



Annual Project Results Report (April 2020 – March 2021)

Promoting Economic Resilience of Syrian Women (PERSEVERE)

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Executive Summary

“Promoting Economic Resilience of Syrian Women” (PERSEVERE, CAD\$8,497,675) is undertaken with the financial support from the Government of Canada, provided through Global Affairs Canada. It aims to enhance the resilience of displaced and conflict-affected Syrian women, including women with disabilities. Led by CARE Canada and implemented by the Syria Resilience Consortium (SRC), CARE, and Humanity & Inclusion (HI), PERSEVERE is designed to contribute to this goal through the following Intermediate Outcomes:

- 1) Women, including young and older women as well as women with disabilities, participate more actively in community economic governance; and
- 2) Community members, institutions, and response actors actively support the inclusion of Gender, Age and Disability (GAD) consideration in economic governance. Initial project learning and methods are meant to be shared across the whole of Syria and other SRC members and introduced to wider response actors contributing to resilience.

This year, the program has been continuing to support inclusion of women and persons with disabilities in livelihood activities. More women have been provided with in-depth training to support other women to expand and grow their businesses. Through training, business support and financial grants under PERSEVERE, women led businesses have been able to increase their incomes and contribution to household finances. A comprehensive mapping exercise has been completed to identify persons with disabilities (PWD) in Hasakeh governorate of Northeast Syria (NES), which has led to referrals for HI to provide adaptations and individual support that will help them succeed in livelihood activities of SRC programs. The Inclusion Ambassadors initiative is creating a strong cadre of advocates who have been able to champion and raise awareness of persons with disabilities’ rights within their communities, with local organizations and self-administration authorities, and among other humanitarian actors. Households in PERSEVERE operational areas have received Explosive Hazards Risk Education through door-to-door campaigns, and humanitarian actors in NES have also received safety briefings to minimize the risk of accidents. GAD training and sensitization has continued through this year in community sessions, and the Community Based Organization (CBO) staff that had been trained in the previous reporting period have now carried out training within their own organizations and adopted



24

TOT trainees trained to support women led businesses



299

women completed various online courses



46

women-led businesses received grants or other support



55,935

people sensitized on risks of explosive hazards



26

persons with disability received support for their livelihoods



measures to support GAD inclusion. SRC partners have adopted examples of GAD inclusive interventions within other livelihood programs.

Implementation of PERSEVERE activities was heavily affected by the COVID-19 pandemic. Throughout the past year restrictions on movement, periodic lockdowns in the main cities in NES, banning of meetings and gatherings, and limiting humanitarian efforts to only life-saving activities have caused program activities to be halted or postponed until the situation improves. However, the PERSEVERE team have been able to quickly respond and adapt to the COVID-19 constraints, by developing Standard Operating Procedures to

conduct activities in a safe manner to minimize infection risk, adapting activities to be delivered through virtual or remote methods (for example online training, awareness campaigns through radio and social media) and incorporating COVID-19 safety messaging and hygiene promotion into outreach activities. Thus, throughout the pandemic, activities have been able to continue to achieve PERSEVERE targets and goals. Some activities however have been delayed beyond this reporting period, such as some of the wider sharing of PERSEVERE models with other humanitarian actors and continuing Training of Trainers sessions on Explosive Hazards Risk Education for community leaders. Some costs for activities have reduced because of not requiring venues or in-person training expenses, so may be able to continue even once the PERSEVERE targets are achieved.

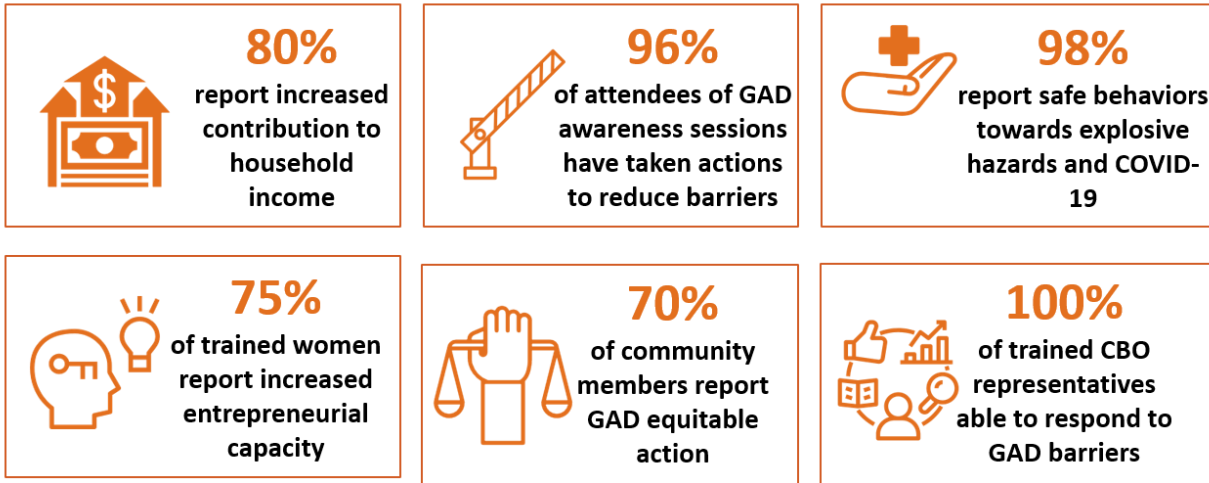


Because of COVID-19, there is need for a no-cost extension to PERSEVERE to extend the activities end date to August 31, 2021 (the activities end date is currently June 30, 2021) and to realign the budget to keep all core implementation staff onboard for an extra two month to finalize activities. In addition, CARE has requested a PERSEVERE cost extension worth CAD\$ 2M to create sustainability by providing extra support to PERSEVERE's participants through the COVID crisis to ensure that the project's impact is not lost during this extremely challenging period. Despite the pivots made so far to respond to COVID, there remains a strong need to continue PERSEVERE's current COVID response beyond the current project end to compensate for the delays and challenging operating environment. Additional funds are needed to implement new / scaled up COVID-related activities which will support the most marginalized women and people with disabilities to mitigate against and cope with the harmful impacts of COVID on their income, livelihoods, safety, access to services, unpaid care work, and participation in community economic governance.

Monitoring data for PERSEVERE indicates that outcome level changes are already evident: the large majority of women supported by PERSEVERE activities are reporting equal participation in household decision-making and there is an increase in women meaningfully participating in formal or informal decision-making spaces related to economic governance. Women are reporting greater capacity and access to resources that will support their economic activities. Within communities, almost all participants of the various awareness sessions are demonstrating they are taking steps to reduce GAD inclusion barriers or adopting safe behaviors towards explosive hazards. For the remaining months of the program, the PERSEVERE team will focus on activities which need further adaptation to continue with COVID-19 restrictions and continue to build on the achievements thus far.



PERSEVERE's Impact: Key Highlights:





Acronyms

CBO	Community Based Organization
COVID-19	2019 novel coronavirus
GAD	Gender Age Disability
GAM	Gender with Age Marker
GBV	Gender Based Violence
GTF	Gender Task Force
HI	Humanity and Inclusion
KII	Key Informant Interview
MEAL	Monitoring, Evaluation, Accountability and Learning
NES	Northeast Syria
NWS	Northwest Syria
NGO	Non-Governmental Organization
PMF	Performance Measurement Framework
PERSEVERE	Promoting Economic Resilience of Syrian Women
PWD	Persons With Disabilities
SOGI	Sexual Orientation and Gender Identity
SRC	Syria Resilience Consortium
SYP	Syrian Pound
TOT	Training of Trainers



1. OUTCOMES ACHIEVED – PROGRESS ON OR TOWARDS THE EXPECTED OUTCOMES

1.1. Progress on or towards the Ultimate Outcome 1000

ULTIMATE OUTCOME 1000: Displaced and conflict-affected women, including women with disabilities, in Syria have enhanced resilience.	
Narrative assessment of progress on or towards the expected ultimate outcome (<u>cumulative</u> - from project inception to date):	This outcome is not measured during the lifetime of the project.
Variance, if any:	N/A
Corrective actions, if necessary:	N/A

1.2. Progress on or towards the Intermediate Outcomes

INTERMEDIATE OUTCOME 1100 Women, including young and older women as well as women with disabilities, participate more actively in community economic governance.	
Narrative assessment of progress on or towards the expected intermediate outcome (<u>cumulative</u> - from project inception to date):	<p><u>1100.1 % of women participants in pilot projects who report an increase in their contribution to HH income</u></p> <p>Baseline: N/A Target 75%</p> <p>This indicator was not measured during the previous reporting period due to outputs not completed during the period. This reporting period the project achieved 80%, resulting in a cumulative total of 80%.</p> <p>Twenty-five (25) women led businesses were surveyed before (September 2020) and after (March 2021) receiving their business grants and implementing their business plans. 80% of the participants reported increased contribution to household income during the reporting period. The participants reported average contribution towards household income increased from SYP 100,176 to SYP 206,200, from before to after participating in PERSEVERE activities. The respondents also had increased their share of contribution to household income by an average of 2%.</p> <p>Regular functioning of the business had increased from 69% to 92% when compared between before and after surveys, even with COVID-19 restrictions, and most businesses managed to increase or maintain their level of operating business hours each day. However, the COVID-19 pandemic did have considerable impact on business operations</p>



due to shutdowns and movement restrictions to minimize infection rates across NES. The following table shows the impact on participants' businesses and their financial situation:

HOW DID COVID-19 IMPACT YOUR LIVELIHOOD?	Sept 2020	Mar 2021
Reduced sales for your business	54%	84%
Reduced number of days the shop being opened	46%	76%
Reduced number of working days	69%	80%
Reduced wages	23%	28%
Cost of living increased	73%	52%
Infected with COVID-19	4%	12%
Sold personal assets for survival	19%	0%
Borrowed money for survival	27%	4%



“I can pay for my children’s school and medical expenses.”

Amira (name changed) is a widow and mother of four girls and four boys, between the ages of 8 and 21 years old. Amira and her family had to flee as their village was bombed. Their home, tailor shop, and everything they ever worked for was destroyed. Amira’s husband died of cancer a few years ago, and Amira is now the main provider for her family. She pays all school, housing, and food expenses for her children. Before receiving support from CARE, Amira worked as a daily laborer in a sewing workshop.

“It was very hard to make ends meet. We lived in a small apartment and could hardly get by with my income. I could not provide my children with anything, but the absolute necessities.” When Amira received a USD 3,000 grant from CARE, she was able to set up her own sewing workshop. She bought new sewing machines, a knitting machine, tools, and fabrics. She also learnt how to manage her expenses, how to better deal with customers, and analyze her sales and purchases. “I have learnt so much. We finally live in a nice apartment, and I can pay for my children’s school and medical bills.” She also says that she feels less lonely now, because she is in touch with more customers and has started to connect more with the community she has fled to. Amira now also employs four other women (one is pictured above).

1100.2 % of women participants who report equally participating in household financial decision making, such as which businesses to enter, key business management decisions, purchase or sale of productive assets, land, financial assets (loans, savings, etc.), etc.

Baseline: 25% Target 40%.

In the previous reporting period, the project achieved 86% based on the client surveys. **This reporting period, the project achieved 85%.** The cumulative average from the beginning of the project is 86%.

86% of the women who participated in the client surveys reported equally participating in household financial decision making, compared to 25% at baseline. This included decisions such as which businesses to enter, key business management decisions, purchase or sale of productive assets and land, and managing financial assets (loans, savings, etc.), etc. This includes women who reported joint or sole decision making across various household activities, including when a main female or wife considered themselves to be equally participating. For this reporting period, the survey was conducted among 24 Training of Trainers (TOT) trainees and 25 Women led businesses. 33 TOT trainees were surveyed during the previous reporting period.



“Ever since I participated in CARE’s project, I have never been the same. I was not working before, and I was used to my husband working and earning the money for the family. Now, I feel a lot more powerful and self-confident. I am running my own sewing workshop and am earning my own money. I am as much of a decision-maker as my husband now and am finally financially independent.

Nadia (name changed), 26, is newly married and expecting her first child. She received USD 3,000 to set up her sewing workshop as well as business skills training.

1100.3 % of women who have meaningfully participated in formal or informal decision-making spaces related to economic governance by the end of the project

Baseline: 0% Target 20%.

During the previous reporting period the project achieved 18% based on the client surveys and rolling profiles. This reporting period, the project achieved 22%. The cumulative average is 20%.



Since the beginning of the project **20% average indicated they have meaningfully participated in formal or informal decision-making spaces related to economic governance**, compared to 0% at baseline. For this reporting period, these questions were included in the survey conducted among the 24 women participating in TOT training and 25 women led business owners mentioned above in 1100.2. Local governance structures in Northeast Syria (NES) do promote participation of women in decision making bodies more so than other parts of the country, enabling some women who have gained skills and confidence through PERSEVERE to demonstrate an increase in their meaningful participation. However, local authorities associated with the self-administration units in NES adopt a top-down approach to decision-making. This creates continued challenges to women and citizen participation, as no formal structures exist to promote participatory decision making at community level.

Rolling Profile Interviews: Decision-Making in Economic Governance

“CARE has changed my life. I have my own business now. I am responsible for three female employees and am training up to nine young women at a time. I want to help other girls and women in the area who don’t have money. I feel happy, confident, independent, and my children’s psychological state is much better because I feel better since participating in the project.” *Female WLB participant in Al-Hasakeh*

“The training changed my personality. I feel a lot more confident and powerful. I now train people in villages about wheat production. I hope I will get a grant from CARE or another organization to develop my own project. One thing that could be improved is to include longer psychosocial skills sessions.” *Female TOT participant in Al-Hasakeh*

“I learnt a lot in the trainings. I am still looking for a job, but I think the skills I gained will help me find one. The internet allowance helped me provide for my family, and I was able to buy my daughter a bicycle.” *Female online TOT participant, Al-Qamishli*

Variance, if any:	Targets achieved
Corrective actions, if necessary:	N/A



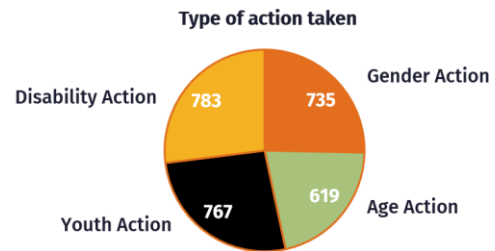
INTERMEDIATE OUTCOME 1200 Community members, institutions, and response actors actively support the inclusion of GAD consideration in economic governance.

<p>Narrative assessment of progress on or towards the expected intermediate outcome (cumulative - from project inception to date)</p>	<p><u>1200.1 % of community members, households, and local institution representatives in target communities who report having taken an action to reduce GAD inclusion barriers in the past 6 months</u></p> <p>Baseline: 0% Target 20%</p> <p>The previous reporting period the project achieved 96% based on the client surveys and key informant interviews. This reporting period, the project again achieved 96%. The cumulative total is 96%.</p> <p>700 awareness sessions were conducted for 3,028 community members to promote GAD inclusive economic governance, facilitated by CARE trained Community-Based Organization (CBO) staff members. Each member participated in three sessions which were conducted in Hasakeh governorate. A client survey was conducted among 277 community members who participated in these awareness sessions under Output 1211. As a result of these sessions, 96% of the participants surveyed had indicated taking at least one action to reduce gender, age and disability barriers in the past 6 months. Community members found the issues discussed were highly relevant to what they see within their own communities, such as the unpaid care work burden of women and challenges and difficulties faced by people with disabilities. They appreciated the interactive activities conducted during the training (e.g. participatory problem and solutions mapping exercise) and the enthusiasm and commitment of the CBO staff members.</p>
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Actions taken to reduce GAD barriers in the past six months



2,904
actions
taken to
reduce GAD
barriers



- Training to support needs of women and girls, older persons and persons with disabilities
- Assisting with financial constraints
- Conducting awareness campaigns and community outreach on inclusion
- Arranging childcare options during events
- Supporting each other with caring responsibilities
- Speaking with friends, family and other community members and create awareness on GAD inclusion
- Changing locations of community events, etc.
- Supporting businesses with adapting working environment
- Providing opportunities for participation in activities and to influence decision-making
- Providing community members with information regarding access to services or assistance
- Speaking with relevant authorities and service providers to improve services for members
- Providing extra-curricular activities

Source: Client Survey

“In my family, women and girls are already going to school and working. But I am trying to spread the message of gender equality with everyone around me – as part of the awareness sessions I deliver, but also in every other situation possible. I feel more confident about advocating for equal rights and am more interested in justice issues. I’ve also started to think more about how people with disabilities feel, and how to communicate with them. I hope that the concept of inclusion will become more of a reality in our society, so everyone can live in peace, security and stability.”

Mohamed took part in CARE’s 5 day-TOT training for Ashti Association members. He is now facilitating community awareness sessions.



1200.2 % of targeted SRC response actors that demonstrate at least one new action that incorporates gender, age, and disability inclusion issues in livelihood programs

Baseline: N/A Target 50% (3 actors)

This indicator was not measured during the previous reporting period or this reporting period as it will be assessed during the endline evaluation, as per the Performance Measurement Framework (PMF). However anecdotally, there have been actions taken by SRC actors during this reporting period. The IRC, for example, have contributed towards this outcome by incorporating new GAD actions into their livelihood program activities based on PERSEVERE learning. This included equipping their livelihood center in Terbaspiyah with a ramp, disabled bathroom facilities and parking to support access for PWD and providing a private prayer space for women in their livelihood center in Raqqa. NRC are also working with HI to develop plans to install adaptations in their vocational training center to support PWD to access livelihood program activities (discussed further in 1220.2).

1200.3 % of population declaring having safe behaviors towards explosive hazards and the prevention of the spread of the COVID-19 virus

Baseline: 27% Target: 70%

This indicator is measured through Knowledge, Attitude and Practices (KAP) survey baseline and end-line report. Hence, it will be fully reported upon the completion of the activities for the collection of the end-line surveys. A baseline survey so far has been completed, while the end-line is planned to be conducted at the end of the project.

However, in the previous reporting period based on periodic spot checks the project achieved 85% within communities where Explosive Hazards Risk Education sessions are held. **This reporting period, the project achieved 98%.** The cumulative average for PERSEVERE is 91%.

During this reporting period, HI's monitoring, evaluation, accountability and learning (MEAL) team has conducted periodic spot checks through pre-session and post-session tests which accompany the combined Explosive Hazards Risk Education and COVID-19 sessions in communities. Adults are tested on their understanding of the different types of hazards presented, the risks and safe behavior to adopt. The percentage reported above is based on a sample of 2617 sessions' participants. Out of the sample, 2561 declared having increased knowledge after attending the sessions and reached a score of 70 in the post-session test that measures their knowledge retention of the sessions' content about the Explosive Hazards Risks and preventative measures as well as COVID-19 virus transmission risks.

HI provided 6920 Explosive Hazards Risk Education household sessions to 55,796 beneficiaries (30,682 women, 25,114 men). Moreover, HI ensured during 2020 to deliver Safety Briefings to humanitarian actors (local and international NGOs) to raise their awareness within the humanitarian community about risks and the consequences



	<p>of explosive hazards they could face when in the field to minimize the risk of accidents among aid workers. During this period, HI delivered 18 Safety Briefings to 139 humanitarian staff (58 women, 81 men). This has resulted in a cumulative total of beneficiaries reached since the beginning of the project of 133,955 individuals (72,052 women, 61,903 men).</p> <p>Despite the operational challenges from the COVID-19 pandemic, this has been possible due to the rapid adaptation of modalities to continue activities. The following mitigation and education measures were adopted:</p> <ul style="list-style-type: none"> • Revision of modalities of intervention for risk education. HI shifted from the community large group information sharing approach to door-by door. These were done in a manner to ensure the respect of social distancing; some sessions were delivered outside beneficiaries’ houses when the indoor space was too small to host HI staff. • Provision of Personal Protective Equipment to HI staff, partners and patients as well as adaptation of the sessions and activities spaces. • Mainstreaming Hygiene Promotion and COVID-19 Key messaging to HI activities portfolio by providing a short COVID-19 and hygiene briefing before each Explosive Hazards risk education session in the targeted communities.
<p>Variance, if any:</p>	<p>Measurement of SRC actors adopting GAD inclusion activities will be conducted through the endline evaluation.</p>
<p>Corrective actions, if necessary:</p>	<p>Activities to support SRC actors to adopt GAD inclusion in livelihood programs will be prioritized in the remaining project period.</p>

1.3 Progress on or towards Immediate Outcomes 1110, 1210 and 1220 contributing to Intermediate Outcomes 1100 & 1200

<p>IMMEDIATE OUTCOME 1110 Women have enhanced capacities and resources to lead initiatives on gender-inclusive economic governance.</p>	
<p>Narrative assessment of progress on or towards the expected immediate outcome (cumulative - from project inception to date):</p>	<p><u>1110.1 % of women trained that demonstrate increased capacity in economic governance, business management, and entrepreneurship</u></p> <p><u>Baseline: 43% Target: 80%</u></p> <p>During the previous reporting period the project achieved 86% based on pre-training and post-training tests of participants and client surveys. This reporting period, the project achieved 75% based on client surveys. The cumulative average since the project commencing is 80%.</p> <p>The client survey mentioned in Intermediate Outcome 1100, carried out among 24 of the TOT trainees, assessed their ability to deal with real life scenarios related to economic governance, entrepreneurship and financial management. 75% of the women</p>

who participated in the survey indicated they had fairly high capacity in all the above aspects. Participants reported high capacity in business management and entrepreneurship (86%) financial management (88%) and economic governance (53%).

The pre-test scores for TOT participants averaged 37 (measured on a scale of 100) and the average post-test score was 84, demonstrating a significant increase in knowledge and understanding this area.

1110.2 % of women who report having access to adequate resources (skills, information, assets, and spaces) to start, maintain, or expand their economic initiatives

Baseline: 15% Target: 45%

This indicator was not measured for the previous reporting period, due to outputs required to achieve the outcome not being fully completed. **During this reporting period, the project achieved 78%, thus the cumulative achievement so far is 78%.**

The achievement of 78% is based on the client survey with the 25 women led businesses who had received grants, training and ongoing support from the TOT trainees. The below table summarizes details across different resources the participants had reported.

ACCESS TO:	Mostly or completely	To some extend	Not at all
Technical skills to run the business	76%	24%	0%
Soft skills such as emotional intelligence, resilience, decision making, financial literacy, teamwork, etc...	84%	16%	0%
Information about market, prices, competition, raw materials, etc.	96%	4%	0%
Market promotion e.g. through social media and advertisements	68%	32%	0%
Adequate and safe space for the business	68%	24%	8%
Tools and equipment	66%	24%	0%
Finance for operational cost	80%	16%	4%
TOTAL	78%	20%	2%

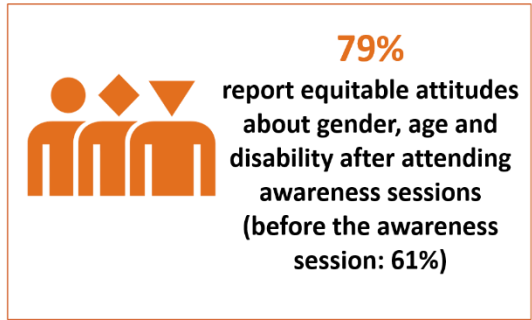
Variance, if any:	Targets achieved
Corrective actions, if necessary:	N/A



IMMEDIATE OUTCOME 1210 Community members, households, and local institutions have the capacities to identify and address GAD-related barriers and risks for the participation of vulnerable populations in community economic governance.

<p>Narrative assessment of progress on or towards the expected immediate outcome (cumulative - from project inception to date):</p>	<p><u>1210.1 % of community members involved in the project who report gender, age, and disability equitable attitudes</u></p> <p><u>Baseline: 5% Target: 25%</u></p> <p>In the previous reporting period, the project achieved 60% based on the client surveys and key informant interviews (KIIs). This reporting period, the project achieved 79% based on client surveys. The cumulative average is 70% since the beginning of the project.</p> <p>As reported in Outcome 1200, a total of 3,028 community members attended the awareness sessions, 1505 women and 1523 men. The client survey covered 277 community participants of the awareness sessions (144 women, 133 men).</p>
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79% of the surveyed participants had exhibited positive gender age and disability equitable attitudes compared with 61% before the sessions, demonstrating a 29% increase. 16% of the surveyed participants exhibited somewhat positive and 5% of the participants exhibited negative gender age and disability attitudes. The awareness sessions had increased the understanding of negative impact of GAD barriers among the participants. KIIs revealed that several participants were promising and willing to take steps to change GAD barriers at household level.



“The situation for women in our community is difficult. We make their lives difficult with out customs and traditions. Women are often not allowed to work outside the home. In the awareness sessions we learned about women’s rights and how to treat them. We also learned that women can work and succeed inside and outside the house. When I went home from the awareness session, my wife and I spoke about these issues. I now think it is okay for her to work outside the house. We are thinking about opening a dairy and cheese shop together.”

Hussein, 40, raises livestock. He took part in one of CARE’s community awareness sessions.

1210.2 % of trained CBO representatives who are able to identify related barriers and suggest response strategies for at least one gender and one age and disability related barrier in their community

Baseline: 55% Target: 75%

The previous reporting period the project achieved 100% based on the pre-training and post training test of trainees and key informant interviews with CBO staff. **This reporting period, the project achieved 100% based on tests of all CBO trained staff.** The cumulative total for the project is 100%.

Thirty-six (36) CBO staff (21 women, 15 men) belonging to six CBOs were trained in September on topics related to GAD inclusive economic governance over a period of 10 days of remote training. The training sessions were jointly conducted by CARE and HI.

CARE conducted tests for all the CBO staff who attended the training and held 6 key informant interviews with randomly selected CBO staff members. In the post-training test 100% of training participants were able to identify at least 1 GAD related barrier and at least 1 GAD response strategy. Among the interviewees, four observed improvements related to GAD inclusion in their communities, which included:

- Providing mobility assistances and the artificial limbs through the Local Associations and the Humanitarian Organizations, and providing PWD with the financial assistance
- Participation of women in financial decision making and involvement in community groups.
- More visibility and inclusion for women and PWD in community events and functions.

“A lot of women do not enjoy equal opportunities. Many are deprived of gaining and education or earning an income. Often, their role is limited to managing the household and raising children. As part of CARE’s training, I learned about problems women are facing, the importance of gender equality, and how we can better integrate people with disabilities into our society.”

CBO staff who participated in CARE’s 5 day-TOT training who is now facilitating community awareness sessions.

1210.3 % of participants demonstrating an increase in knowledge following Explosive Hazards¹ TOT training and increase in knowledge related to prevention of and response to the spread of COVID-19

Baseline: N/A Target: 70%

This was not reported on previously as activities were planned for implementation during this reporting period. **After the activities in this period, 100% of the training participants demonstrated an increase in knowledge on Explosive Hazards and prevention of and response to the spread of COVID-19.** Thus, the cumulative total is 100%.

This percentage was measured by analysis of the pre-training and post-training tests of participants’ knowledge about the training’s content which included key topics on

¹ Previous reporting referred to this as ‘Explosive Remnants of War’. The updated terminology used by HI is now ‘Explosive Hazards’ as adopted by the wider humanitarian sector.



	<p>Explosive Hazards Risks and preventative measures as well as COVID-19 virus transmission risks.</p> <p>In total 7 ToT sessions were delivered between November 2020 and February 2021 (1 in Raqqa, 3 in Hasakeh, 3 in Deir ez-Zor) to a total of 60 participants (30 women, 30 men to build local technical capacities in Explosive Hazards Risk Education and mitigate the risk of accidents, injury or death due to explosive hazards in the targeted communities).</p> <p>The training delivery amid the pandemic was possible due to the adaptive approach which HI followed in the implementation.</p> <ol style="list-style-type: none"> 1. The number of participants in each session was kept low to be within the limit of preventative measures (each training had 10 or fewer participants). 2. Using safe, suitable venues that were large enough to ensure physical distancing. 3. Distribution of personal protection equipment (face masks, gloves, hand sanitizer, etc.) were distributed prior to each training for all participants and staff. <p>Moreover, these trainers were then able to cascade their knowledge and awareness on explosive hazards through 95 community training sessions: 80 sessions in Hasakeh, 9 in Raqqa, and 6 in Deir ez-Zor. These sessions were tailored to different age categories in their communities, reaching both adults and children through separate sessions.</p>
<p>Variance, if any:</p>	<p>Targets achieved</p>
<p>Corrective actions, if necessary:</p>	<p>N/A</p>

IMMEDIATE OUTCOME 1220 Response actors have enhanced awareness, capacities, networks, and models to support GAD inclusive economic governance in resilience-building programs in Syria.

<p>Narrative assessment of progress on or towards the expected immediate outcome (cumulative - from project inception to date):</p>	<p><u>1220.1 % of new SRC programs that have been GAM marked during design and monitoring</u></p> <p><u>Baseline: 0% Target: 100%</u></p> <p>During the previous reporting period, 100% of new SRC projects were GAM marked (2 projects commenced). No new projects have commenced during the current reporting period. The cumulative total is 100%.</p>
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To support continued monitoring of SRC projects, the Gender Task Force (GTF) has included in their GAD Action Plan to develop supplemental guidance to the SRC Guiding Principles marker for all SRC projects for GAD inclusion, which will provide:

1. consistent age categorization,
2. disaggregation by type of disability,
3. capturing polygamous households, and
4. representing persons of non-conforming Sexual Orientation and Gender Identity (SOGI).

This guidance will refine the GAM tool for use during design and monitoring of future SRC projects, and its development will begin during the remaining period of the project. The GTF will work with the SRC MEAL Advisor to support annual GAM review of the projects once this guidance is developed.

1220.2 % of SRC members who are incorporating outputs and materials from PERSEVERE pilots in their own strategies and programs

Baseline: N/A Target: 50% (3 members)

This indicator was not measured during the previous reporting period or this reporting period as it will be measured during the endline evaluation. As discussed in 1200.2, IRC have contributed towards this outcome in this reporting period by incorporating GAD measures into their program activities through HI support from PERSEVERE. They have installed accessibility measures in their livelihood training center in Terbaspiyah and made their livelihood center in Raqqa more gender-inclusive.

The IRC in NES are also delivering GAD awareness to stakeholders and the self-administration about their priority inclusion of marginalized groups across their livelihood and early recovery programs, with clear criteria that at least 50% of target participants being women and 15% reaching PWD. These strategic targets have resulted in 86% women and 15% PWLD being targeted with vocational activities within IRC's programs. They have also incorporated GAD inclusion into their Early Childhood Development programming to support their childcare spaces and livelihood centers with facilities that support women's participation.

HI is also working with NRC to incorporate some of the GAD inclusion practices from PERSEVERE in their Northwest Syria (NWS) livelihood programs. They are developing an organization-wide approach to include and empower PWD in their livelihood programs, designing adaptations to NRC vocational training centers to be more inclusive, and incorporating the GAD inclusion for livelihoods material from PERSEVERE as part of the training and capacity building plan for all NRC staff.

1220.3 # of SRC response actors (members) sharing positive models of GAD inclusive resilience programming

Baseline: N/A Target: 6



	<p>This indicator was not measured during the previous reporting period or this reporting period, as it will be measured through the endline evaluation.</p> <p>Lessons learned reports, dialogues and sharing events are planned to take place during the remaining project timeframe to widely share examples of GAD inclusive resilience programming adopted by SRC members. GTF meetings have been scheduled for the coming period to share and learn from GAD inclusive initiatives from PERSEVERE. The GTF have a joint Google Drive in which materials and studies from PERSEVERE are shared among all SRC members.</p> <p>Anecdotal evidence has been provided by SRC actors during this reporting period. An example shared is from IRC who implemented two cash for work projects to produce re-usable face masks and soap in NWS Syria. Based on GAD learning and trainings facilitated by PERSEVERE, IRC was able to appropriately design these projects to suit the needs of women, elderly and PWD. Both projects were adapted to allow participants to work from home to reduce COVID-19 exposure. These adaptations also resulted in an increased number of women, elderly and persons with disabilities wanting to participate, because working from home removes many of the physical and social barriers preventing their participation. Syrian women are generally caregivers to the elderly, children and the ill, which often means they face additional COVID-19 infection risks and social stigma regarding their mobility. Hence, the home-based approach mitigated the barriers that prevent women’s participation, including childcare and housework responsibilities. IRC has also introduced a new online self-registration system that allows community members to enroll with no direct human interaction, reducing COVID-19 infection risk while also supporting greater inclusion for women, PWD and the elderly to participate.</p> <p>HI worked directly with NRC in North West Syria to move forward with actions toward inclusion. HI aimed to duplicate the success of the ambassador program by starting the map for persons with disabilities in May 2021 in North West to pilot this initiative in North West.</p> <p>The NES Humanitarian NGO Gender Based Violence (GBV) protection Working Group is working with Ambassadors to understand needs of women with disabilities in NES. So far, Ambassadors have participated in focus group discussions with the GBV Working Group, and will receive training as general introduction to GBV awareness, to slowly build their capacities and prepare them for their planned role as focal points for this working group in June.</p>
<p>Variance, if any:</p>	<p>Measurement of this outcome will be conducted through the endline evaluation.</p>
<p>Corrective actions, if necessary:</p>	<p>Outputs contributing to this outcome will be prioritized in the remaining project period.</p>



2. BENEFICIARY REACH

The following table demonstrates the total number of men and women who were reached by the PERSEVERE project activities during the reporting Year 2 and the cumulative total:

Total Number of Beneficiaries Reached				
Activities	Women Year 2	Men Year 2	Total Year 2	Cumulative Total
Number of women business support TOT trainees trained	24	0	24	58
Number of online trainees completing various online courses	299	0	299	299
Number of women led businesses benefitted	46	0	46	46
Number of CBO staff receiving GAD inclusive training	44	28	72	109
Number of community members reached through GAD inclusive awareness sessions	1505	1523	3028	4392
Number of Inclusion Ambassadors and caregivers trained in inclusion and leadership	7	7	14	37
Number of community members engaged in activities on International Disability Day	8	7	15	44
Number of persons with disability receiving personalized support for livelihoods (case management)	21	5	26	34
Number of persons provided with Risk Education sessions on Explosive Hazards ² and safe behaviors to prevent and respond to COVID-19	30,740	25,195	55,935	133,955
Number of local livelihood response staff (NGOs and CBOs) receiving safety briefings on Explosive Hazards and safe behaviors to prevent and respond to COVID-19	58	81	139	381
Number of Risk Education trainers who received training on GAD inclusion	30	30	60	104
Number of SRC member staff who received training on GAD inclusion in livelihoods	136	157	293	340

² Age disaggregation: Of the 78,020 persons reached by risk education in year one 13,755 were girls between the age of 5 and 11; 5,765 were girls between the ages of 12 to 17; 21,792 were women over 18. Additionally, 15,792 were boys aged 5 to 11; 5,217 were boys aged 12 to 17; and 15 699 were men over the age of 18



Number of SRC member staff who received training on the Gender with Age Marker (GAM)	N/A	N/A	Targets exceeded in previous period	57
Total #	32,918	27,033	59,951	139,856

3. CHANGES TO THEORY OF CHANGE, LOGIC MODEL AND PERFORMANCE MEASUREMENT FRAMEWORK

The theory of change and logic model for PERSEVERE did not undergo any revisions during the reporting year. However, due to the impact of COVID risk and COVID control measures on the project deliverables, changes were proposed to the Performance Measurement Framework indicators which were approved by GAC in August 2020 as per the table below:

Existing Indicators	Proposed Revisions	Explanation
Intermediate Outcome 1200: Community members, institutions, and response actors actively support the inclusion of GAD consideration in economic governance		
1200.2 % of targeted Syria response actors that demonstrate at least one new action that incorporates gender, age, and disability inclusion issues in livelihood programs.	% of targeted SRC response actors that demonstrate at least one new action that incorporates gender, age, and disability inclusion issues in livelihood programs.	This language allows for more precise monitoring of the consortium members who will be expected to take on new actions as a result of learning from PERSEVERE, rather than all response actors in Syria. Target remains at 50%
1200.3 % of population declaring having safe behaviors towards explosive hazards	% of population declaring having safe behaviors towards explosive hazards and the prevention of the spread of the COVID-19 virus	Teams conducting Explosive Hazards Risk Education sessions will additionally conduct hygiene promotion activities to address the ongoing pandemic in NES and encourage safe behaviors
Immediate Outcome 1210: Community members, households, and local institutions have the capacities to identify and address GAD-related barriers and risks for the participation of vulnerable populations in community economic governance.		
1210.3 % of participants demonstrating an increase	% of participants demonstrating an increase in knowledge following ERW TOT training and	HI will additionally conduct hygiene promotion activities to address the ongoing pandemic in NES and encourage safe behaviors



in knowledge following ERW ³ TOT training	increase in knowledge related to prevention of and response to the spread of COVID-19	
Immediate Outcome 1220: Response actors have enhanced awareness, capacities, networks, and models to support GAD inclusive economic governance in resilience-building programs in Syria		
1220.1 % of SRC projects that have been GAM marked during design and monitoring.	% of SRC programs that have been GAM marked during design and monitoring.	While each SRC program contains multiple individual projects for each consortium member, proposals and reporting are done in the aggregate by program, therefore more precise language is preferred. Target remains at 100%
1220.2 % of SRC members who are incorporating successful pilot models in their own strategies and programs	% of SRC members who are incorporating outputs and materials from PERSEVERE pilots in their own strategies and programs	Given insufficient resources for consortium members to fully replicate activities conducted by CARE and HI, it is recommended instead to measure the projects that are able to utilize materials developed, such as curricula, monitoring tools, SOPs, etc. which does not require additional financial resources. Target remains at 50%
Output 1112: Training of trainers conducted for women in gender and economic governance		
1112.1 # of TOTs conducted for women in gender and economic governance	# of TOTs conducted for women in gender and economic governance, plus # of online virtual trainings for women in communities	In response to the pandemic, CARE will emphasize the use of online trainings for a broader audience to enable women access to learning opportunities that do not require physical gathering. The additional participants will not be trained as trainers but will receive content relevant to women’s economic empowerment.
1112.2 # of women trainers trained in gender and economic governance	# of women trainers trained in gender and economic governance, plus # of women in target communities who receive online virtual trainings	Per 1112.1, the participants in trainings adapted for COVID-19 will also be measured during the next year of the program
Output 1211: Community members – in particular, men and boys - engaged in discussions and promotion of GAD inclusion in livelihoods at the household and community levels		
1211.1 # of community members (SADD) participating in GAD inclusion focused	# of community members (SADD) participating in GAD inclusion focused discussion/awareness raising	Awareness-raising activities will also include messaging on safe behaviors related to the pandemic. Modalities will be explored that avoid the gathering of groups to

³ As mentioned in Footnote 1, the term during the start of the PERSEVERE project was ‘Explosive Remnants of War’ but is now updated to ‘Explosive Hazards’ in line with the wider humanitarian sector. This should be considered in all references to ERW.



discussion/awareness raising events	events and receiving information on the prevention of and response to COVID-19	adhere to physical distancing, such as radio messaging or other information sharing modalities
Output 1212: Local organizations, institutions and/or groups – in particular those which are male-dominated – trained on GAD inclusive economic governance and on how to identify measures to mitigate barriers and risks		
1212.1 # of local organizations, institutions, and/or groups trained in GAD inclusive economic governance	# of local organizations, institutions, and/or groups trained in GAD inclusive economic governance and safe behaviors to prevent and respond to COVID-19	As the local organizations and groups will conduct awareness raising under 1211.1, content related to COVID-19 and hygiene promotion will be shared during trainings of these groups
1212.2 # of people trained on GAD inclusive economic governance	# of people trained on GAD inclusive economic governance and safe behaviors to prevent and respond to COVID-19	As the local organizations and groups will conduct awareness raising under 1211.1, content related to COVID-19 and hygiene promotion will be shared during trainings of these groups
Output 1213: Community members and stakeholders trained to identify risks related to ERW		
1213.1 # of community members and stakeholders trained on ERW risk reduction	# of community members and stakeholders trained on ERW risk reduction and hygiene promotion to address the COVID-19 pandemic	HI staff who conduct Explosive Hazards Risk Education sessions related to ERW have been trained as well on prevention and response to the pandemic, and therefore will ensure this messaging is delivered in a way that is safe and assures appropriate physical distancing
1213.2 # of trainers trained to deliver ERW risk education sessions and/or to conduct accident and victim survey	# of trainers trained to deliver ERW risk education and/or hygiene promotion sessions and/or to conduct accident and victim survey	In line with 1213.1, staff will also engage in hygiene promotion for a period of the project to reduce the risks and harm of COVID-19
Output 1214: PWD in communities are identified and provided support to participate in livelihoods activities		
1214.2 #of PWD provided with tailored case management support including adaptations	# of PWD provided with tailored case management support including adaptations, or financial support	While the COVID-19 pandemic initially made it difficult for HI to apply its normal modality for case management, they are now able to provide their regular adaptations. However, they have identified additional opportunities to provide financial support to Inclusion Ambassadors who need assistance with small business start-up as a form of their case management



Output 1222: Pilot initiatives (including those documented through 1114) supported for scale up through SRC programs, prioritizing collaboration with women’s organizations/groups		
1222.1 # of SRC projects that are implemented within wider programs, based on successfully tested pilots of SRC gender and disability inclusive or responsive activities.	# of SRC projects within wider programs that incorporate methods, materials, and outputs developed under PERSEVERE pilots on gender and disability inclusive resilience activities	In line with 1220.2, it is requested to measure the use of developed content rather than new projects based on pilots given resource constraints. The phrase “successfully tested” is removed as the level of methodological rigor that would be required to test and demonstrate success is infeasible during the project period.
1222.2 # people reached through scaled-up projects	# of geographic hubs in which SRC members utilize methods, materials, and outputs from PERSEVERE pilots	Given the change in 1222.1 and the difficulty in tracking people who benefit from the use of developed materials and methods, it is requested instead that the SRC measure the breadth and scope of impact of PERSEVERE activities by ensuring this is shared and promoted across all 3 operational hubs in Syria. The proposed target is 3 hubs.
1222.3 # of trained trainers and/or women’s groups involved in the implementation of scale-up of pilots	# of trained trainers, trained CBO staff , and/or supported women’s groups or businesses who train or otherwise support other SRC member program beneficiaries	In line with 1222.1 and 1222.2, rather than linking PERSEVERE beneficiaries to scale-up activities, it is requested to have these beneficiaries support other member (i.e. non-CARE and HI) activities, such as using women trainers to conduct sessions with other SRC beneficiaries who are completing vocational trainings, for example. This will be contained within the NES hub where CARE and HI primary activities are taking place, and the nature of PERSEVERE beneficiary engagement with other SRC members will be dependent upon the COVID-19 pandemic and the degree to which trainings can be resumed.
Output 1224 Local and international response actors engaged in dialogues on GAD inclusive resilience programming in Syria		
1224.2 # of sharing events conducted and dialogues held	# of online sharing events or webinars conducted and dialogues held	Given continued challenges with travel and the need for physical distancing due to COVID-19 that precludes large gatherings, priority will be given to facilitating these using online or remote modalities



4. LESSONS LEARNED AND ACTIONS TAKEN, RECOMMENDATIONS AND NEXT STEPS

Lessons learned

The following are the key lessons learned by the PERSEVERE team during Year 2. Many of these approaches will be continued until end of the project, particularly as the COVID-19 pandemic continues:

- *Methods to overcome mobility restrictions due to COVID-19.* Although HI were granted permission to access community centers to continue delivering community Explosive Hazards Risk Education sessions as a humanitarian agency, community members themselves were not easily able to attend which affected levels of participation. To cope with these challenges, HI adapted its modality by:
 - Shifting from conducting awareness sessions by holding large group meetings to a door-to-door approach visiting individual households. Residents were notified in advance to ensure social distancing could be in practice, and some sessions were delivered outside residents' homes if the indoor space was too small to host HI staff.
 - Ensuring physical distance during sessions to stay within restrictions. However, this resulted in a reduction of the number of people that teams were able to reach per session and per day.
- *Smaller community awareness sessions can be beneficial.* The GAD community awareness sessions were also conducted in smaller groups (maximum 10 participants) which resulted in other benefits:
 - Gender and age specific groups could be formed, enabling people to be more comfortable in discussion (women, men and young persons).
 - Participants reported having more time/ space for discussions.
 - Smaller groups enabled the sessions to be conducted at local places such as in community centers, homes of participants, etc. This avoided hiring venues which were closed for a significant period of time.
 - More easily able to apply adequate protection measures for COVID-19 such as physical distancing.
- *Tailored training and field-based training for women led businesses had proven to be effective.* Instead of mass, venue-based training, smaller group and individual training has proven better for the women led businesses:
 - This approach reduced the time needed for each session, and thus time the business owners have to spend away from their businesses.
 - Providing tailored training for each business in smaller groups or in the business premises allowed the trainers to address specific problems faced by each business. For example, how a particular business can market its product, how the business can make sales forecasts, etc.
 - This approach also enabled activities to continue during the COVID-19 restrictions.
- *Engaging the services of TOT trainers is beneficial for both the TOT trainees and the service recipients.* The TOT trainees had the opportunity to practice their skills by being co-facilitators in the subsequent TOT trainings for new cohorts, community awareness session facilitators and business development service providers.



- This approach enabled them to gain valuable on the job skills (which is further validated by their statements in the rolling profiles).
- Prior participation in PERSEVERE project allowed them to better understand the objectives of the program and thus contribute more effectively to the various initiatives they were facilitating, such TOT trainings, support for women led businesses, support for community awareness sessions, support for online course provision etc.
- Prior participation also gave them the perspective of being a participant themselves, and thus could better support new participants in the project.

Next steps

Because of COVID-19, there is need for a **no-cost extension to PERSEVERE to extend the activities end date to August 31, 2021** (the activities end date is currently June 30, 2021) **and realign the budget**. This is because of:

- Delays: For example, HI's mine risk education activities were temporarily suspended in some areas to meet public health authorities' requirements. Two extra months are required to catch up on implementation following all these delays, and to finalize all the project activities to the highest standard possible.
- Underspends: Due to travel bans and restrictions of movements, PERSEVERE staff are travelling much less than planned and some activities like training are being done virtually at a lower cost. These unused funds can be used to provide extra support to those affected by COVID-19, for example, through livelihoods grants to women-led businesses, but extra time is needed to do this.
- Livelihoods: The impact of COVID-19 on social networks, and the application of the Caesar Act sanctions brought an unprecedented increase of market prices coupled with a reduction of households' incomes and livelihood opportunities. This has compounded existing vulnerabilities of marginalized women and persons with disabilities (PWD), increased their levels of unpaid care work, and forced many to adopt negative coping mechanisms. The women-led businesses supported by PERSEVERE are struggling during COVID-19 due to these issues and fewer customers. The PERSEVERE team proposes to use budget savings in the next reporting period to pay for livelihoods grants to women-led businesses as part of PERSEVERE Activity 1113 "Identified or newly-formed women's businesses supported financially and/or technically with training/mentoring in topics such as economic governance, business management and entrepreneurship, project cycle management". It is necessary to extend the project activity period to allow sufficient time for these livelihoods grants to be issued.
- Staffing: In order to adapt to the COVID-19 situation, some time-intensive adaptations have been made to project plans. For example, risk education sessions that were previously done in large group sessions in crowded marketplaces are now being done house-to-house, requiring over five times more staff time. The need to extend activities implementation to August 31, 2021 will also necessitate additional staff time. This will result in an increase in the remuneration budget heading by the end of the project.

In addition, **CARE has requested a PERSEVERE cost extension worth CAD\$ 2M** to create sustainability by providing extra support to PERSEVERE's participants through the COVID-19 crisis to ensure that the project's impact is not lost during this extremely challenging period. Despite the pivots made so far to respond to COVID so far, there remains a strong need to continue PERSEVERE's current COVID-19 response beyond the current project end to compensate for the delays and challenging operating

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environment. Additional funds are needed to implement new / scaled up COVID-19 related activities which will support the most marginalized women and people with disabilities to mitigate against and cope with the harmful impacts of COVID-19 on their income, livelihoods, safety, access to services, unpaid care work, and participation in community economic governance.

The cost extension will allow PERSEVERE to build on new/scaled up COVID-19 related activities for marginalised women and people with disabilities in Hasakah Governorate in NES which has been hardest hit by the pandemic, with replication in other part of Syria through the SRC. The cost extension will work through an integrated approach including: economic empowerment; food security; WASH; GBV; protection; economic governance; gender, age, and disability inclusion; and COVID-19 interventions. The issue of unpaid care work will run across the various interventions, recognizing, reducing and redistributing unpaid care and domestic duties of women and girls.



Annex A Outcome Reporting Worksheet

PROJECT TITLE	Promoting Economic Resilience of Syrian Women (PERSEVERE)	NO.	PO 7386015 / PN P002870	EXECUTING AGENCY	CARE Canada
COUNTRY/REGIONS	Syria	BUDGET	C\$8,497,675	DURATION	3 years

INDICATORS	BASELINE	TARGET	ACTUAL DATA PREVIOUS REPORTING PERIOD	ACTUAL DATA THIS REPORTING PERIOD (YEAR)	ACTUAL DATA CUMULATIVE	ANALYSIS OF PROGRESS/VARIANCE
ULTIMATE OUTCOME 1000 Displaced and conflict-affected women, including women with disabilities, in Syria have enhanced resilience.						
1000 Displaced and conflict-affected women, including women with disabilities, in Syria have enhanced resilience	N/A		N/A	N/A	N/A	This indicator is not measured in the lifetime of the project.
INTERMEDIATE OUTCOME 1100 Women, including young and older women as well as women with disabilities, participate more actively in community economic governance.						
1100.1 % of women participants in pilot projects who report an increase in their contribution to HH income	N/A	75%	NA	80%	80%	Target exceeded
1100.2 % of women participants who report equally participating in household financial decision making, such as which businesses to enter, key business management decisions, purchase or sale of productive assets, land, financial assets (loans, savings, etc.), etc.	25%	40%	86%	85%	86%	Target exceeded
1100.3 % of women who have meaningfully participated in formal or informal decision-making spaces related to economic governance by the end of the project	0%	20%	18%	22%	20%	Target achieved



IMMEDIATE OUTCOME 1110 Women have enhanced capacities and resources to lead initiatives on gender-inclusive economic governance.

1110.1 % of women trained that demonstrate increased capacity in economic governance, business management, and entrepreneurship	43%	80%	86%	75%	80%	Target achieved
1110.2 % of women who report having access to adequate resources (skills, information, assets, and spaces) to start, maintain, or expand their economic initiatives	15%	45%	NA	78%	78%	Target exceeded

INTERMEDIATE OUTCOME 1200 Community members, institutions, and response actors actively support the inclusion of GAD consideration in economic governance.

1200.1 % of community members, HHHs, and local institution representatives in target communities who report having taken an action to reduce GAD inclusion barriers in the past 6 months	0%	20%	96%	96%	96%	Target exceeded
1200.2 % of targeted SRC response actors that demonstrate at least one new action that incorporates gender, age, and disability inclusion issues in livelihood programs	N/A	50% (3 actors)	0	33% based on anecdotal data (TBC at endline)	33% based on anecdotal data (TBC at endline)	As per the PFM, this indicator will be measured in the endline evaluation. In the current reporting period, two non-PERSEVERE SRC actors have anecdotally reported incorporating GAD inclusion actions in their livelihood programs, which will be verified through the endline evaluation.
1200.3 % of population declaring having safe behaviors towards explosive hazards and the prevention of the spread of the COVID-19 virus	27%	70%	85%	98% based on the spot checks only (TBC at endline)	91% based on the spot checks only (TBC at endline)	On explosive hazards, this indicator will be reported at the final stage, as it is measured by the ‘Knowledge, Attitude and Practices’ end line survey upon the completion of the planned activities. However, there were periodic spot checks conducted as pre- and post-session tests carried out at each Explosive Hazards Risk Education and COVID-19 session to measure knowledge retention. The % reported here only presents the % of adults who reach a score of 70 in those tests.



IMMEDIATE OUTCOME 1210 Community members, households, and local institutions have the capacities to identify and address GAD-related barriers and risks for the participation of vulnerable populations in community economic governance.

1210.1 % of community members involved in the project who report gender, age, and disability equitable attitudes	5%	25%	60%	79%	70%	Target exceeded
1210.2 % of trained CBO representatives who are able to identify related barriers and suggest response strategies for at least one gender and one age and disability related barrier in their community	55%	75%	100%	100%	100%	Target exceeded
1210.3 % of participants demonstrating an increase in knowledge following Explosive Hazards TOT training and increase in knowledge related to prevention of and response to the spread of COVID-19	N/A	70%	0	100%	100%	Target exceeded

IMMEDIATE OUTCOME 1220 Response actors have enhanced awareness, capacities, networks, and models to support GAD inclusive economic governance in resilience-building programs in Syria.

1220.1 % of new SRC programs that have been GAM marked during design and monitoring	N/A	100%	0	100%	100%	No new programs have started by the SRC during this reporting period.
1220.2 % of SRC actors who are incorporating successful pilot models in their own strategies and programs	N/A	50% (3 actors)	0	33% based on anecdotal data (TBC at endline)	33% based on anecdotal data (TBC at endline)	This is ongoing and will be measured as part of the endline evaluation. However, during the current reporting period, two non-PERSEVERE SRC actors have reported adopting models which incorporate GAD inclusion issues in livelihood programs, which will be verified through the endline evaluation.
1220.3 # of response actors sharing positive models of GAD inclusive resilience programming	N/A	6	0	0	0	PERSEVERE learning products, dialogues and events will be conducted during the final months of the project to share good practice of all SRC partners. This will be measured as part of the endline evaluation.



Annex B Communications

ORGANIZATION	PUBLICATION TITLE	DESCRIPTION	PROJECT SUPPORT PROVIDED	RELEASE / FOLLOW UP
Syria Resilience Consortium	Gender Age Disability (GAD) Protection Analysis: Protection and Human Diversity Inclusion in the SRC Strategy and Program Interventions	<p>This report was commissioned to inform the implementation of the SRC Strategy through (1) analysis of protection-related barriers and capacities as well as enabling factors related to participation in SRC livelihoods and social cohesion interventions, and (2) stocktaking of the state of institutional preconditions for inclusive programming.</p> <p>The full report is provided as Annex C</p>	<p>SRC's Senior Gender Advisor from PERSEVERE managed the study, and staff from HI and CARE PERSEVERE teams contributed approaches and learning from the project towards the study.</p>	<p>The report was shared with SRC actors and donors. The Gender Task Force have prioritized recommendations from the analysis to develop a GAD Action Plan for the SRC.</p>
Humanity & Inclusion	Mapping exercise Survey of barriers for Persons with Disabilities within SRC areas of intervention – Hasakeh Governorate	<p>This mapping report identified PWD in Hasakeh Governorate and presented barriers they face to engaging in livelihoods. Recommendations were provided to improve inclusive programs.</p> <p>Mapping Fact Sheet is provided as Annex D and the full report as Annex E.</p>	<p>PERSEVERE supported the mapping exercise.</p>	<p>Referral of mapped persons was shared with relevant SRC actors in NES to identify those who could be included in livelihood activities.</p> <p>Documents will be shared with the GTF.</p>
	Accessibility Reports	<p>HI conducted 2 accessibility assessments on behalf of IRC (reported in Outcome 1200) for a women's market in Amuda and a vocational training center in Terbaspiyah.</p> <p>The reports are provided as Annex F (Women's Market) and Annex G (Vocational Training Center).</p>	<p>PERSEVERE supported the implementation of these adaptations.</p>	<p>Works have been completed for IRC and the Amuda market managers.</p>



	GAD Training Fact Sheet	A summary document to provide guidance and minimum standards for GAD training for SRC actors. (provided as an Annex in the Semi-Annual Report October 2020 – March 2021)	PERSEVERE supported the implementation of GAD training and documents to supplement training.	Training was conducted with SRC actors and CBOs following the GAD Training Fact Sheet.
	Strategy of Inclusion in the COVID-19 response	Guidance for inclusion of PWD within livelihood opportunities during COVID-19 pandemic. (provided as an Annex in the Semi-Annual Report October 2020 – March 2021)	PERSEVERE supported adjustments to programming due to COVID-19, including new guidance to ensure PWD continue accessing support.	Shared with SRC actors disseminated through the GTF.
	Inclusion Ambassadors Capacity Building Plan	Three-week schedule of training provided for new Inclusion Ambassadors. (provided as an Annex in the Semi-Annual Report October 2020 – March 2021)	The Inclusion Ambassadors activities are funded through PERSEVERE.	A lesson learned workshop will be conducted to promote the Inclusion Ambassadors initiative with SRC actors.



Annex C SRC GAD Protection Analysis Full Report

Attached

Annex D Mapping of Persons with Disabilities in Hasakeh Governorate
Fact Sheet

Attached

Annex E Mapping of Persons with Disabilities in Hasakeh Governorate
Full Report

Attached.

Annex F Women's Market Accessibility Report-HI-IRC

Attached.

Annex G Vocational Training Center Accessibility Report-HI-IRC

Attached.