the loans applications and reviewed them according to the brief guidelines developed for this component. 122 beneficiaries (70 female and 52 male) benefited from the micro-credit loans till the end on June 2013.

Further, following the training of micro-loans providers and young people, two sets of brief guidelines/SOPs were developed, and adjusted to the operational context. The first set of guidelines was made to be used by staff working in NGOs providing micro-loans and the second set is targeting young people to support them setting up small businesses.

It is worth mentioning that this component has faced some delays in 2012 considering that the development of the guidelines for micro-loans provision

and the training of NGO staff and young people were a prerequisite to the provision of loans, and therefore were supposed to be carried out first.

Outcome 3 – The information gap on the labor market supply and demand regarding Palestine refugees is addressed

The data gap on the supply side of has been filled. Data on the Palestinian employment is produced and disseminated.

Output 3.2: *Labor Market information at local levels collected, analyzed, validated and made available*

The project completed the data collection on labour market assessment for Palestinian refugees in the south of Lebanon. More than 15 in-depth interviews were conducted with employers and employers' organizations concerned with the three identified sectors under study: health, construction and agro- industry. Moreover, data was collected through detailed and tailor-made questionnaires from 20 employers (of different specialties) for each of the three sectors. Analysis of the interviews outcomes and the questionnaire results has been initiated in June.

Outcome 4 – Cost and feasibility of providing social security to Palestine refugees is assessed

A complete study on cost of providing health care coverage of Palestinian refugees and policy recommendations (with suggestions for legal amendments) has been finalized and shared with concerned stakeholders.

Output 4.1: *Cost and feasibility of different policy options for providing social security to Palestine refugees is assessed*

The financial assessment on the cost of providing health care coverage for Palestinian refugees in Lebanon has been completed including a calculation of unused accumulation of contributions made to NSSF by Palestinian refugees and their employers.

Two policy options for granting Palestinian workers full coverage through the NSSF were completed.

An experts-group meeting in April 2013 was organized gathering concerned stakeholders whereby the assessment and the policy options were presented. The meeting was able to come up with a number of recommendations that can form the basis for advocacy efforts calling for legal amendments in the social security coverage.

- *Use the project indicators and target for the measuring of achievements (see target table at the end of the document)*
- *What are the major - expected and/or unexpected – highlights of results?*

The major expected result in relation to the short term courses is that for the

coming 6 months, there is expected to be a high employment rate of more than 75% among graduates of medical secretary and hotel management courses, and a moderate employment rate (50%) among graduates of other trade courses.

Youth have a better understanding of relations with the surrounding neighbourhood, and stakeholders in the Palestinian refugee community have a positive perception about the impact of vocational training on youth life.

In terms of literacy the major result has been the development of the literacy manual which was made available for all NGOs working on the literacy.

One of the major unexpected results of the apprenticeship program was the fact that the feedback provided by both the apprentices and the hosting employers about the scheme allowed UNRWA to reflect upon the relevance of the VT programs at UNRWA VTCs, and make changes to influence and improve courses offered to Palestine youth.

The continuously high level of registration at the ESC in the North was unexpected, and continues to demonstrate the salience of the services offered. Furthermore, the high level of female participation in all levels of ESC services was largely unexpected and is considered to be significantly positive.

The expected results that have been achieved in terms of the self-employment component are the increased business and managerial capabilities of the loan beneficiaries, including introducing new bookkeeping and managerial techniques into running their businesses. This has led the majority of business owners to increase their productivity, while none of the 60 trained loan beneficiaries have shut down their businesses.

On the other hand, the financial and technical support provided to the Community Managed Funds has led to an increase in the total number of loan beneficiaries through the CMFs allocating more funds for loans. In total, the CMFs have increased the number of beneficiaries by approximately 17 loan beneficiaries over the last 4 months.

The highlight is basically related to the discussions made on social protection of Palestinian refugees during the workshop organized for that matter in April. The workshop discussions produced a number of recommendations that could be further developed to advocate for evidence – based policy or legal changes to grant Palestinian refugees access to health care coverage through the National Social Security Fund (NSSF).

- *Did the results impact the causes and drivers of conflict?*

Meeting with the graduates during the month of May and June 2013 to discuss their field work training and their opinions regarding their future showed that they are more interested in determining career future rather than showing any interest regarding the prevailing security disturbances and sporadic ethnic clashes.

The employment program can be said to have negatively impacted the drivers of conflict, such as discontent, frustration, lack of motivation, and

unemployment. Firstly, through direct employment: the jobless or underemployed, especially youth, are more likely to become perpetrators of violence and disruption- by facilitating the placement of 177 Palestine refugees in jobs, the ESC can be considered to be addressed peace building through improved access to employment opportunities. The apprenticeship program in particular, which specifically addresses ‘at risk’ youth jobseekers with low levels of experience and who are struggling to enter the labor market, can also be considered to have reduced propensity to violence, as the beneficiaries are given renewed hope, focus and motivation.

The priorities amongst the entrepreneurs that have been trained under this component have become to realize their full business potential and to work towards increasing their profits and providing for their families/dependents. Moreover the support to the Community Managed Funds has decreased the likelihood of violence due to the CMF loans provided to inactive Palestinian youths in order to become economically active within their communities.

The ILO’s contribution to this project does not entail direct impact on the causes and drivers of conflict. However, the production and availability of reliable research on Palestinian employment and social protection will support advocacy efforts towards granting Palestinian fair access to employment and full right to work, which in return should reflect positively on stability and reduced conflict.

- *Were there catalytic effects – additional funding commitments or unleashing peace relevant processes?*

Catalytic effects like welcoming the medical secretary trainees into Hamoud hospital in Saida (private Lebanese) to do practical training and receive guidance and technical advice. The same with the trade courses graduates being hosted for on –the- job training by Lebanese market parties of owners coming from various ethnic and political parties.

Youth will be contributing to different community based services that will enhance their skills from one side and helps in building good and positive relationships with the community from another side.

The counselling services provided to the jobseekers contribute to the sustainability of the project, and the continuously high rate of registration demonstrates the salience of the project. The involvement of women in the ESC operations is expected to have a spill-over effect on the community, as previously mentioned.

The sustainability of the project is ensured through the self-reliance of the previously trained entrepreneurs as well as through the ENPI project which contains a component related to the training and capacity building of Palestinian entrepreneurs.

The information base on Palestinian employment, on the labour market, on social protection relevant to Palestinians together with the policy recommendations provided through the policy briefs are expected to bring up some catalytic effects on developing new projects and interventions to

promote the right to work. Some partner organizations – like the Committee for the Employment of Palestinian Refugees (CEP) – have already developed project proposals based on the projects’ outcomes.

Another catalytic effect is that availability of information will contribute to building capacity of concerned organizations -whether from the civil society, the government or the donor and international community – through better informed interventions.

- *What are the risks / challenges – and how to address them?*

The main risks at Lebanon for the time being are the security related risks. Interruptions during the school year were compensated by adding one more training hour to the daily teaching schedule. The main challenges are finding jobs for the graduates; this is mainly addressed by the Employment Services Centers in coordination with the TVET team. Besides, the employers are called to attend the open days at NTC and all potential employers visited by training instructors of the short term courses to introduce skills acquired by graduates.

The major risks were related to the security incidents in the camps mainly Ein El Helweh and Nahr El Bared camps. Unicef was obliged to postpone some of the running/planned activities or move them into other places.

The programme faced many constraints during the past year, not least the impact of the influx of the Palestinian refugees from Syria, which is a big issue in the camps and has led to NGOs being overstretched between supporting the Palestinians living in Lebanon, and those coming from Syria. In addition, the security situation at times prevented access to the camps, resulting in cancelled field visits during the year because of UN security and some sessions had to be suspended by the NGOs for 2-3 days per week.

Another challenge faced during the implementation was the pressure from some parents regarding the participation of females; this meant dealing directly with the parents, which is highly time-consuming. Hence, needless to say that the limited financial and human resources with which to address these issues, has had a crucial impact. Major on-going challenges are related to the growing literacy and PSS needs (including computer literacy) in the camps.

The main challenge faced by the ESC in the North was the unstable security situation, and the deteriorating conditions in terms of stability. Not only has this affected the general daily operations of the ESC, and the propensity of people to approach the center, but it has had an overall effect on the labor market, with many employers citing the security situation as the reason for not providing vacancies, or for downsizing their businesses.

Another challenge in terms of the labor market has been the influx of refugees as a result of the crisis in Syria. Once again, many employers cite that the Syrian refugees are forming a competitive labor force in the North, often working for low salaries and in poor working conditions.

The situation in the North remains fragile, and although the ESC did manage to reach, and in most cases exceed its targets, we can assume that these would have been surpassed significantly more so had the security situation been stable.

The deteriorating security situation in Lebanon might have a negative impact on the future of Palestinian businesses operating in the camps. At this stage, and since the Palestine refugee camps in Lebanon have not been directly affected by the conflict, businesses have continued to operate normally.

The major risk that stands against establishing a solid impact as a result of the project activities is the availability of a conducive political environment that would invest the research made available to build on for informed decision-making and policy changes that grant Palestinian refugees the right to work and to social security. An additional challenge is that institutions concerned in vocational training and technical and higher education of Palestinians youth adopt the results of the labour market assessment in designing and assessing their programs.

- *What can be expected as additional results by the end of year?*

Private TVET Lebanese providers being contracted for this project would welcome enrollment of Palestinian youth against reasonable fees for those who can afford and grant scholarships for those who cannot pay.

NGO staff will be trained on literacy and monitoring in July.

By the end of the project, it is expected that many more Palestine refugees will register at the ESC in the North, particularly with the ongoing field registration sessions taking place on a regular basis. Further jobseekers are expected to be referred to job opportunities, and more still are likely to be employed as a result of the services of the ESC. It is expected that more of the beneficiaries of the apprenticeship scheme will enter the Lebanese labor market, using the skills and experience gained during the program to build on their employability. Registered jobseekers will continue to receive counseling, and the continuation of the project through the European Neighbourhood Policy Instrument (ENPI) will ensure sustainability of project goals.

Due to an increase in profits amongst trained beneficiaries, it is expected that some of the beneficiaries will relocate their businesses to locations outside the refugee camps, hence increasing exposure to the Lebanese labour market.

By the end of August, the project is expected to complete in addition to the achievements already made four policy briefs on issues related to Palestinian employment. The policy briefs will build on the already available research and the recently collected data to draw, in a concise and straight-forward manner, the overall picture and the challenges faced towards full employment rights to Palestinians while at the same time suggest a set of policy recommendations to address those challenges. The briefs tackle four main issues: Employment of Palestinian refugees, access and full coverage of Palestinian refugees from the National Social Security Fund, participation of women in the labour force and education and employment of Palestinian youth.

- *Is there any need to adjust project strategies?*

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| | <p>Given that the project will close in two months, and the majority of the components have been able to reach their intended targets, providing a positive impact on the Palestinian workforce, the partners do not see any need to adjust project strategies at this stage.</p> |
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INDICATOR BASED PERFORMANCE ASSESSMENT: *Using the Programme Results Framework from the Project Document - provide an update on the achievement of indicators at both the outcome and output level in the table below. Where it has not been possible to collect data on indicators, clear explanation should be given explaining why, as well as plans on how and when this data will be collected.*

| | Performance Indicators | Indicator Baselines | Planned Indicator Targets | Achieved Indicator Targets | Reasons for Variance (if any) | Risks |
|------------------------------|-------------------------------|--|--|---|--|---|
| Outcome 1⁶ | Indicator 1.1.1 | Number of young adults with no qualifications graduate from short skill training courses (baseline zero) | 100 Young adults with no qualifications graduate from short skill training courses. | 107 Number of young adults with no qualifications graduate from short skill training courses | 7 more with in the same budget limitations | |
| | Indicator 1.1.2 | Number of youth graduate from TVET courses delivered by North Training Center. (baseline zero) | 400 Number of youth graduate from TVET courses delivered by North Training Center. | 451 Number of youth graduate from TVET courses delivered by North Training Center. | Increase due to the high number of applicants | |
| | Indicator 1.2.1 | Percentage of UNRWA VTC instructors trained on updated teaching methods. (baseline zero) | 100% of UNRWA VTC instructors trained on updated teaching methods. | 100% of UNRWA VTC instructors trained on updated teaching methods. | Training still on going to accommodate all the instructors | |
| | Indicator 1.2.2 | Percentage of UNRWA VTC curricula updated as per the labour | 100% of UNRWA VTC curricula updated as per the labour market | 100% of UNRWA VTC curricula updated as per the labour market requirements. | | Changes in the Lebanese curricula due to the new TVET reform. |

⁶ Either country relevant (from the Priority Plan or Project Document) or PMP specific.

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| | | market requirements. (baseline zero) | requirements. | | | |
| | Indicator 1.2.3 | Percentage of the curricula is taught in UNRWA VTC with modern equipment(baseline zero) | 80% | 80% | | |
| Output 1.3 | Indicator 1.3.1 | Number of Palestine youth benefiting from literacy courses (baseline zero) | 100 | 288 (155 female & 133 male) out of school adolescent are benefiting from the literacy education programme provided in EHC, BC and NBC through a network of 3 NGOs. | | |
| | Indicator 1.3.1 | Percentage of improvement among marginalized girls and boys in literacy (baseline zero) | 50% improved | Improvement percentage on Literacy and psychosocial behavior is interrelated and reached 40% improvement since the beginning of the courses. | | |
| | Indicator 1.3.2 | Number of community service centers provide support to out-of-school and working children (baseline zero) | 7 | 7 Support centers are running as planned providing PSS, employment and family follow up; in addition to psychological follow up and case management referral to specialized | | |

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| | | | | organizations | | |
| | Indicator 1.3.2 | Number of marginalized girls and boys benefiting from the services provided in the community centers (baseline zero) | 100 | 151 marginalized girls and boys benefiting from the services provided in the community centers | | |
| | Indicator 1.3.2 | Percentage of improvement among marginalized girls and boys on PSS (baseline zero) | 30% | 40% percentage of improvement among marginalized girls and boys on PSS | | |
| | Indicator 1.3.3 | Number of NGO staff receiving training on Literacy and monitoring (baseline zero) | 30 | The training will be conducted in July 2013 | The training was postponed due to the security incidents in the camps. | |
| | Indicator 1.3.3 | Percentage of satisfactory level among trainees (baseline zero) | 40% | No data yet | | |
| Outcome 2 | Indicator | | | | | |
| Output 2.1 | Indicator 2.1.1 | Number of youth enrolled in apprenticeship scheme (baseline zero) | 100 | 125 | | |
| | Indicator 2.1.2 | Percentage of women participation in apprenticeship (baseline zero) | 20% | 60% | | |

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|--|-----------------|---|----------------------------|---------------------------------------|---|--|
| | Indicator 2.1.3 | Percentage of jobseekers registered who are referred to job opportunities (baseline zero) | 80% | 81.2% | | |
| | Indicator 2.1.4 | Number of jobseekers who are registered and number who are placed by ESC in North (baseline zero) | 450 registered. 100 placed | 1304 registered. 177 placed in a job. | | |
| | Indicator 2.1.5 | Percentage of job placements qualified as quality jobs (baseline zero) | 50% | 29.4% | Fewer quality vacancies were secured by the outreach officer than initially expected. Labor market tightened, in part due to the security situation, fewer businesses were hiring, and employers indicated that they could not afford to provide higher salaries, or provide a contract for example, in such an uncertain economic climate. | |
| | Indicator 2.1.6 | Percentage of vacancies identified and listed by the ESC are easily available to jobseekers (baseline zero) | 100% | 100% | | |
| | Indicator 2.1.7 | Percentage of ESC beneficiaries are | 30% | 49.4% | | |

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|------------|-----------------|---|---|---|--|--|
| | | women (baseline zero) | | | | |
| Output 2.2 | Indicator 2.2.1 | Number of Palestine refugees who will benefit from access to training on entrepreneurial skills (baseline zero) | 60 | 60 | | |
| | Indicator 2.2.2 | Number of CMF that will be established in southern area (baseline zero) | 2 | 4 | Four existing CMFs were provided with extra funds (\$15,000). These CMFs are located in Wavel, NBC, Ain el Helwe and Burj Shemali camps. | |
| | Indicator 2.2.3 | Number of Palestine refugees who will develop their own business (baseline zero) | 60 | 60 | | |
| | Indicator 2.3.1 | Number of micro-enterprises that are set up by youth and/or special hardship families (baseline zero) | 120 of micro-enterprises that are set up by youth and/or special hardship families | 122 beneficiaries (70 women and 52 men) benefited from the micro-credit loans. | | |
| | Indicator 2.3.2 | Guidelines/ standards procedures on micro-credit for NGOs are developed (baseline zero) | One set of guidelines is made available for staff working in NGOs providing micro-loans | Two set of guidelines are made available, One to be used for staff working in NGOs providing micro-loans and one for young people on how to set up small businesses | | |

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| | | Number of NGOs staff & committee members trained on the developed guidelines. (baseline zero) | 20 of NGOs staff & committee members trained on the developed guidelines. | 18 of NGOs staff & committee members trained on the developed guidelines | | |
| | Indicator 2.3.3 | Number of youth trained on business and entrepreneurial skills, funds management and accounting (baseline zero) | 40 youths trained on business and entrepreneurial skills, funds management and accounting | 60 youths trained on business and entrepreneurial skills, funds management and accounting v | | |
| | | Percentage of satisfactory level among marginalized girls and boys on business entrepreneurial skills (baseline zero) | 50% of satisfactory level among marginalized girls and boys on business entrepreneurial skills | General Evaluation of the training was excellent at 49% and Very good at 26%. Pre and post test results showed that good knowledge on household budgeting reached 70%, debts management 78%, Accounting and bookkeeping 65%, business budgeting 66%, pricing and costing 83%. | | |
| Outcome 3 | Indicator 3.1.1 | Statistical measures and procedures (interview techniques, data checks, coding, | 100% | 100% | | |

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| | | training of interviewers, etc.) to control and monitor quality of labour survey data are designed and implemented (baseline zero) | | | | |
| | Indicator 3.1.2 | Mechanisms to respond to data problems or flaws established (re-interviewing, dealing with non-response and sampling errors, etc.) (baseline zero) | 100% | 100% | | |
| | Indicator 3.1.3 | Quality control measures implemented(baseline zero) | 100% measures to check quality control (data review, meeting discussions, etc.) are implemented | 100% | | |
| | Indicator 3.1.4 | Policy briefs developed(baseline zero) | | 60% | | |
| | Indicator 3.1.5 | Labour force survey report accessible in hard copy(baseline zero) | | 10% | | |
| | Indicator 3.2.1 | Available LMI collected (baseline zero) | 100% | 100% | | |

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|------------------|-----------------|---|--------------------|----------------------------------|---|--|
| | Indicator 3.2.2 | Analysis on gaps available (baseline zero) | 100% | 100% | | |
| | Indicator 3.2.3 | At least 6 focus groups meetings organized with employer and other stakeholders (baseline zero) | At least 6 | 15 in depth interviews conducted | In light of the literature review and the labour market structure, it was agreed to replace the 6 focus groups with 15 in-depth interviews with employers and stakeholders to get more in depth knowledge and information on the labour market. | |
| | Indicator 3.2.4 | At least 2-3 research targeting specific sectors/ local communities undertaken (baseline zero) | 2-3 | 0% | 3 sectors were targeted: Construction, health and agro-industry | |
| | Indicator 3.2.5 | Percentage of available data made accessible (baseline zero) | 100% | 40% | | |
| | Indicator 3.2.6 | Number of workshops organized to disseminate results (baseline zero) | 2 | 0 | | |
| | Indicator 3.2.7 | Labour demand reports available (baseline zero) | 100% | 0 | | |
| Outcome 4 | Indicator 4.1.1 | Number of policy options identified (baseline zero) | 2-3 policy options | 100% | | |

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|--|-----------------|---|--|-------------------------|--|--|
| | Indicator 4.1.2 | Number of workshops organized (baseline zero) | 1 | 1 workshop (April 2013) | | |
| | Indicator 4.1.3 | Percentage of study completed, discussed and disseminated (baseline zero) | 100% of assessment finalized, discussed and disseminated | 100% | The political conditions and the delay in cabinet formation coupled with a huge influx of Syrian refugees to the country have put the Palestinian refugees' right to social protection on the bottom of the government priorities. | |
| | Indicator 4.1.3 | Percentage of adoption of the recommended policy (baseline zero) | 20% of recommended policy is adopted | 0% | | |