



الجمعية الوطنية لحقوق الإنسان

Hope Despite Conflict

2018

Annual Report



2018 Annual Report

//
2018 confirmed to us that even in
the context of continued conflict we
should persist with our efforts and
nothing has to wait //

Safa Rawiah
General Manager



I would like to thank all our YLDF staff, trainers, consultants, volunteers and interns for their commitment, and their hard and sincere work. I am equally grateful to our partners for embracing YLDF initiatives, and approaches while effectively helping us expand our work across various governorates in Yemen. YLDF values its partnership with its donors and international partners. We are appreciative for their contributions that supported our strategies, and contributed to our sustainability and we value their funding as well as their technical Support.

Our achievements in line of our **2018** strategy

In 2018, we have succeeded to achieve most of our planned indicators of achievements related to education, livelihood, social participation, CSOs empowerment, Food security, and protection in line with our strategic objectives outlined in the 2020 Development Strategy as well as the 2020 Emergency Strategy.

We are proud in our ability to manage working on different development areas in such dire circumstances as well as maintaining a high quality of deliverables and innovative interventions. We are also proud of our commitment to gender equality and sphere standards.

In response to the expansion within YLDF portfolio, which exceeded 3 USD million in 2018, we at YLDF have focused on building our internal systems, procedures, and policies to match international standards. We have invested time and resources to develop our quality and accountability systems with the help of different partners such as Nuffic through the Niche program fund.

Recognitions extend to our valuable beneficiaries. We continue to work with vibrant, dedicated and persevere Yemeni youth, women and men. They exceed being simply our beneficiaries to being rather partners as they have contributed effectively to the improvement of the design, implementation and evaluation of our programs and projects. In such difficult times in Yemen, it is because of our beneficiaries' learning power, interactions, commitment, and regular feedback that we were able to upscale our strategies and move forward.

Future Plans

Based on our accumulative experience and intensive work in different geographical areas across Yemen since 1998, we recognize that in order to work effectively and remain responsive to the country's situation, it is essential to conduct integrated activities of both humanitarian and development nature.

YLDF as a pioneer Yemeni NGO takes responsibility to continue developing its internal control systems, engage more local partners, and work on innovative and new programming areas, and continuously evaluate its approaches and impact.

Thank you and Hope you enjoy our 2018 Annual Reports

Safa Rawiah
General Manager

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LIST OF ABBREVIATION

- ★ **AWAM**
Awam Foundation for Cultural Development
- ★ **CEDAW**
Committee on the Elimination of Discrimination Against Women
- ★ **SOLVE**
Sustainable Opportunities for Livelihoods, Vocation and Employment in Yemen
- ★ **CSC**
Community Score Card
- ★ **CSOs**
Civil Society Organizations
- ★ **ELSFA**
Emergency Life-Saving Food Assistance
- ★ **FSAC**
Food Security and Agriculture Cluster
- ★ **GBV**
Gender Based Violence
- ★ **GIZ**
Deutsche Gesellschaft für Internationale Zusammenarbeit, GmbH (German: German Society for International Cooperation, Ltd.)
- ★ **NGOs**
Non-Governmental Organizations
- ★ **OCHA**
Office for the Coordination of Humanitarian Affairs (United Nations)
- ★ **YHF**
Yemen Humanitarian Fund
- ★ **OXFM**
Oxford Committee for Famine Relief
- ★ **UN**
United Nations
- ★ **UNICEF**
United Nations International Children's Emergency Fund
- ★ **UNSCR 1325**
United Nations Security Council Resolution 1325
- ★ **YLP**
Youth Leadership Program
- ★ **YLDF**
Youth Leadership Development Foundation
- ★ **NUFFIC**
The Dutch Organization For Internationalization in Education
- ★ **NICHE**
The Netherlands Initiative for Capacity development in Higher Education
- ★ **CAV**
Camera As Voice
- ★ **TOT**
Training Of Trainer
- ★ **Care**
Care International
- ★ **SOS**
SOS Center for Youth Capabilities Development
- ★ **WLP**
Women Leadership For Peace
- ★ **ILO**
International Labor Organization
- ★ **LMA**
Labor Market Assessment
- ★ **OSH**
Occupational Safety And Health
- ★ **CBTA**
Competency Based Training and Assessment
- ★ **BA**
Bachelor Degree
- ★ **CV**
Curriculum Vitae
- ★ **IDDS**
Individual Dietary Diversity Score

About Youth Leadership Development Foundation

Our Vision

A Yemen in which skilled, well qualified and active young women and men play leadership roles in all domains of society and enable Yemenis to contribute to a better world.

Our Mission

“To increase male and female youth participation in development of their communities through high standards of quality education and participatory and action oriented training and youth NGOs and initiatives capacity building overall Yemeni governorates in response to development and labor market needs”.

Our Strategic

Development Objectives

1. Enhancing access to gain primary, secondary and higher education qualifications, skills and experiences, facilitating livelihood opportunities, empowerment, and inclusion.
2. Enhancing access to gain a livelihood and be able to earn enough income to lead dignified lives and contribute economically to their families and communities.
3. Enhancing Youth leadership roles and responsibilities in the national and local communities.
4. Empower CSOs organization and youth initiatives to play a leadership role in their communities.

Our Emergency Response Themes

- * Emergency Life-Saving Food Assistance.
- * Protection with more focus on Child Protection and GBV

We value

- * Gender Equity
- * Respect of Human Rights
- * Non- Discrimination
- * Participation
- * Volunteerism
- * Quality Assurance
- * Creativity
- * Continuous Improvement
- * Sustainability

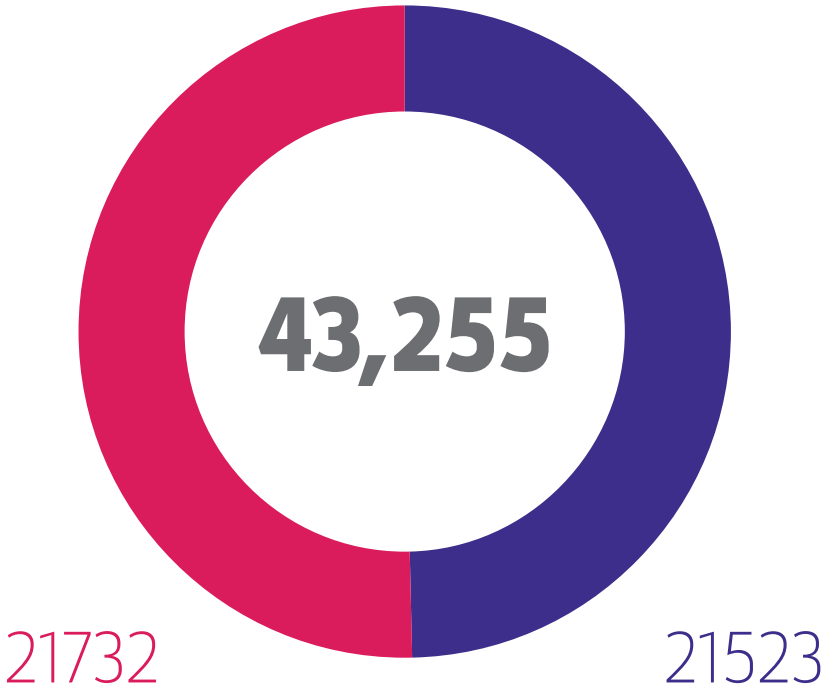


2018

At Glance

Total Number of Direct Beneficiaries

● Female ● Male



Total Number of Indirect Beneficiaries

599,455

Categorized By Beneficiary Gender

● Female ● Male

Youth



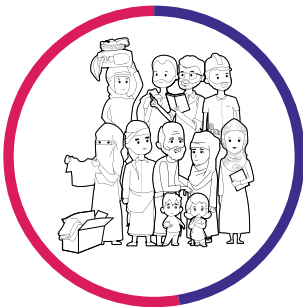
12,634 25,879 13,245

Government Officials



112 248 136

Community Members



8612 16,383 7771

Networks



60 60 0

Political Members

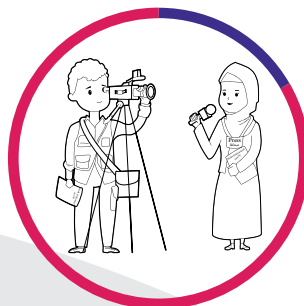


36

58

22

Media Members

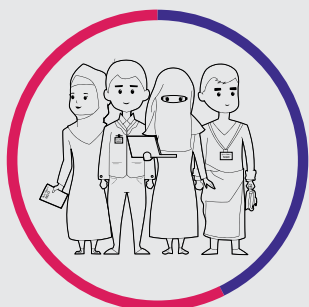


5

6

1

CSOs Members

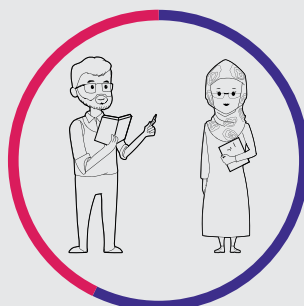


122

214

92

Trainers



17

40

23

Master Craftsperson



134

367

233

Categorized By Activity

● Female ● Male

Training



Total
2101

YLDF Internships



Total
12

On-Job Training



Total
325

Awareness Campaigns/ Sessions (Direct Beneficiaries)



Total
4051

Advocacy Campaigns/Sessions



Total
17

Focus Group Discussions



Total
58

Small Business Grants



Total
485

Food Security Beneficiaries



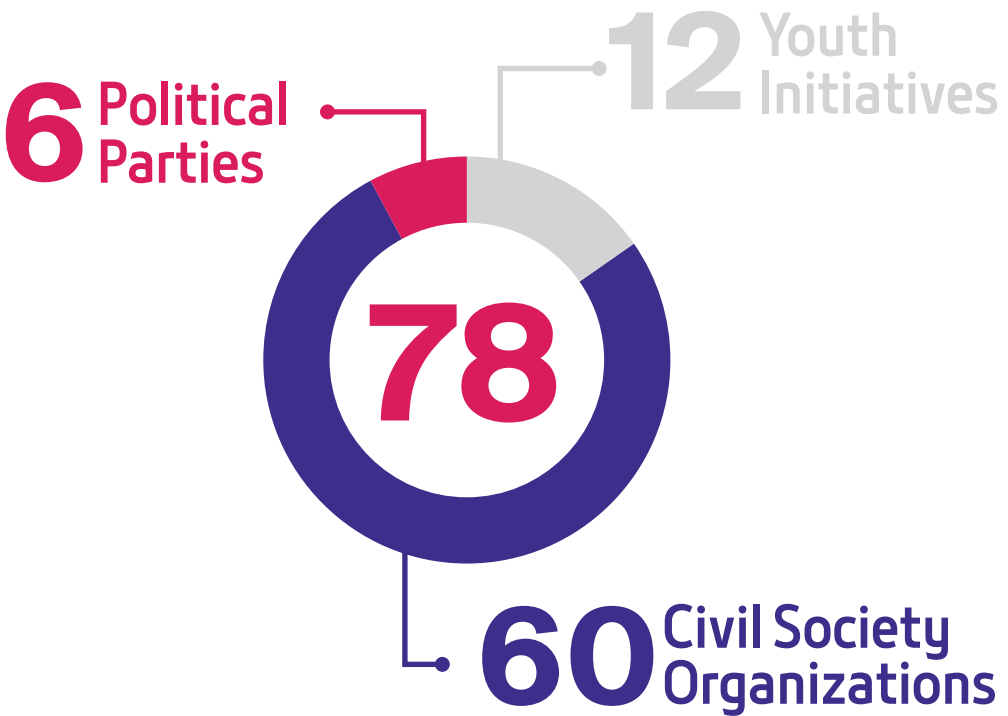
Total
36,206

Total
43,255

**Awareness Campaigns/Sessions
(Indirect Beneficiaries)**

599,455

**Total number of
institution beneficiaries**



	Art Exhibitions	5
	Awareness sessions	24
	Media activities	3
	Theater Plays	2
	Advocacy meetings with policy Makers	5
	International Woman Day	1
	Film view sessions	81
	Awareness Campaigns	65
	Radio & TV broadcasting	3
	YouTube broadcasting	3
	Films produced	28

9

Governorates

24

Districts




Themes

- ★ Peace Building
- ★ Human Rights
- ★ Entrepreneurship
- ★ Gender Equality
- ★ Education
- ★ Informal Apprenticeship

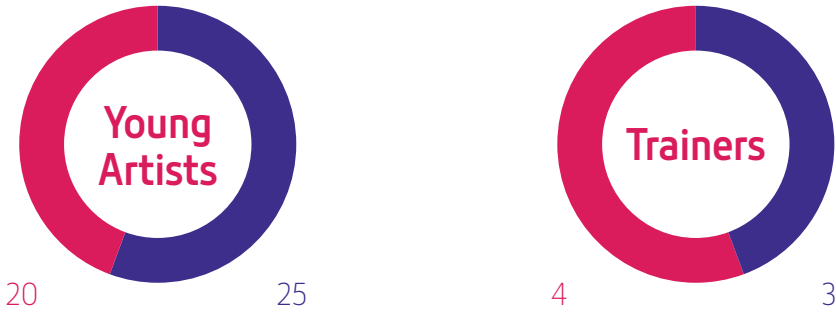
Training Courses

- ★ English Language
- ★ International Computer Driving License
- ★ Entrepreneurship skills
- ★ Academic Guidance
- ★ Leadership
- ★ Film Production
- ★ Peace building
- ★ Good Governance
- ★ Gender Equality
- ★ Advocacy and Networking
- ★ Community Score Card
- ★ Social Accountability
- ★ Life skills
- ★ Small Business
- ★ strategic planning
- ★ Gender sensitive
- ★ Conflict sensitivity
- ★ Training of Trainers
- ★ Women participation
- ★ Personal communication
- ★ Presentation skills
- ★ UN resolutions on gender (1325+CEDAW)
- ★ Self-empowerment (Spring Board)
- ★ Professional skills
- ★ Community participation
- ★ Vocational training
- ★ Microfinance Training
- ★ Advance Business Training
- ★ Research Methodology
- ★ Art Trainings
- ★ Pedagogical skills
- ★ Competency-Based Training
- ★ Occupational Safety and Health Administration
- ★ Workers' rights
- ★ On job training
- ★ Entrepreneurship Training



YLDF
DEVELOPMENT
& EMERGENCY
PROJECTS

Art to Bridge Gender Gaps



“Are Art and Gender two different things? Can we link Art and Gender? Why not use creativity and art for raising awareness on gender-based violence (GBV)? These were the questions we answered during the implementation of Art to Bridge Gender Gap program.” Fatima Mustafa, Project coordinator.

YLDF implemented Art to Bridge Gender Gap program in Sana’a capital city in partnership with the Netherlands Ministry of Foreign Affairs. The project was launched in November 2017 and completed in October 2018. The project aims to reduce gender based violence through raising awareness of communities by providing evidence based cases.

The program selected 45 talented youth from different art backgrounds; painting, singing and poetry. Selected youth were of ages 18-30 years, almost half of which were females. Participants received training on Gender Equality with a special focus on GBV. In addition, they acquired skills on qualitative research, implemented their own research and came up with actual gender based violence cases.

Also, participants received art lessons in which they developed nine Art projects on GBV with the support of art mentor. Although at first the youth were most eager to having a professional training in their field of talents, they found themselves feeling empowered and enthusiastic



to address community issues and delivering important messages and raise awareness through their artwork.

Youth talents with the support of their Art consultants, trainers, and the gender consultants, art work that also reflected findings of research on gender gaps and gender-based violence. While the minimum target for the project was nine art projects, participants submitted 90 paintings, three songs and music videos, and 16 poems that all addressed the gender based violence theme.

Youth projects were shown in Art exhibitions in 5 different locations including coffee shops and public centers. Exhibitions lasted for 7 days each.

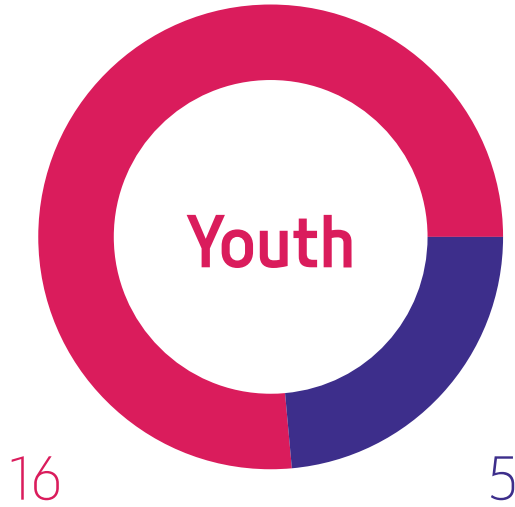
In addition, songs were shared on social media and reached hundreds of viewers and listeners.

Art projects played a creative role to raise knowledge on GBV amongst participants but also the audience of their work. Participants were empowered to use their art as an awareness tool on GBV and other community issues and is expected to continue being used by artists in the future.





Youth Leadership Program





I want to share my story. I was struggling for many reasons after my graduation in 2009. When I was told that I was accepted in Youth Leadership Program “Group 8”, I realized that a new exciting and ambitious path was revealed in my journey. YLP not only provided academic and personality support for me in a very critical timing as I was thinking of enrolment at the university, but it also enabled me secure a job right away after graduation from the program to sustain myself financially and cover university expenses. //



Manal Al-Marwani
YLP graduate in 2010,
Current YLP Coordinator

High school graduates students usually got confused on what to do/where to go in their gap year¹ after graduating from high school. YLP is one of the many inspiring programs targeting young persons that YLDF run on annual basis since 2002.

More than 200 young males & females have enrolled in the program aiming to build and refine their personal life skills, learn how to overcome challenges, and more how to chase opportunities. YLP was one of the pioneer programs that provided options to enroll in girls- only versions of the program to provide access to girls coming from more conservative communities, but also one of the few that also offered the program for both male and female youth in a safe and respectful environment through out the years.

YLP provides a number of skills that respond directly to the future academic and work demands. These skills include English language, computer skills, research methodology, leadership skills and, and academic guidance. By the end of the program, YLPers are able to speak English fluently, use computer professionally, learn

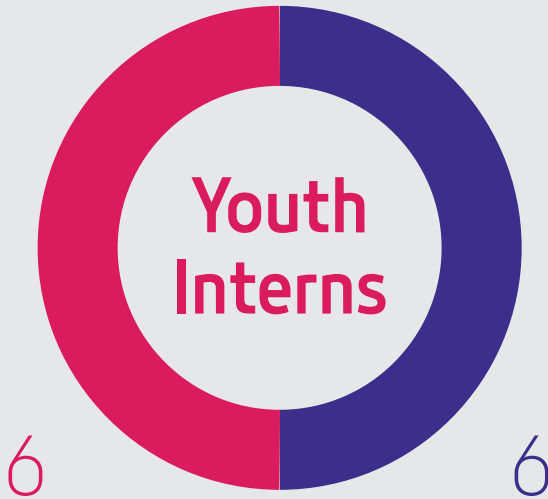
the importance of research methodology to create a good academic research at universities, have increased readiness to face and overcome life challenges either in university or work environments. In addition, the program conducts community participation activities like community activities in children orphan homes, visiting children cancer center, distributing food for needy communities. Various community activities aim to engage youth in their communities and get a hands-on experience of how they play a leadership role in its development.

YLP is unique in the way it is able to sustain itself. Through its own income by the self-paid students, YLP is able to serve young males and females who are exceptional and proved potential leadership skill and excellent academic profile but cannot afford the cost using an open competition scholarship scheme.

We continue to be passionate about YLP because we see its impact every day! YLP alumni have become leaders in different domains and continue to contribute positively to their communities.

1. A GAP year is the wait year required by education system in which Yemeni female and male students should wait before being eligible to enrol in post secondary education. It was initially planned to allow male students to complete their compulsory military training, but then evolved to include all males including those exempt from training and females to control the increasing flow of students into freshmen university years.

Volunteering Program



Volunteering Program

Volunteer program provides internship opportunities for youth aiming to improve their employability through on job training and mentoring. Programs facilitate the upscaling of volunteers knowledge and skills that are required by the job market as well as provide mentoring on organizational behavior and attitudes.

In 2018, YLDF targeted 66 volunteers (26 males and 40 females) between 18-30 years old, they were trained on Community Participation, Fundamentals of Volunteerism, Fundamentals of Customer Service, Teamwork, Fundamentals of Human Rights, Fundamentals of Gender, Basics of Interview and CV writing. Volunteers were selected based on specific criteria and advertised on the organization's page.

Out of the 66-trained volunteers, 12 were selected to join YLDF as interns for a period of 4 months where they practiced their skills in areas of administration, project management, monitoring and evaluation, and human resources as well as perform various operational tasks. Volunteers also received training in fundamentals of coordination, project life cycle, financial and basic technical planning, basics of project proposal and financial/ technical report writing. They also received training on archiving.

By the end of their internship, the volunteers would have earned a certificate of experience; grown their social and professional networks and increased their confidence and readiness for the job market. YLDF volunteers are given the priority to join any of YLDF's program they might be interested in when job vacancies open.

Volunteering Program



It was indescribable happiness for me and my family since it is my graduation day. I have got a bachelor's in computer sciences. I managed to overcome the protracted war-imposed circumstances in my country, Yemen, and I was able to finish my academic study.

I encountered extreme difficulty during my study journey, under such disastrous and merciless circumstances. True success, to me, however, is to overcome these circumstances and complete my education.

With a modest CV, I started blazing a trail knocking the doors of a number of employers, chasing after any job opportunity. Most employers, however, closed their doors tightly on the face of new graduates, I am no exception. Experience was on top of the conditions to acquire a job whenever a job is advertised.

That was the real equation that most Yemeni graduates face. A graduate like me seeks a job, but experience is required to get that job, and to gain experience you need a job!

Putting my time to use, while seeking jobs, I occupied myself in some community activities with Youth Leadership Development Foundation (YLDF), and I participated in many training sessions and activities held by the Foundation. In April 2018, I read an announcement for a volunteer program led by YLDF for three months. That program aimed at building new youth-graduate capacities, providing them with knowledge and practical skills that will help them enter the labor market. Such aim would be achieved through training and practice provided in the Foundation units. I was very excited and took the lead to register, knowing that such opportunities will not pass by twice. I realize that the Foundation is one of the few leading organizations that provide such genuine volunteer opportunities within its premises. I was, thanks to God, accepted, and this program was a real opportunity that changed me for the best.

I volunteered, during the program, in the Monitoring and Evaluation unit of the Foundation. The supervisors provided me with all that I needed, namely, information about the work mechanism, monitoring tools and evaluation of the Foundation projects. The opportunity was given to me to practice, have field visits to workplaces and issue reports. Furthermore, I was allowed to put forward suggestions and viewpoints, which were appreciated and considered if they are appropriate. This has played a big role in building great confidence in myself and my abilities and helped me develop my leadership skills. I also learned how to make proper decisions and how to work effectively within in a team.

Through volunteering, I was able to link my university study to the work that I wanted to have constant development in. During the program, I did not feel like being just a volunteer, as the tasks and authorizations assigned to me gave me a feeling that I am one of the Foundation staff. My family and friends were not convinced by the idea of volunteering, and they advised me not to volunteer. They insisted I should continue looking for a job because volunteering is a waste of time and they thought it is useless.

My family did not know at the time that working as a volunteer was the key that would open the doors of means-of-living for me. Shortly after finishing the program I was able to get an appropriate job in a local organization "Soul Organization". The experiences and skills I gained during the program helped me a lot in developing my CV. That helped me in going through several stages in my job application. Starting with the development of my CV, according to the experiences and skills I gained during the program, to going beyond theoretical tests and demonstrating practical experience during work interviews.

Now, I work at INTERSOS International in the northern area of Yemen, and promoted to Projects monitoring and Evaluation Officer, while previously holding the post distribution monitoring (PDM) Officer position. My supervisors acknowledged my competencies in team leadership and my practical experience in following up and evaluating the field work. One of my supervisors informed me that after a while I could be the unit manager.

My family's convictions about voluntary work had changed, they even supported my little brother to participate in many voluntary activities. Moreover, many of my friends rushed to voluntary works after witnessing the changes in my life.

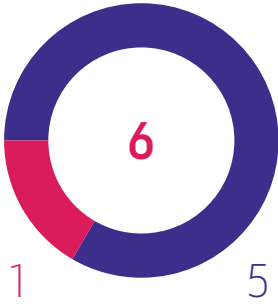
I always encourage students to seize the voluntary opportunities when seeking knowledge and practical experience. Volunteering will lead them to what they seek, the doors for many opportunities will be opened and their lives will be changed for the better.

Emad Albarbari

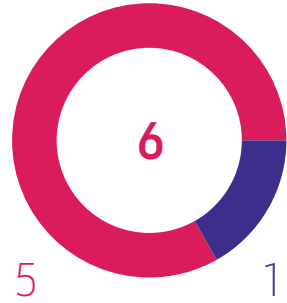
Project monitoring and evaluation officer

Women in Politics

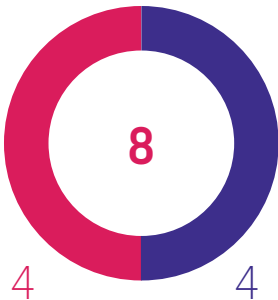
Political Members



Private Media Stations



CSOs Members



Institutions

6 Political Parties

3 Radio Stations

4 CSOs

Women in Politics

Women in Politics project in its second phase continue to enhance Yemeni Women lead in political engagement aiming to:

1. Enhanced networking among the active players in the field;
2. Engaged Women as Political Leaders;
3. Enhanced women in politics friendly environment.

It is a six-month project implemented (September 2018 – February 2019) in partnership with International Civil Society Action Network, Inc. "ICAN".

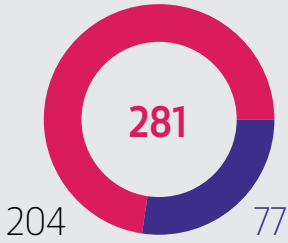
The project worked with the media departments of six major Yemeni political parties, in addition to 4 local organizations in Ibb and Taiz, and three local radio stations in Sana'a governorate towards strengthening Yemeni Women leaders in political engagement. The project created strong linkages between CSOs and political parties and this enabled transfer of civil society's experience in peace building to political parties.

Project was launched by a training which targeted 20 political party members on Gender Sensitive Peace Building. Trainees then were divided into two groups. The first group was provided advocacy training combined with a media activity targeting rest of the parties' members. Trainees also developed radio programs focusing on women's role in Peace Building and aiming to reduce the negative stereotypes on women politics. Evaluation of the trainings showed that project activities increased their knowledge base in both practical and theoretical aspects of Gender Sensitive Peace Building. The second group of the trainees were provided with a Training of Trainers course which covered women's role in peace building in their local communities.

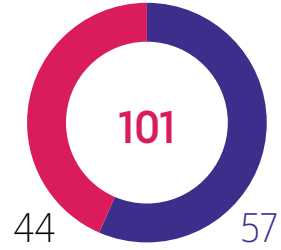
The project adopted a cascade approach to training to ensure that knowledge and skills are passed down from trained trainers to others. Furthermore, a network of trained youth and NGOs was established for exchange of knowledge and networking on future trainings and similar projects.

Step of Peace

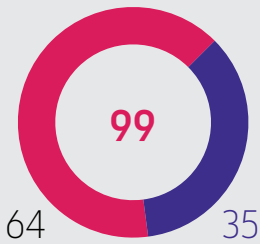
Youth



Government Officials



CSOs Members



Institutions

12 Initiatives

18 CSOs

Step of Peace

Step of Peace is a two-year project implemented in partnership with CARE International in Yemen during the period Jun. 2016 – Dec. 2018. The project primarily targeted women and youth but also targeted CSOs, government officials and community leaders. The project aims to enhance Yemeni women participation in peace processes. Its main approach was to link Track II and III initiatives to Track I¹, interventions at multiple levels of impact - individual, community/ institutional and the creation of an enabling environment.

Project activities included; a) Capacity building of women and men on the meaningfulness of women participation in sustainable conflict transformation; b) Capacity building of CSOs on ways to influence local policies and practices, promotion of gender equality and inclusion of women in political processes; c) Capacity building and sensitization of local decision makers for better responsiveness to women and girls' peacebuilding agenda; d) Create a common platform for female activists that fosters exchange of knowledge and lesson learning.

Step of Peace was implemented in Sana'a governorate and trained 281 young males and females (70% of the target were females) in several topics relevant to gender and conflict, peacebuilding, community participation, service delivery mechanisms from a gender perspective, advocacy, and filmmaking. CAV graduates in 2018 produced 5 films on 1325 resolution & peace also YLDF produced a film about the effectiveness of the war on girls' education. All produced films were viewed by more than 1246 local communities members during public viewing sessions.

Step of Peace also equipped women with tools to voice their needs and engage at national and international levels on peace process and decision that affect their own lives.

Women from grassroots in targeted districts received a self-development training called Springboard²

Step of Peace provided twelve youth initiatives with seed grants to implement projects in peace building targeting 634 persons directly and 5127 persons indirectly. Trainings also provided to 99 members of 18 civil society organizations on conflict sensitivity, gender equality, improving service delivery mechanisms from a gender perspective, peace building, and advocacy and media standards. Also, more than 76 government officials were trained in gender, conflict sensitivity, peacebuilding and improving service delivery mechanisms from a gender perspective.

The project provided opportunities for youth to participate in peacebuilding initiatives through the community initiatives they created to enhance the awareness on the importance of peace and the role of women in peace building. It also provided an opportunity for government officials to become more sensitive to gender and network on conflict resolution issues.

The project encouraged partnerships among civil society organizations and formation of coalitions working and implementing peacebuilding projects.

1. Track 1: Official discussions and negotiations involving and interaction with of high-level political leaders representing different apparatus. **Track 2:** Unofficial interactions which may involve influential conflict resolution specialists, private citizens, NGOs or businesses established at building relations and encouraging new thinking that can feed into the official process. **Track 3:** it is mainly focused on conflict resolution grassroots level initiatives that often involves organizing meetings, conferences and activities for communities.

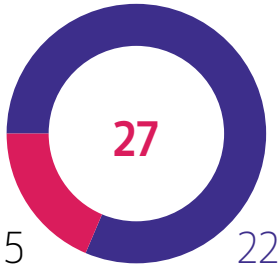
2. Springboard is work and personal development training course for women offered by. It is for women who want to take control, become more assertive, increase their confidence & build themselves a more positive attitude in both their work and home lives.



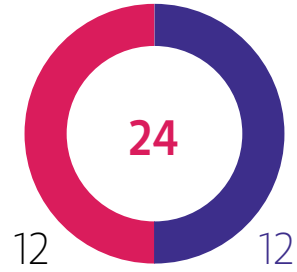


A Way Forward

Government Officials



CSOs Members



Institutions

8 CSOs

A Way Forward

Towards enhancement of partnership between CSOs and Local Councils, YLDF implemented A Way Forward Project targeting five districts in Capital Secretariat of Sana'a City. The project aims to achieve inclusive community and accountable government through enhancing the partnership between CSOs and Local Councils applying community scorecards methodology of accountability and ensure inclusiveness.

This project promotes the community scorecard (CSC) as a method for more inclusive public participation and responsive and transparent local government. CSC brings together community members, CSOs and local councils to identify challenges in service provision and access. Jointly all stakeholders discuss and generate feasible solutions; and work in partnership to implement and track the effectiveness of solutions identified.

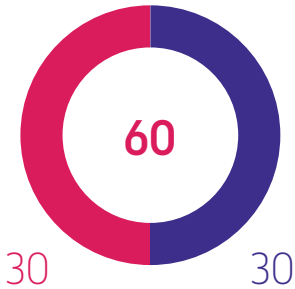
Twenty-five local council members representing five districts and twenty-four members representing eight CSOs from the same districts were provided with good governance training, more specifically on social accountability, particularly on using and applying Community Score Cards. They were also provided with Gender training to ensure equitable participation of men and women during the identification of community issues and solutions.

Two focus group discussions were conducted with CSOs to prioritize and rate their issues using the community scorecard. One discussion took place with local council members to prioritize and rate their understanding of their roles, communities' needs and expectations to be addressed using the community scorecard. Interface Meetings between CSOs and local councils took place to discuss delivered community score cards.

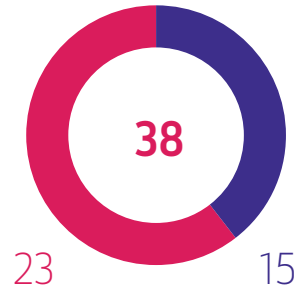


Women Leadership for Peace

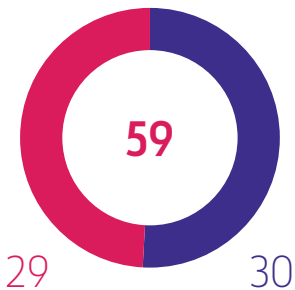
Youth



Government Officials



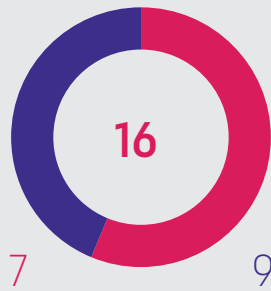
CSOs Members



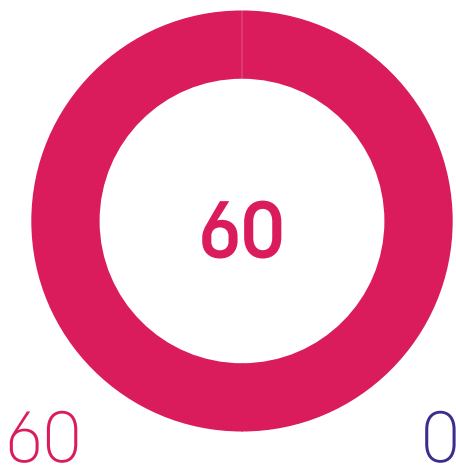
Institutions

30 CSOs

Trainers



Network



Women Leadership for Peace

Women Leadership for Peace program aims to augment the voices of Yemeni woman affected by conflict on both national and International level. As well as empower women to reach to decision-making positions and have a positive role in policymaking processes.

Women leadership for peace program was implemented by YLDF In partnership with Oxfam and Awam foundation in the period between January 2017 until December 2018. The program was implemented in 3 governorates (Sana'a - Aden - Hodeida). YLDF had sub-Local Partners in Aden and Hodeida, SOS Foundation and Hodeida Girls Foundation respectively.

WLP targeted multiple parties including governmental officials, civil society organizations, young female activists, youth initiatives, lawyers, media personals, academics, local women activists and, young females and males in general. The program is characterized by its multidisciplinary approaches such as capacity building trainings, policy papers, lobbying, and awareness raising sessions. Program activities included public theater, short films and radio broadcasting.

Gender sensitive Peace building training was at the heart of the program and was developed focusing on themes of gender, UNSCR 1325, CEDAW and peacebuilding. A training of trainers component was designed and implemented using a training manual designed for the purpose targeting 15 trainers in 3 targeted governorates.

The project targeted 40 government officials from both Aden and Hodeida in 2018 to increase their awareness on Gender, UNSCR 1325, peacebuilding and advocacy. Trainings aimed to assist officials to mainstream women, peace and security in their places of work or to adopt them in their policies in the future.

One of the main achieved project outputs was to establish "Bilquis Granddaughters Network" peace platforms. Building the capacities of 60 young active females from the grassroots (20 from each governorate) on gender, peace and security as well as strategic planning, advocacy, and proposal writing.

Bilquis granddaughters have gained through their activities recognition from the society. The Bilquis Granddaughters became an initiative that have

proved their presence in society, are supported by different community members and decision makers, also, were hosted by a number of radio stations and TV. Channels.

What makes Bilquis Granddaughters unique among other initiatives is that this network brings together ambitious young women coming from grassroots of different governorates and backgrounds. Members have united under the shared purpose of addressing issues of Yemeni women

In 2018, the project produced several advocacy materials including 15 short films discussing concerns of Yemeni women relevant to UNSCR 1325.

Short films covered topics such as women fleeing their homes due to the conflict, role of women in resolving conflicts, role of women in the Yemeni National Dialogue and their role in the current conflict by working as mediators for the exchange and releasing prisoners.

The short films were displayed in viewing sessions attended by more than 400 males and female community members.

A number of theater sessions were conducted to raise awareness of the public. They were attended by more than 1200 audience.

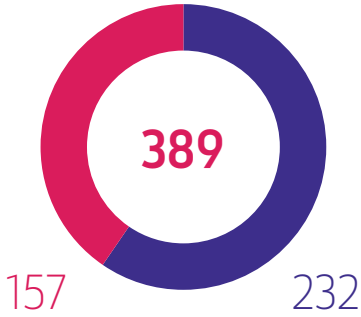
Project also produced 5 policy papers addressing topics around role of women and were presented to governmental officials in 6 lobbying meetings. On the international level, the policy paper of "women participation in peace negotiations" was presented in the human rights council in Geneva in March 2018.

Finally, project examined the traditional tools that are being used and valued by the Yemeni society and tribal areas in order to resolve conflicts especially those used by local women in order to resolve conflict. The study "Yemeni Traditional Tools for Dispute Resolution and the Role of Women and Men" was conducted in 6 different governorates in Yemen.

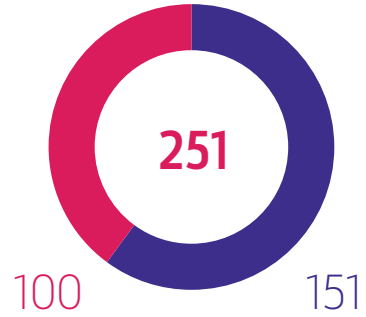


Upgrading Informal Apprenticeship

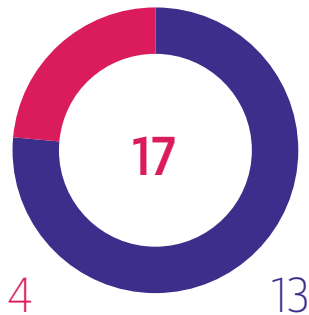
Youth



Master Craftsperson



Trainers



Upgrading Informal Apprenticeship

Yemeni youth are facing many challenges as a result of a protracted conflict. In partnership with ILO and OCHA, the project aims to help youth overcome some of these challenges through opportunity of acquiring a market high demand craft.

Upgrading Informal Apprenticeship was implemented in partnership with ILO, from July 2017 to November 2018. In the governorates of (Hajjah- Abs, Hodeidah-Bajel, Lahj-Tuban, Abyan- Zinjbar).

The project aims to upgrade the informal apprenticeship in the Yemeni communities and advocate the worker's rights through increasing capacity of local actors and strengthening partnership with the private sector. It is a pilot project of an informal apprenticeship system that was developed and then approved by the Ministry of technical and vocational training.

Identification of targeted groups was the most sensitive and difficult stage. The selection had to consider suitability, readiness and seriousness in all the three levels of identification that started at the service providers, than the master craftsperson, and lastly the apprentices.

In phase one 230 young male and female were provided with trainings on "Basic occupational safety and health (OSH), worker's right and life skills. Then, they enrolled in an apprenticeship for one of the workplace occupation practical competencies for 2 – 6 months. The five priority occupations included; Auto-mechanics, panel beating and car painting, welding and metalwork, sewing and, dressmaking and solar system. Participants received the trainings from the master craft person.

More than 112 Master craftsperson were also trained on: learner-centered pedagogy, workers' rights, occupational safety and health (OSH), training of trainers skills and, Competency Based Training and Assessment methodology (CBTA) to enhance their readiness to mentor young apprentices. These training

not only increased the capacity of the master craft persons as local actors but also strengthened partnership with the private sector.

Finally, young trainees went through entrepreneurship training. Half of all graduates in all occupations and all solar energy graduates were provided with basic tools to enable them to start their own businesses. The apprenticeship period was also based on a contract to ensure worker's rights that was explained to the master craftsperson, Ministry of Technical and Vocational Training, and apprentices in a workshop.

A second phase was then launched in July 2018 for 7 months, targeting Sanaa, Aden, Lahj and Hodeida governorates and benefiting 159 more apprentices and 139 additional master craftsperson's in the 4 different occupations offered. As Hodeida was facing critical security situation, activities there had to be shifted to additional two districts in Sanaa.

In the second phase, the program capacity was stretched and 10% of participants were listener apprentices who participated in every part of the program for the sake of learning.

We are proud that 50% of the apprentices of the first phase and 70% percent among apprentices in the second phase of Sanaa have started to be part of the economic cycle by starting their own businesses. A third phase is to be implemented in 2019 in partnership with EU.

Entrepreneurship Story-Samya

Strong faith in ourselves accompanied by fierce will and persistence to overcome the hardships and challenges leads to success in achieving one's goals in life. Samya, a 30 years old female from Yemen is another living example of this equation.

Samya, a divorced mother of a 4-years old child, lives with her extended family. Samya's family is very poor, actually poorer than other Yemeni families. Her two

Upgrading Informal Apprenticeship

brothers, her brothers' wives, and their 3 children are all deaf while her father has been incapable of working due to his old age.

As a result, Samya's family ability to secure a source of living was especially difficult; thus, had faced many difficult living conditions already before the war started 5 years ago. "Our economic situation worsened a lot after the war due to the rise in food prices to almost double. Opportunities to find work completely vanished for my old father and two deaf brothers. As such, I found myself responsible to provide for my family". Samya said.

Nonetheless, having the physical ability to work did not make the situation any less difficult for Samya to provide for her family. Samya did not finish her education and did not have vocational skills just like the majority of young Yemeni females. However, Samya's strong faith in herself, accompanied by her fierce will and persistence to overcome the hardships and challenges pushed her to accept any job opportunities that was presented to her including cleaning clothes and cleaning houses for a very low financial return.

"I have suffered greatly while working as cleaner at family houses where my employers treated me inhumanely and disrespected me many times which they know I couldn't object out of my need for the money to provide for my family. One time, I was made to clean 30 heavy blankets by hand for only \$4.00 dollars' worth of pay" Samya explained.

"I continued to seek enlisting myself in any vocational training programs offered by local vocational training institutions; however, I didn't have the financial means to cover the costs of transportation to/from the institution, let alone paying the training fees," Samya reflected.

In August 2018, Samya received a phone call from a friend encouraging her to apply for the upgrading informal apprenticeship

program in YLDF which aims to develop the skills of young Yemeni males and females in high market demanded areas.

Samya was extremely excited of this opportunity because the program is offered free of charge for those who were accepted including covering the attendees' transportation costs from/to institution. Accordingly, Samya applied for the program scholarship in which she was accepted and enlisted in the Cosmetics program. Samya described her experience by saying "The program has transformed by life significantly. It has transformed me from unskilled individual who felt less than people around me to a skilled and must more confident individual who has the chance to provide for her family a living with dignity one day."

The apprentice-training program helped 320 other Yemeni males and females from Sana'a, Aden, and Lahj governorates through providing hands-on practical training on the fields of sweets baking, motorcycles repair, mobile phones repair, and cosmetics.

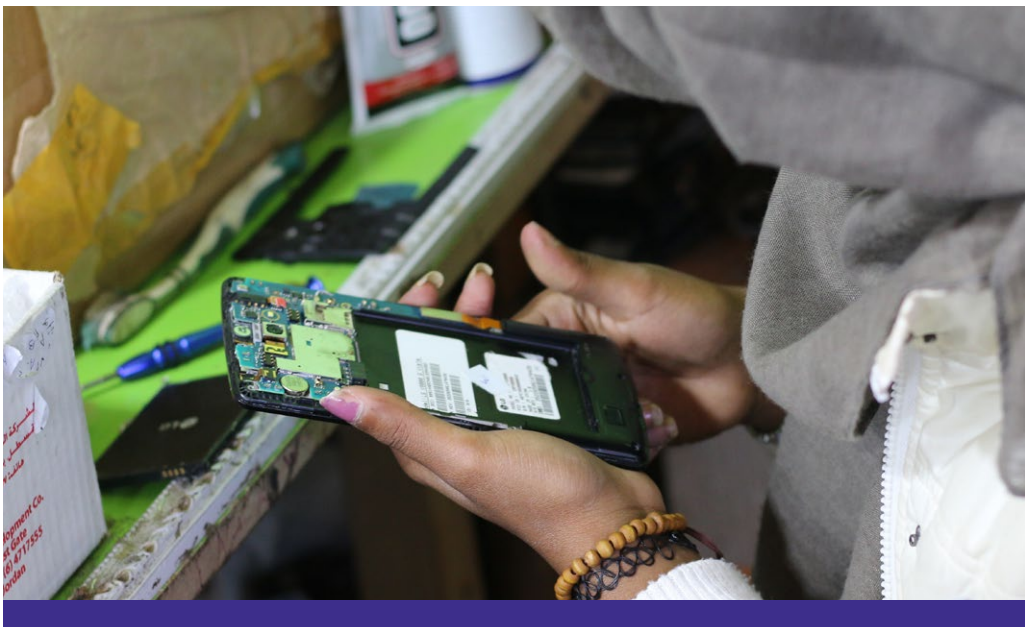
"Thanks to the theoretical and practical training I received in the field of cosmetics, I learned how to cut and style hair as well as apply makeup in a short time since I was able to apply what I learned in real life under the supervision of highly experienced trainers; which helped to quickly gain the experience and confidence in my ability to meet the requests of my clients in a professional manner," Samya Said.

After the training ended, Samya had the desire to open her own hair styling shop in her neighborhood, despite the fact she did not have the needed capital. To raise the necessary capital, she decided to get a job as a hairstylist with an existing hairstyling shop to secure a stable source of income to provide for her family as well as save for her own shop in the future. Samya was able to find a job at a good hairstyling shop, which paid her 30% commission after each client she served. In a short period, Samya was

able save enough money from her salary as well as receiving grants from her close friends to open her shop and named it named it Shams Al-Mulook Salon.

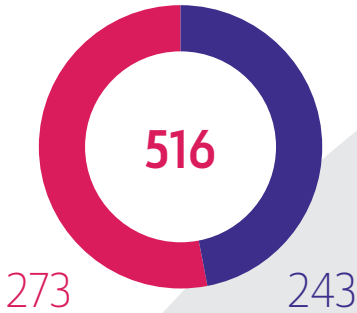
With a voice full of happiness and gratitude, Samya said, "I thank God and the opportunity I was provided through the apprentice training program. This

experience completely transformed my life at both the personal and professional levels. I have a career now. The income I secure now for me and my family helps me live in dignity and peace." Samya advises all young males and females to pursue their dreams and goals and never give them up because of the challenges they face.

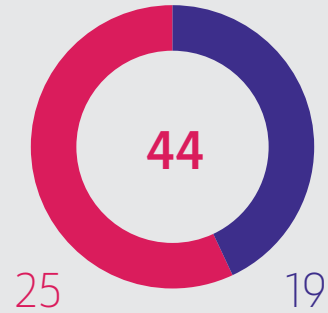


Sustainable Opportunities for Livelihoods, Vocation & Employment in Yemen (SOLVE).

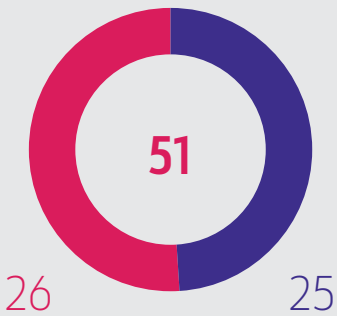
Youth Trainees



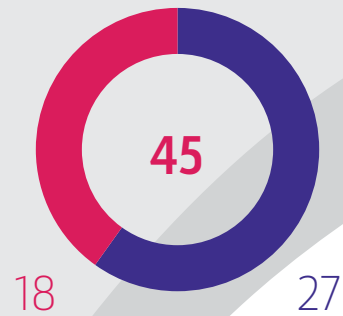
Youth Interns



Apprenticeship



Small Business Grants



Quotes from SOLVE program:

It make a difference in youth's lives



Because of SOLVE program I got this job



Return of hope



So glad to be affiliated with the Program



SOLVE aimed to strengthen the economy of Yemen and enable actors, particularly youth, to recover more quickly and sustainably from the crisis. Designed as a one-year program, it was implemented in partnership with Mercy Corps in the period February – December 2018.

The first outcome of the project was creating a conducive environment for trade, investment, and business development exists. A labor market assessment (LMA) was conducted to identify the needs of the private sector for new enterprises, existing employment gaps/openings and sectors that need to be expanded to meet current demand. By the end of the project, 40 young male and female youth produced eight films addressing volunteerism, apprenticeships, entrepreneurship, and internship issues in which around 315 participated in the view sessions. Also, project team along with young participants have implemented advocacy campaigns using an interactive theatre with 200 participants attended the theater show. In addition,

a media campaign was implemented to promote produced films and animation flashes that reaching over ten thousands of audiences.

The second outcome is that a Merit -based employment of target populations increases. One hundred and sixty young male and females received vocational skills in high demanded occupations. Fifty of whom received the kits and started their own businesses. Another 99 youth male and female were equipped with job-oriented and soft skills training. YLDF then have placed half of participants in organizations, companies and schools. Another 686 youth were provided with soft skill trainings.

The third outcome is that Market activity increased as a result of strengthened enterprises in target areas. Entrepreneurship skills provided to 148 youth male and female, 100 of them nominated to advance trainings in project management. Therefore, 44 of them started their own business.

Internship Story

Ms. Alaa Sultan, a young woman, aged 20 years, lives in Sana'a. Full of hope and ambition, Alaa graduated in 2015 with a BA Degree in Information Systems. Upon graduation, the great and apparently unachievable challenge she faced was to find a good job opportunity in a country affected with extremely difficult economic circumstances. Once offered to work as a Computer Teacher, Alaa immediately accepted the contract for two years during which she kept feeling the pain that teaching is not a satisfactory profession and it is far away from the Information Systems field she had specialized in.

Alaa did not give up and kept looking for other opportunities that fit her vision and the aspirations she has about the role she should play. Yet, Alaa realized that she had a lack of several job skills that, if acquired, would allow her to be in a better and more competitive position when applying for vacancies in the labor market. She, therefore, made up her mind to abandon her search for job opportunities and better concentrate on developing the skills she lacked.

Browsing the search engines and surfing the social media to find institutions that offer the type of training and development she needs, Alaa came across a social media page for the Youth Leadership Development Foundation (YLDF) that she used to follow. In a short period of time, Alaa glanced the YLDF announcement about the SOLVE Program that YLDF executes in partnership with Mercy Corps. The Program aims to enable actors in Yemen, particularly youth, to recover more quickly and sustainably from the crisis and get easy access to the labor market. Alaa decided then to contact the YLDF and expressed her interest to join the SOLVE Program in which she was successfully admitted.

So glad to be affiliated with the Program, Alaa said that the SOLVE Program had more than one training aspect and it had benefited her and enable her so greatly that she won a good job opportunity she competed with 57 applicants. Alaa has additionally narrated her story with the Program by emphasizing that it was the best training she received on the methodology to write up a CV and excel in personal job interviews to avoid the common mistakes that a job applicant usually makes. Alaa had also compared the CV she prepared before she joined the Program and the CV version she has recently written. She has found out a big difference between the two versions. She, however, concluded that the Program was in general very beneficial at both the professional and personal levels.

As far as her profession is concerned, Alaa has become more organized and able to set priorities with deadlines. The Program also assisted her to identify the weaknesses that still need to be addressed in order to ensure ongoing professional progress. For Alaa, the next challenge is to study

and master the English language. The time she committed to her job is so tight that she could have joined an online program to study the language. She also plans to take courses in a new programming language to develop further in her field of specialty. Alaa, more determined than ever, stresses that she will continue to develop herself to overcome any weakness she might encounter in her career. Personally, Alaa says that the SOLVE Program has made her more capable to take decisions and deal with others more confidently.

Based on her experience, Alaa advises young men and women who are looking for work to be engaged first in training programs that prepare and enable them to become actual actors in the labor market. She adds that they should not be discouraged to seriously seek job opportunities. As fresh graduates, Alaa also recommends them to accept whatever position being offered to them regardless of the remuneration. Alaa learned not to turn down additional duties assigned to her out of her employment contract. She shared her recent experience at work where the management entrusted her with extra work duties that she was completely unaware of. She reluctantly accepted that but she eventually found herself embracing this extra work that she excelled so greatly that the management enrolled her in intensive training in the same field.

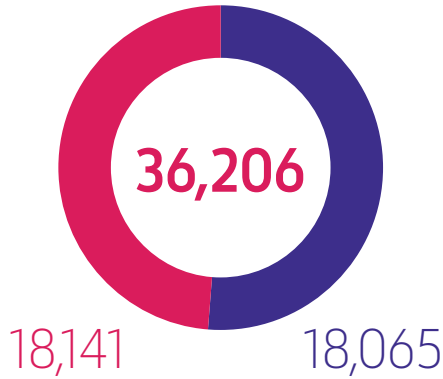
Alaa additionally confirms that young men and women should initially accept any job opportunity regardless of fewer wages or any additional work they might be assigned. For Alaa, rejection of that means closing doors and missing the chances down the road of great prospects. In this regard, she gives a thoughtful statement that says, "he who suffers much in the beginning will certainly have a brighter end." Based on this, one has to take the efforts and work hard in the beginning to earn solid experiences with which he/she can reach his potential and make his dream job come true.

With more confidence, Alaa takes pride in what she has achieved and concludes that she managed to persuade two of her friends into joining the SOLVE Program and wishes that all her friends equally benefit from the Program.

Alaa, yet, sees herself working in a bigger organization where her knowledge is expanded and she will eventually be able to develop information system programs.

Emergency Life-Saving Food Assistance

Individuals



44,950 HHs

17,550 Food Baskets

Emergency Life-Saving Food Assistance

YLDF successfully implemented a voucher transfer program to support over four thousand households of the most vulnerable families affected by the conflict in one of the areas where food insecurity and malnutrition have become a current issue due to humanitarian situation.

To respond to a humanitarian situation in Yemen, considered the worst in the world, YLDF designed Emergency Lifesaving Food Assistance project that aims to scale up and improve access to emergency **life-saving** food aid. Food aid was composed of food baskets conforming to the Food Security and Agriculture Cluster (FSAC) minimum standards distributed to most vulnerable affected by the conflict. The project implemented during the period of Jan 2018 – Feb 2019 in partnership with Resilient Communities organization in Dawran Aness and Jabal Ash sharq Districts in Dhamar Governorate.

Activities as part of Emergency **Life-Saving** Food Assistance included a baseline survey to identify needs and preference of targeted families. Also, to measure level of food insecurity and design the food distribution modality.

During intervention, project established community food management committees to enhance participation and ensure accountability to affected population.

Community food management committees were engaged with the registration and verification team to verify the selection of 4,495 of most vulnerable Households of all social most vulnerable groups targeting 36,206 individuals. Selection was adhering to the FSAC vulnerability criteria to ensure that the assistance was provided equitably to the most vulnerable Households.

Four rounds of food baskets were distributed to 4,495 families; 36,206 individual of Host Communities (6,281 men, 6,914 women, 11,784 boys and 11,227 girls) were benefited. Four Post Distribution Monitoring reports were produced as kind of a tool-feeding into the

project cycle. It provided a whole range of information from targeting, registration, information on use of voucher transferring modalities and the availability of the team at distribution points. It also assessed the beneficiary's satisfaction with registration and distribution processes as well as food items received.

Post distribution monitoring reports indicated that 65 % of targeted households with food consumption score of >42 is reached matching the planned target. And 46% of targeted individuals with Individual Dietary Diversity Score (IDDS) of at least 5 indicators is also reached by 102% of the planned target. Beneficiaries' complaints and feedback mechanism were in place as accountability mechanisms.

Human Story

After his father's death, 19-year-old Mohammed did not find himself to avoid skipping school and seeking daily food-security for his family by working for a small daily wage in his village (Juma'a), which is located in Dhamar governorate. "Currently I am studying in the third grade of secondary school and this is my last year in school. I am determined to complete my education despite the difficulties that I started to face after the death of my father. I love studying, learning and going to school with my friends, and I was satisfied with my level of education, but after my father's death I found myself suddenly responsible for family composed of five members."

Today, a whole generation of Yemeni children is facing a very bleak future in a country where more than two million children are out of school as a result of years of economic decline, poverty, conflicts and successive wars. Since the beginning of the war in March 2015, more than 1,640 schools were suspended, 1,470 of which have been destroyed or damaged by the airstrikes. The rest have been turned into barracks or shelters for displaced people, according to UNICEF, while 1.8 million students have dropped out of school, and some have found themselves in situations similar to that of Mohammed and were forced to look for jobs and leave school. "I was forced to be absent for two to three days [a week] to look for provision for my family by working for a simple daily wage that helps me buy some food, and this has had a big impact on me receding my educational level. I am now seeking assistance of my classmates, as much as possible, to help me with the lessons I missed" Mohammed says.

The village of Mohammed, which is located in the district of Jabal Al-Sharq in Dhamar, is one of the villages that was targeted by the emergency food assistance project, which was carried out by the Young Leadership Development Foundation with funding from the Humanitarian Finance Unit. The project was implemented from October to February 2018, which was aimed at contributing to enhance distribution of emergency food assistances to most vulnerable classes affected by conflict in this area. This project has helped Mohammed and more than 4,200 other families with emergency food assistance. When asked about his satisfaction with the provided assistance, Mohammed said, "Since my family and I have become beneficiaries of this food assistance project, I have more time to focus on studying and I have never missed school."

War has fires that do not kill, and what Muhammad and other children of Yemen are but a living example of the suffering experienced by an entire people living the greatest humanitarian disaster. Yet, Muhammad's dreams have not ceased, and he is still seeking to realize his dream and complete his studies in the hope of a bright future

Mohammed
Student

**Capacity
Development
for YLDF**

For an exceptional and piloting 4-year Capacity Building Program, Supporting the Peace-Building Process and Governance in Yemen Program, YLDF has been identified as a role model national NGO by the Netherlands Initiative for Capacity development in Higher Education (NICHE) to act as a leading organization for a safe and inclusive society during the peace-building process and beyond in Yemen. The program aims at creating stronger state-society relationship that contributes to human security and development. With its Dutch Partner Saxion University, YLDF is analysing threats and opportunities in addition to its existing capacities and plans and identifying potential areas of growth. The program plans to create a leadership model within the Yemen civil society that is demonstrative of a collaborative triangle of development partnership among government, private sector, and civil society.

The program was designed in order to support YLDF's sustainability as well as to build transferable experience and achievements. It mainly focuses on internal organizational capacity building of the organization through strategies, systems, policies, and manuals in addition to use open source automated systems.

Throughout the project, major benchmarked milestones had been achieved including; development of YLDF development and emergency programs strategies, improvement of YLDF policies related to gender and labor market, protection, and security. Furthermore, the program continues to support YLDF in revisiting its existing training manuals on gender sensitive peace building and good governance. It also supports the establishment of high-level systems of quality assurance via development of automated procurement and MEAL systems.

The project is contributing to the establishment of YLDF's investment project "Ward Café: Educational and Cultural Female Cafe". Ward Café is to be launched in 2020. This project is build on its successful predecessor "Girls World Communication Center Café" that was first established in 1998. It continues to be a pioneer project that creates safe and interactive environment for young females where they can enhance and share their knowledge and skill. The space makes available books, internet and discussion tables.



كافيه للسيدات
Ladies Cafe





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