

ANNUAL REPORT CFTA 2013



جمعية الثقافة والفكر الحر
The Culture & Free Thought Association

Coloring outside the circle



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BASIC INFORMATION

Program/Project	Contribution to CFTA Program 2012-2014
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Contract number	81016653
Report submitted by	The Culture and Free Thought Association (CFTA)
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STRATEGIC REVIEW AND OUTLOOK

This report covers CFTA's 2013 interventions and achievements towards its strategic objectives set in the organization strategy 2012 – 2014. The following highlights various results achieved and implementation performance during the reporting period. The report will focus on the second half of the year as the first 6 months were covered in details by the semi-annual report.

Target Groups Reached: during 2013, CFTA reached 6500 children, 750 youth, 14572 women (including women reached by Red Crescent Society for Gaza Strip (RCSG) – Jabalia Women' Health Center. As part of its inclusion of marginalized groups, CFTA made parts of "Bunat il Ghad" Center accessible to teenagers and youth. About 70 teenagers and youth with disabilities have been able to access the center. The inclusion approach was internally presented to the staff in an open workshop to orient the team and plan together expanding the outreach in this specific area. On the other hand, and as part of its emergency interventions, CFTA provided immediate intervention to 599 individuals who were affected by Alexsa Rain storm. CFTA staff was the first to enter the schools where families were evacuated to and provided hygiene kits, blankets, petrol for the generators brought to the schools and other personal items which was in full coordination with the Ministry of Social Affairs "MoSA". Furthermore, around 1500 individuals and their families received at least one Iftar meal during Ramadan, a contribution from the Jerahi Musilm Group in the United States (US) who provides the community with this contribution on annual bases as part of their Zakkat. Working with 40 schools, CFTA reached 210 teachers from both UNRWA and public schools Some 11,275 individuals received services indirectly from the different centers.

Health Services: the WHC and Wessal Network continued to provide a full package of reproductive health, education and advocacy activities to its existing target groups. In 2013, the team expanded the outreach to the south reaching to more than new 500 women and 200 men through the peer-to-peer education, workshops and referrals. New assessment has been conducted with the support of Médecins du Monde- France "MDM-F" to identify the challenges to access quality sexual and reproductive health (SRH)

services in the Gaza Strip, as the [Unmet Needs](#) of family planning (FP) are still high (17%).

Capacity Building: Successfully, CFTA increased participation and engagement of more partners in the Capacity Building Plan, mainly the CCFD and GIZ who contributed to the governance component, the M&E and the External Relations of CFTA. During the reporting period, CFTA finalized the job analyses of all staff, which resulted in the development of the organization structure that included adding the quality assurance unit, modifying the salary scale and employees contracts. The organization is in the last stage of finalizing the human resources manual, code of ethic and conduct, the bi-law of the organization and modifying the administrative manual. CFTA signed a contract with the University Colleague of Applied Sciences “UCAS” to train CFTA on budgeting and systemizing budget preparations at CFTA; the Right Way Consultancy Firm were recruited to review and finalize Financial Manual including procurements. Also, CFTA activated the role of the budget committee to take its role in revising and following up budget issues. The WHC of CFTA accomplished the Medical Management Information System (MMIS) which will be connected to the main MIS of CFTA. In the same context, CFTA hired a fundraising specialist to work on fund raising and started developing written policies for community outreach and communication.

Education and pedagogy services: Within the Educational program, 760 students from 8 government schools and the three children’s centers of CFTA were enrolled in the remedial classes during the two schools semesters of 2013. The remedial classes focus on 4 core subjects: Mathematics, English, Arabic and Sciences, 30.6% progress of the academic achievements of enrolled children was reported by the schools and CFTA’s centers against the baseline set at the start of the academic schools semester. 3 out of the 5 schools partners with CFTA were chosen to be the best schools in the Gaza Strip for the schools year 2012 and 2013.

The educational achievement of the children¹ was strengthened through the application of new interactive applied learning methodology and by actively engaging the students in the process. One of the successful interactive methods created by “Bunat Il Ghad” Center targeted 3 different classes at the schools. The intervention targeted 135 students (90 girls and 45 boys). In addition, the educational intervention included applied experiments at the “Bunat Il Ghad” Science laboratory. Children conducted physics and chemistry experiments which resulted in the accomplishment of the following projects: i) producing the power generating system out of recycling materials; ii) the making of the “talking garbage bin” and iii) design and production of a [4 wheels carriage like a car](#) at the center with the supervision of the school teachers and the technology department at the MoE.

The initiative of “Bunat il Ghad” at schools didn’t only create new dynamics and enhanced the belonging of students to their class and school but also fostered a relationship between the teachers and students that is healthier, more cooperative and less oppressive.

Furthermore, CFTA in partnership with the Palestinian Counseling Center - Jerusalem (PCC) and in cooperation with the MoE, participated in producing a study report about the [Learning Challenges In Palestine](#), which was supported financially by UNICEF.

CFTA published and disseminated the [Active Learning](#) Manual for School Teachers and

¹ Children at CFTA are between the age group of 6 to 16 years who are enrolled at AlShruq Wal Amal, Al Nowwar Center and Bunat Il Ghad Teenagers Center.

Educators at Informal Education Institutions. The manual is a practical guide that helps educators and teachers to implement interactive class. Also, 220 tool kits of the Summer Camps guiding tools were illustrated and disseminated among the targeting summer camp leaders and summer camp educators. The summer camp tool kit is practical and developed in the process of working in the field by both the leaders and the educators.

Leadership and Advocacy by the end of 2013, CFTA managed to have 180 children and 70 youth leaders who are leading several activities that are managing the daily running of the centers as well as planning for several community interventions and campaigns, . The leadership program is mainstreamed at all centers including the WHC through the peer to peer support and the skills development program in order to provide young people with the space and the resources to better engage positively at the society . The total number of children participated in the several leadership campaigns and advocacy activities were 380. During the reporting period, CFTA implemented 8 different summer and winter camps aimed at developing the leadership skills of the members of the three children's centers and creating a sense of responsibility among them.

The camps targeted 2500 children and 180 youth. As part of the preparation for the camps activities, a leadership and advocacy skills development and coaching were implemented. As a result of this, the children of Al Nowwar Center implemented an advocacy campaign Of the right for children ages 3 and 6 to get free health services by using creative tools such as art and video.

As a result of empowering the leaders at CFTA, 250 girls from "Bunat Il Ghad" organized a study day [*The Shadow of Dreams*](#). The study day focused on improving the educational environment at the classroom. The girl's led initiative attracted the attention of media and the MoE who was represented by the headmasters of few schools. The Director of Education at UNRWA was also represented at the meeting. Following this event, 90 girls led another workshop about green life and the environment in cooperation with 5 different schools from Khan Younis.

The advocacy campaigns are still active through 200 children who are still actively engaged through their [*Blogs*](#), Facebook pages and other tools. During the month of March, CFTA led a campaign towards better protection of women with 40 CBOs throughout the Gaza Strip through Wessal network. The campaign included workshops led by community leaders including male Mokhtars² and 20 Female Mokhtar³ who organized more than 200 workshops and meetings in different social settings in the Gaza Strip. The campaign also included the distribution of 20,000 SMS's and the production of a film in partnership with 5 NGOs from West Bank and Gaza Strip.

Psychosocial Intervention: is mainstreamed within all CFTA's centers and these services are provided on the request of the centers. The following highlight some of the main results achieved and implemented activities during the reporting period: Through the psychosocial interventions, CFTA was able to reach and serve 400 children and 950 women, an increase of about 50% from planned. This was due to the interventions that CFTA had to implement with the children and women after two major crises; the war on Gaza in December of 2012 and Alexa rainstorm. The main tools used are expressive art, drama as therapy, peer-to-peer support and recreational activities.

² Traditional male leader

³ Traditional female leader

OVERVIEW OF KEY ACHIVMENTS:

CFTA's achievements for 2013 are in line with the planned targeted activities. They all contribute to the three years strategic goals of CFTA. CFTA witnessed a change in the diversity of the target groups and a positive perception of the local community towards these interventions.

- CFTA produced several publications: The Assessment of the Unmet Needs of Family Planning, The Challenges of Education in Palestine, the youth magazine Karaj il Fan, children stories that are financed by one of the local bookshops in Gaza, and several radio broadcasts.
- CFTA youth and children produced several short promotion films documenting and advocating for several campaigns
- 30.6% progress of the academic achievements of enrolled children in the active learning programme was reported by the schools and CFTA's centers
- 40 Community leaders (Mokhtars) and key persons (writers, PLC members and community activists) in the society are more responsive and active with CFTA's campaigns
- 40 female Mokhtarat are empowered to play the role of social mediators together with the male leaders
- 200 youth, male and female, are empowered and actively involved in different community interventions.
- CFTA is more aware of its prioritized interventions
- The abilities and talents of disadvantaged children, adolescents, women, youth and other groups were both developed and reinforced.

Main steering implications for next period of interventions

1. CFTA will focus its efforts to empower women peace and security; both at the youth and female leadership level.
2. Work on the capacity building component will be piloted and finalized. The MIS will start to be tested at all units and centers, preparation for the strategic planning and the strategy interventions of advocacy and economic empowerment.
3. In March, CFTA will be working on Women's International Day and will launch an advocacy campaign against early marriage and honor killing. Also CFTA will organize the second annual donors meeting.
4. CFTA will focus on Education intervention and in a manner to be more compatible with and related to curriculum.
5. CFTA will organize the signing of the (Isdood Book), the Al Majhool Exhibition at Alnimsawi Neighborhood and the Annual Palestinian Cultural Festival.

INTRODUCTION

During 2013, CFTA implemented the below listed key interventions in partnership with the community through its 5 different centers. All activities contributed to the achievement of CFTA's strategic objectives. CFTA's intervention strategy is based on the use of a full participatory approach focusing on shared responsibility and accountability by all stakeholders. At Bunat Il Ghad Center for Teenagers, CFTA piloted the participatory indicators approach with 45 leaders both girls and boys together with Christian Aid. The idea was to set up a baseline with the teenagers for 2013 achievements and to set up the indicators by using a participatory approach. The indicators set were revised after six months and are evaluated against baseline at the end of the year. The experience is still in the beginning but so far shows positive outcome as it makes the teenagers more focused on the targeted objective, the plan and how to go about it. It also increases their involvement, engagement and sense of ownership and responsibilities over their work at the center.

- **Health services:** Comprehensive reproductive health, prevention and protection, women empowerment, early detection of breast cancer, sexual health, legal services, specialized medical services and counselling.
- **Education and pedagogy services:** remedial classes at schools, applied science experiments, after school (active-learning) training, material development, summer camps, exhibitions and leadership trainings.
- **Advocacy, awareness and community mobilization:** child led campaign; women and CBOs led campaigns that are focused on honour killing, early marriage, access to high education for women, environment, freedom of expression, education and health.
- **Cultural activities:** A cultural festival, creative meetings such as "Al Hakawati", etc.
- **Psychosocial support services:** Cultural and recreational activities, trips, theatre, psychodrama and summer camps.
- **Training and capacity building:** Mentoring for other community-based organizations, development of a MMIS at the women's health centre and other staff training as per needs.
- **Emergency Assistant:** providing meals, blankets, hygiene kits and daily items for evacuated families from homes and areas to the schools as result of Alexa rainstorm.

Update of the stakeholder analysis

CFTA continues to work directly with its existing target group, including children, teenagers, youth and women, with a special focus on marginalized and underprivileged groups in the Gaza Strip. Over the last year, CFTA has cooperated effectively with several partners and networks that include CBOs, NGOs, INGOs, UN agencies, regional partners and international governments. The forms of cooperation included financial support, mutual provision of services, referrals and joint advocacy efforts. At the national level in particular, CFTA has managed to strengthen its network with the several ministries, including renewing the signed MOU with the MoE, implementing joint activities with the Ministry of Health (MoH), partnering with the Ministry of Social Affairs (MoSA) on emergency interventions in order to avoid duplication and reach most vulnerable groups, as well as cooperating with the Ministry of Women (MoW) and the Ministry of Higher Education (MoHE). These developments reflect a positive cooperation with a larger number of stakeholders, sharing responsibility for addressing the needs of the target groups, and demonstrate the credibility of CFTA's work.

A Reflection on the Gaza context (in particular political risks and opportunities)

During the reporting period, the situation in Gaza Strip was unstable specially, during the period from September to December. The Israeli imposed buffer zone area at the eastern border of the Gaza Strip, especially in Khan Younis; has witnessed several Israeli attacks. The heaviest was during the months of September and October 2013. In addition, the Rafah crossing with Egypt has been closed almost all summer and continued to be closed with few days' exceptions every few months. Furthermore, restrictions on movement through Erez crossing have continued during 2013 where very few people were permitted to cross to West Bank and Israel. The people of Gaza Strip are back to witnessing the sonic bombs from the Israeli warplanes, continued noise of the drones which continues to hover the sky of Gaza almost every day and night. The instability situation of the Gaza Strip, as well as the hard living conditions, has had a severe impact on the psychosocial wellbeing of children. A study commissioned by UNESCO reported that students in Gaza experience anxiety, sadness and hopelessness related to the ongoing military violence and the blockade. Among primary school students, 59.4% did not feel safe coming and going to school some or most of the time. Preliminary reports show that the psychological impact of the latest attack should not be underestimated. An initial needs assessment done by OCHA revealed that the enormous distress that the airstrikes caused to the residents of Gaza, most notably children, was systematically outlined in all locations.

The political unrest in Egypt, the demolishing of tunnels between Gaza Strip and Egypt and the restrictions on travelling from Rafah crossing since the end of June have all imposed further restrictions on access to movement and goods. This has resulted in greater frustration among people, a dramatic increase in the price of goods in the Gaza Strip especially fuel supplies and medicine. The market is back to being dependent on goods coming from Israel which is normally double the price and are very limited.

The impact of the restrictions on petrol coming from tunnels exacerbated the power outage problem. As a result, the daily electricity cuts reached more than 12 hours per day. During October, November and December, the electricity cut hours reached more than 16 to 18 hours per day.

OUTCOMES ACHIEVED

SG1 Improve the quality of services provided by CFTA.

Outcome 1: CFTA is stronger among other NGOs and can face the challenges better thanks to staff skills improvement, improved internal management, including financial management.

CFTA finalized and approved the job analysis, updated job description and finalized the new salary scale of all staff. CFTA has an organogram that was modified and includes the new department of quality assurance. The Human resources Manual is ready, available and approved together with the Job analyses, updated job description, Staff allocation plan and the new salary scale.

This step is very important to CFTA staff and Board of Directors. It facilitates internal communication, clarifies responsibilities and helps the board in the decision making process regarding recruitments.

The board supported by the legal advisor is in the process of separating the GWLF. CFTA obtained the initial approval to start new company (Asala Company for Loans & Development). The lawyer is working on the contracts, ToRs, Selling and buying shares. CFTA started the work on the MIS which will be tested in early June. So far the HR and the archiving sections of the MIS are under testing by the concerned staff members..

SG2. Develop and reinforce abilities and talents of disadvantaged children, adolescents, women, youth and other groups

Outcome 1: The educational, psychological and skills development achievement of the children are improved.

CFTA has provided educational activities for at least 2,350 children with an increase of 1,350 children to what was anticipated for 2013. 30.6 % increase in education achievements of children involved in the program. This progress led the community, teachers and the MoE to request from CFTA to expand its targeted schools to cover other areas of Khan Younis.

Outcome 2: Children aged 6-16 years are actively participating in the community.

CFTA has provided recreational activities for 6,500 children including 1,500 children reached by emergency interventions between January to March in remote and vulnerable areas. Partner schools organized several one-day trip to CFTA's children's centers for 1,800 school children who were received by the animators and the leaders of the centers. Full recreational activity program was designed and implemented involving the teachers accompanying the children.



"I feel free when I play in the sea. I don't come often to the sea because transportation is really expensive due to the shortage of fuel. I wish I could come more often."

Credit: Ahmed Mohammed Zoqmat, 12 years photographer at Al Nowwar Center

This activity was very beneficial to CFTA and its positive image among teachers who carry presumptions about CFTA. It was an opportunity for both to get to know each other better and strengthen the role CFTA plays in the area of improvement of education in Palestine.

180 children (51%female) are reporting increase in confidence and leadership skills through the leadership skills development, the child-to-child project and the different

advocacy campaigns. At CFTA, children are encouraged to use all their production from activities to advocate for issues. For examples, the leaders and children of the scientific laboratory would use the exhibition of their products during the year to advocate for environment, while the annual [Marathon](#) which was carried out by 320 children advocated for the protection of children in conflict areas with a focus on reconciliation. This is a conscious discussion that was made by the educators to encourage the children to be more responsible and engaged

Outcome 3: Increased awareness of parents towards their children's pedagogical and psychosocial status.

The three children centers of CFTA worked closely with 380 families of the children enrolled in the education and psychosocial support programs. The parents were involved at several levels in the follow up on their children process which included: meetings at the individual level, home visits, and workshops, meetings with experts, referrals and joint meetings with schools, the centers and the parents. This process helped CFTA to be closer to the children's social environment, which led to better interventions with children.

SG3. Empower women as self-advocates for their rights on issues of gender equality.

Gender and women empowerment are a cross-cutting theme and central to all CFTA's work. The period covered in this report marked many notable activities that were in full support of the achievement of this 6 outcomes set for this strategic goal.

Outcome 01: Young women have confidence, knowledge, skill and tools to advocate for women's rights. CFTA conducted a skills development program on the use of social media for advocacy targeting 35 women who were exposed to different kind of violence. Social media is considered more accessible for youth at large and young females in specific. . 15 women out of the 35 are survivals of GBV and violence resulted by the occupation. The training practical focused on topics, including: i) communication, ii) photography, iii) blogging for advocacy, iv) the best use of Facebook, v) messaging and creative writing. To show case the impact of this intervention, two examples that were created by participating young women are highlighted here: i) one blog is [KaraBeesh Ghazze](#) and ii) one of the [Facebook pages](#) . The work with the female youth will continue as they are considered to be agents of change today. As planned the number of participants in activities associated to this outcome was set at 15 women, however and following the success of the experience, the training workshop was repeated and an extra 20 women were targeted..

Also, CFTA organized the first of its kind training course for 40 female leaders (instead of 15 as planned) to be [Mokhtarat](#) social mediators. The process of introducing this idea was implemented parallel to the sensitization workshop which was conducted for the male Mokhtars in order to facilitate for the female Mokhtarat to proceed with their work in coordination with the male Mokhtars. This initiative has great impact on women especially in our society which is more conservative. Women exposed to violence can communicate their messages and concerns to female leaders without any barriers today. Their voices are heard and supported when mediation take place, something that was not possible before as it was male dominant process of mediation before.

Outcome 2: Community is more aware of women rights and issues.

Both Wessal and the WHC organized 970 awareness workshops in topics related to RH, Women's rights, gender and socio-context of masculinity targeted people from the community, community leaders, survivals and 180 workshops targeted only male members of the community the workshops reached out to 24250 community members in which male participation reached up to 32% of the total individuals reached. The workshops covered the middle camps areas including the bufferzone and remote villegas (Juhr Al Deik and Al Moghraga). As a result of this awareness campaign, 16780 persons were reached where 2096 women who are exposed to violence were reported. Both Wessal and the WHC provided several interventions to support and empower the survivals: 512 women were referred to clinics, HR organizations, court and to the Mokhtarar. Added to that, an intensive psychosocial support program was introduced and included stress release and managements, peer support groups, follow up and recreational activities including trips.

SG4. Empower and engage youth to actively participate in the civil society.

Outcome 1: The social and cultural atmosphere in the south of Gaza Strip is revived.

CFTA has conducted three major cultural activities (Heritage, and Cultural festivals and [Watar Al Mawahib](#) competition) which are led by 90 youth leaders. The events were attended by more than 7000 people from the community, this number is higher than what CFTA normally witnesses thanks to the Watar Al Mawahib event which is very similar to the Arab Idol program. Watar Al Mawahib ran at CFTA for 12 months where 1200 participants (singers, athletes, magicians, rappers, actors, writers and more) presented their talents to the judges. The competition ran on 6 different stages and families were engaged. The participants were from all over Gaza Strip. The event revived the atmosphere not only in Khan Younis but also in the Gaza Strip and engaged voters over the internet. Watar Al Mawahib attracted so much media attention especially with the ongoing updates on Twitter and Facebook which were always supported with promotional videos. The program exposed the creativity and talents of the children and young people of Gaza Strip and was an opportunity for some talented participants to get into the focus of the local and regional media.

Outcome 2: Acceptance and tolerance among youth coming from different ideological, political and cultural background is enhanced.

Also, CFTA helped initiate discussion among 200 youth both male and female to help them understand each other's point of view towards social issues. The youth conducted several debates and round table meetings inviting key people from society to participate in the discussion. In support of reviving the values of acceptance, engagement of youth, empowerment and mutual respect; the Youth Cultural Center organized 3 different photo, painting and illustrations exhibitions which were followed by discussions from audiences.

Outcome 3: CFTA empowers 80 youth to have a say within the community it will empower their role and widen their participation.

The center also organized skills development in photography, documentary film making, production of photography [magazine](#), and creative writing. The skills development targeted 180 youth in which 47% were female. The outcome products were amazingly satisfying as the youth involved in the project produced several products: photography

exhibition, magazine, radio programs and graffiti that reflected to the community the youth ideas and youth interests. The production of the youth which is the first experience for the selected targeted youth gave them a sense of appreciation to their inner energy and was very empowering to them.

SG5. Sensitizing the local community for issues, needs and rights of children, adolescents, youth, women and other groups

Outcome 1: The local community actively participates in social change.

CFTA activities targeted different target groups such as youth, children mothers and fathers whose participation was materialized into art galleries and initiatives that reflected their opinions in issues of interest to them. One of the examples, is Kalket radio where 20 youth started their own radio station over the internet and broadcasted programs and materials about the issues important to them. Another example, is advocacy campaign led by children to provide free health insurance for children aged 3 to 6.

Outcome 2: Children and youth are engaged directly and carrying forward their own issues and mobilizing for change

160 youth organized 4 different community workshops regarding issues of concerns: i) use of drugs with the focus on the use of Tramadol, ii) role of youth in leading change in society, iii) art exchange locally, regionally and internationally and iv) the cultural imagining of the Gaza Strip. The leaders also targeted 20 youth prisoners at Asdaa prison in the Gaza Strip in order to train them on how to use available materials to produce products while in prison. This activity was followed by awareness and support workshops for the prisoners on psychological support, rehabilitation, and integration in community.

Outcome2: Data and information are available about women issues.

The theoretical framework to GBV, which is the main thematic area of Wessal Network, is grounded on the WHO standpoint that GBV is a public health issue and the UNFPA statement that GBV is a serious impediment to women's human rights and women's RH and rights. Therefore, the Wessal Network continued its advocacy and awareness campaigns targeting decision makers and most influential community members, the successful 16 days campaign organized by CFTA in partnership with 40 CBOs was highlighted by the adaptation of CFTA's proposal to unify the [Friday's prayers](#) by the Ministry of Waqf and Religions Affairs. An [SMS](#) to all mosques' Khateib was disseminated requesting them to focus on "Women's Rights in Islam and Women's right to life" which was the main theme of the 16 days campaign that took the issue of honor killing to be the focused point of the campaign. This change towards CFTA by religious leaders and institutes is great evedent to trust gained by CFTA from the local community of the Gaza strip which comes in contrary to previous years when CFTA was attacked by the same institutions; today CFTA is more heard, respected and influential even with those who were the opponents of yesterday.

Annex I: the revised result frame work with detailed information about achievements at the output and outcome levels.

Lending programme has become a separate entity

The lending programme is in the process of being separated from CFTA as the lawyer is taking care of the legal aspect.

During 2013, the lending programme received 379 funding request of which 356 were approved with total value of 584,400\$. Until now, the lending programme has provided fund for 100 projects with total value of 294,200\$.

Information on direct and indirect, positive and negative and unintended effects of the intervention

- Over the year 2013, CFTA has been giving great deal of attention to alternative media which gives a wide space for the community to directly speak out and represent themselves.
- The different tools were used after intensified technical skills and training workshops given to key actors from the target group. As a result, CFTA empowered its positive image among the local community and attracted mainstream media and the local institutions including Ministries and Municipalities who become eager to know more. It facilitated the positive change of preconceptions of CFTA and its role in the society.
- Promoted sense of appreciation and respect: the children targeted by CFTA have increased sense of appreciation and respect which is received by the way they are dealt with in CFTA centers and during the activities. This encouraged their commitment to attend the activities and promoted their interaction in the centers.
- Leadership skills promoted in the children who were enrolled in the leadership programme, this has afflicted them in a positive way that encouraged them to show their talents even outside the centers. They become leaders in their schools and among their peers.
- CFTA managed to sensitize the community especially parents to the needs of their children. As CFTA engaged those parents in the activities with their children and targeted them with awareness raising activities. This helped them better understand the real needs and interests of their children and deal with them based on such understanding.
- CFTA promoted the use of social media and modern art as advocacy tools especially amongst youth and children. This helped those target groups utilize such tool in the favor of advocating for the issues and voice their demands.

The use of participatory approach in designing and implementing interventions, helped CFTA identify and address the actual needs of the community, furthermore, such participation encouraged different beneficiaries.

Information on progress of the implementation of SDC transversal themes gender, governance and Human Rights based on the monitoring results

Issues of gender, governance, democracy and representation using a rights-based approach are all illustrated in CFTA's work and are mainstreamed within CFTA's approach. During the reporting period, CFTA won the following awards and local and international recognitions:

- The work of CFTA is very much appreciated by several ministries in the Gaza Strip, the Ministry of Waqf and Religions Affairs is closely cooperating with CFTA in it's campaigns to combat GBV and the protection of women, not only that but the de facto government is requesting CFTA to closely coordinate with other government

service-providing institutions to develop the capacity of their staff such as the teachers at schools and the health providers at the Ministry of Health, the women police and the social workers at the Ministry of Social Affairs. .

- CFTA was recognized as one of three best NGOs in Gaza Strip by the Ministry of Interior after they conducted full monitoring and audit visits that lasted for 2 months. CFTA got high scores in community approach, accountability and transparency.
- CFTA was recognized as one of the top 13 Arab NGOs in the region that follow standards of transparency and accountability according to the [Forbes Middle East Magazine](#)
- CFTA was awarded first place prize for the Perfect Cultural Center for 2012 from the Ministry of Culture⁴. The selection was made by an independent committee of esteemed and acknowledged figures in the cultural sector in the Gaza Strip.

CFTA sees these awards as a key achievement that acknowledges and celebrate all the hard work over the years, particularly given the history of several challenges faced by the MoI over the past six years. However, it's a huge responsibility for CFTA to keep up the good work and insure quality of services.

⁴ Links to media coverage and selected photos of the award:
<http://pnn.ps/index.php/culture/59926-2012>
<http://www.alwatanvoice.com/arabic/content/print/410473.html>

OUTPUTS AND PERFORMANCE ACCORDING TO YEARLY PLAN OF OPERATION 2013

Summary of output delivery (tangible products such as goods and services) based on a comparison with the planned outputs, and its contribution to outcomes

Health and GBV services:

The health and combating GBV activities are implemented at the WHC and through Wessal Network. The services were implemented according to the planned activities with an increase in the outreached areas and the target groups because of the Partnership activities with Al Hilal Society for the Gaza Strip.

- Women's health care and prevention services: which are provided at the clinics by the gynecologist, the nurse, midwife, laboratory technician and the pharmacists of the WHCs.
- At least 900 women in Al Bureij camp received reproductive health services on monthly basis / Achieved: 950 beneficiary per month
- In cooperation with other health clinics including both UNRWA and the Ministry of Health "MoH" the WHCs referred 512 cases. The referral was to cases that are hard to treat at the WHCs and included cases of; bleeding, miscarriage, high risk pregnancy, breast cancer and other sever cases of chronic illness. The referrals were mainly to MoH clinics and hospitals, Al Awda hospital, the Public Services Hospital and sometimes to UNRWA Clinics. Some of the cases were referred to private clinics for breast cancer mammography and ultrasound. The mammography and ultrasounds for breast cancer checkups are covered financially by CFTA.
- Pregnant women received full follow up that included anti natal and post natal care, follow up on blood pressure, weight, fetus development, fetus height, edema, CBC and urine and any other infections or vaginal problems. Special attention is given to a preventive programme on Reproductive Tract Infections (RTIs), including STDs, iatrogenic infections (including post abortion and postpartum sepsis) and endogenous infections.
- The WHCs provided 97 workshops that targeted male and female and focused on FP and gender sensitive care of clients. The WHCs provided 1959 counselling services on family planning methods (1109 at Jabalia and 850 at Al Bureij).
- Both CFTA and MDM produced an assessment of the FP unmet needs in the middle camps areas.
- The WHC has also increased the accessibility of psychological, social, medical and legal counseling services and the full package of reproductive and sexual health information and services. The MMIS has been fully installed and set up at the WHC and working as expected.

Education and pedagogy services:

The Education and pedagogy activities are implemented at the three children's centers of CFTA and at the school partners in Khan Younis. It includes applied experiments, remedial classes and support for teachers. The education services were implemented as planned.

- 760 students from 8 government schools and the three children's centers of CFTA were enrolled in the remedial classes

- At least 5 schools (5 Governmental) has adopted and implemented active learning strategies. Achieved: 8 schools are reached and adopted the active learning at class
- CFTA participated in producing a research on the education challenges in Palestine with PCC-Jerusalem, UNICEF and MoE
- 290 students implemented 1000 experiments from the curriculum at the centers
- 25 education trips were received by the 8 schools at the centers
- has provided recreational activities for at least 1000 children (45% boys, 55% girls). Achieved: 6500 including 1500 children reached by emergency interventions during Jan. to March in remote areas and 1800 school children received at the center (this high number is because of children received at the centers during the first three month of the year as part of the recreational activities coordinated with schools (schools trips to the centers)
- 120 students were enrolled with the online classes
- 35 school teachers received an intensive training at CFTA with follow up in the field
- 110 children from Bunat Il Ghad produced a mechanical car from recycling
- 70 workshops were implemented with parents to facilitate connection with schools and raise awareness about some of the students' challenges.
- A manual about active learning is produced. Achieved: A manual was printer and published

Advocacy, awareness and community mobilization:

The advocacy activities are mainstreamed at all CFTAs centers. CFTRA uses participatory approach to implementing all its advocacy activities and people are representing themselves in all campaigns.

Teenagers led campaign by 90 girls to enhance the educational environment at schools.

- 60 children aged 12-16 years (45% boys, 55% girls) conducted advocacy campaigns and activities. Achieved: 180 girls and boys from all the centers
- Awareness campaign targeting the health providers to facilitate referrals of GBV cases
- Wessal and 40 CBOs from Gaza Strip implemented the 16 days campaign to combat GBV
- CFTA has organized at least three public events in support of women rights and issues (International Women's Day, 16 Days campaign and World Population Day). Achieved: 3 public events were organized during 2013 at all centers
- Child led campaign to have free access to health insurance for children aged 3 to 6
- At least 120 children (15 boys, 15 girls) aged 6-16 years in 3 groups have carried out advocacy campaigns. Achieved as expected
- Awareness and social support campaign led by 120 children to support children with kidney failure
- Wessal campaign against honor kills and early marriage by 40 CBOs and led by CFTA
- 90 youth led the youth campaign to have more access to cultural spaces in Gaza
- 600 Youth participated in campaign to promote debate among youth

Cultural activities:

The Cultural activities are implemented on annual bases to increase the cultural spaces and resources and revive the Palestinian cultural identity among youth and children. CFTA organized several cultural events that included art exhibitions, play production and most notably, a photography exhibition. The cultural activities were implemented as planned:

- 317 youth produced and participated in the production of 2 theaters plays Dr. Jobs and Haki and Haki which was presented in 5 different shows to 1500 people from the community. The play talks about the unemployment problem in Gaza among youth.
- 1 play is produced and toured across the Gaza Strip on children and youth issues. Achieved as expected
- 5 different film productions were produced by 60 youth
- 120 youth were trained on art production techniques
- 20 youth activists (50% males, 50% females) led 10 different workshops on issues of importance to them. Achieved as expected
- 6 poem ready and literatures debates were organized and was attended by 306 individuals from the community
- Production of the Karaj al Fan Magazine, the first of its kind in Gaza which includes the work from Gaza Strip, West Bank and 1948 photographers.
- Al Bazar al Fani which was organized by 200 children from the children centers and attended by 1400 community people.
- At least 200 children aged 12-16 years (45% boys, 55% girls) are mobilized and active in different campaigns using social media and art tools for advocacy. Achieved with participation of 200(M:90, F:110)
- 3 different art exhibition by 290 youth (Hadotet sitty, binakhit Zaman, lighaza Wojohen Eddah”
- CFTA has conducted art exhibition to present the products of youth. Achieved
- Youth Organized 2 different study days to discuss youth issues and youth initiatives and its role in cultural scene in Gaza. 137 youth participated in the three events

Psychosocial support services:

Psychosocial support activities implemented during the year and exceeded the target group due to the interventions implemented at the end of the year in cooperation with Christian Aid. Following are the activities implemented during the year:

- Drama as Therapy sessions for 4 groups of 80 Children (4 month intensive program with each group)
- Expressive art activities for 240 children at the children’s centers on daily bases which included animation films making, paintings, recycling and illustrations.
- At least 240 children aged 6-16 years have visited CFTA’s centres on daily basis of whom at least 50% are female and 3% are children with disabilities
- 50 different recreational trips for children and their parents
- An exhibition of children participated in the project to present their product
- 48 awareness workshops with parents on monthly bases targeting 190 mothers and 50 fathers.

- At least 30 public awareness-raising meetings on children pedagogical and psychosocial issues were conducted for 150 parents (70% mothers, 30% fathers).
- An intensive psychosocial support for 200 women at the WHC
- Counseling services for women, men and couples were 837 cases benefited.

Training and capacity building:

CFTA is working closely with Al Athar Global Consulting, Inc who provides close support to CFTA in the process of developing CFTA's capacity through one-on-one demand driven coaching approach. Al Athar provides ongoing technical support and feedback in the process. The team has been very cooperative and in several occasions provided CFTA with time to think together ways forward to realize best practices and outcome from the different interventions and components of the capacity building.

Having Al Athar as an external technical support has been an added value particularly when having brainstorming and in the process of developing new approaches. Furthermore, its great opportunity to have the ongoing coaching provided by Al Athar team who has been on call for any technical assistance needed at this level.

During the period of this report, Al Athar worked with CFTA on enhancing services procurement practice within the organizations including: development of ToRs, job advertisements, bids requirements, forms for administrative and managerial procedures. Al Athar attended some meeting with CFTA and the external consultants to better utilize the best out of the contracts signed and to ensure that all inputs contribute to CFTA's goals and approaches. The below highlights the main achievements under the capacity building and development plan.

a. Governance and Management:

- Developing and approving the legal document for CFTA which includes the revision of GA and BM membership eligibility criteria.
- Obtaining the initial approval from the PMA to register the GWLFP as a separate entity from CFTA
- CFTA recruited a lawyer to follow up on legal issues
- CFTA contracted fusion company to start the development and installation of an MIS for CFTA
- The archiving and the HR part of the MIS are under piloting from the concerned staff
- CFTA unified the reporting system among all actors
- Training course for CFTA staff on M&E was conducted by the M&E officer
- Action plan and result framework for 2014 are ready with the baselines

b. Human Resources:

- Work on 75% of the Administration and HR Manual was completed
- Functional analysis was conducted and based on its results, updated job description, salary scale and new Staff allocation plan were developed.
- New contracts are signed with all staff with new salary scale

- Organogram is revised and approved

c. Finance:

- CFTA established the Budget committee which meets on regular bases
- Signing the contract with the UCAS to conduct the training on preparing annual budget for CFTA.
- CFTA established project management unit and recruited the needed staff.
- The internal auditor prepared the checklist matrix

d. External Relations:

- CFTA started the preparation for it's second annual partners meeting which will take place in March 2014
- CFTA began to prepare the outreach and communication plan
- CFTA produced brochure that includes achievements, strategic objectives and areas of interventions.
- An assessment of CFTA's media tools are prepared,
- CFTA reworked its social media tools, children's [Blogs](#), have a [YouTube](#) channel, Facebook and CFTA activities [Website](#) targeting the local community
- CFTA signed a ToR with the GIZ to have an external consultant to develop CFTA's advocacy strategy

Please refer to:

Annex II: Revised Action plan of 2013

Annex III: CFTA's response on the third compliance check report covering the period October 1st – December 31st, 2013 prepared by Al Athar global Consulting, inc.

Implementation constraints and ways to overcome them

Despite the fact that CFTA managed to attract new donors to support CFTA, such as: Cord Aid, Asfari, the GIZ and MdM-France tfunds are still limited and doesn't meet the needs of CFTA to continue providing the much needed services to the community. This adds a huge burden on CFTA's especially when CFTA is working towards a zero balance. The problem is faced by other NGOs in the Gaza Strip which is resulted from the global financial economic crises, the drop in the value of US\$ and the scattering of funds in the region.

Mitigation strategy:

- CFTA is actively engaged in negotiations and discussion with local profit companies to support CFTA.
- The organization will work on economic empowerment intervention strategy which will be prepared in 2014.
- Exploring funding opportunities especially from the gulf and the Arab region.

Resistance from some staff members to restructuring process that was based on the resulted of the functional analysis, the new organization structure and the adopted

strategy to address deficit in the staff salaries.. This was expected and CFTA wisely intervened by:

Mitigation strategy:

- CFTA conducted several meetings with key staff members to explain the financial situation of the organization as well as the changes approved by the board.
- CFTA explained carefully to key staff the importance of all the steps taken to ensure sustainability for the organization
- CFTA conducted several meetings with the lawyers to ensure that all measures taken comply with the law.

Eventual changes to main assumptions

The economic situation in the Gaza Strip continued to deteriorate following the closure of tunnels and borders with the Gaza Strip. Limited access to materials and increase in the prices of goods are witnessed over the last year. Significantly, this deterioration has an impact on CFTA's procurement for example: fuel for generators and transportation are now doubled in price, some equipment are not be available in the market and electricity cut out periods are is longer. An example on the effect of this on CFTA was clearly experienced with the procurement of the ultrasound machine for the WHC which is still waiting to be brought to Gaza from Italy.

The closure of Rafah crossing affected the regional meeting of the children and staff with our partners from Lebanon. The meeting which was scheduled in October is deferred to 2014.

FINANCES AND MANAGEMENT

Selection of External Auditor for the financial year 2013: An external auditor was selected through a bidding procedure at the end of April. CFTA prepared a Terms of Reference (ToR) according to international standards and advertised the bid in the local newspapers over two days. 5 different companies responded to the bid advertised. With the presence of an independent external consultant, SDC, the internal auditor of CFTA, the financial manager of CFTA and the president of CFTA, a selection meeting was held. At the end of the process, Talal Abu-Ghazaleh International (TAGI) was selected to be the Auditor for the year 2013.

Informed by common good practices in finance and auditing, CFTA took the decision to add a condition to the next year's auditor's ToR which does not allow for the external auditor to work with CFTA for more than two years in a row. CFTA's believes that this practice will enhance transparency, positively add to the efficiency of the auditing process and expand the organization access to know-how in this area.

CFTA's Financial Audit report 2013: CFTA's 2013 Financial Audit report presented 4 main comments/ observations compared to 10 comments in the 2012 Financial Audit report, which reflects improved financial performance and and internal controls. . **Annex III** of this report presents the answers and taken steps by CFTA to the address the comments of the external auditor on the 2013 financial report. This clearly indicates an improvement in CFTA's financial performance and internal control.

Percentage of budget spent vs. planned per outcome:

The total percentage of the actual expenditure up to 31th December has reached 88% which are distributed according to the strategic goals :

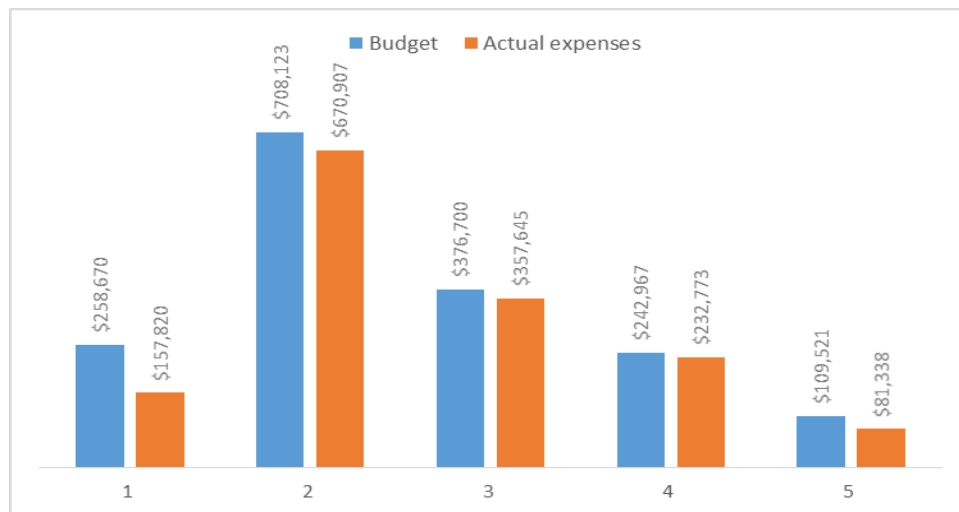
SG1: budget US\$ 258670, the actual expenses US\$ 157820 (61% achieved)

SG2: Budget US\$ 708123, the actual expenses US\$ 670907 (95% achieved)

SG3: Budget US\$ 376700, the actual expenses US\$ 357645 (95% achieved)

SG4: Budget US\$ 242967, the actual expenses US\$ 232773 (96% achieved)

SG5: Budget US\$ 109521, the actual expenses US\$ 81 338 (74%) achieved)



Attached please see annex IIIII financial report

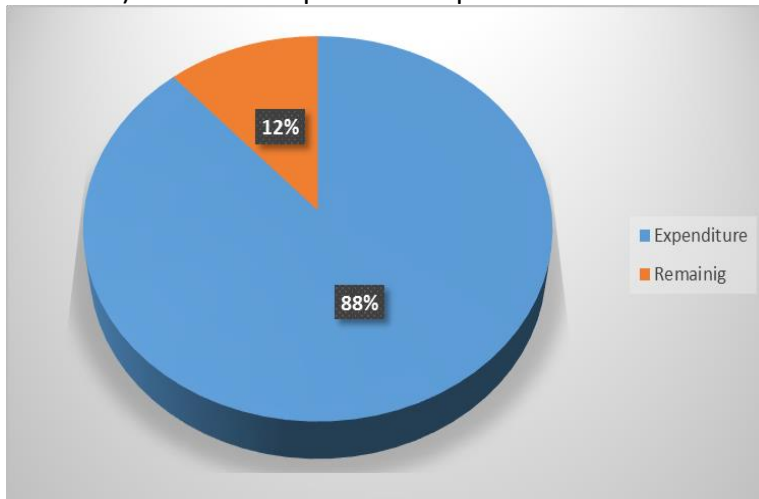
Please see more detailed information in the audited report.

Appraisal on how efficiently inputs were converted into outputs: Wherever possible, steps are taken to create value for money on outputs. For instance, many items are bought in bulk to ensure economies of scale.

Reference to activities and brief explanations if there were major differences between the executed and the planned activities:

The majority of planned activities were implemented as expected, however, some delay were witnessed specially in the CB component due to the lengthy procurement processes which required price quotations and sometimes due to the lack of adequate competencies..

The total budget of CFTA for 2013 is US\$ 1695981 (30% admin and 70% technical and activities). The total expenditure up to 31st December 2013 is US\$ 1500483 representing.



The remaining US\$ 195498 which is 12% remaining from the budget.

Part of the deviation is caused by the fund raised by other donors to support the CB components, namely the GIZ and the CCFD. Also there was a delay in implementation; the delay was because the staff concerned were very busy with other urgent work, procurements and preparation took longer than expected and the MIS budget was out of proportion from the start.

Added to that; the delay in delivering the ultrasound machine because of the closure of Gaza.

Human Resources including Diversity Management and issues on the organization level that affected the management of the project/program:

There is 67 staff (35 female & 32 male) some of them are on projects. Upon the completion of the functional analysis exercise that will yield a new revised organization structure. In the coming period, CFTA will be working on reviewing and effectively allocating its human resources in accordance with the results of the functional analysis and organization structure. Furthermore, the process for developing the HR manual in a participatory way, through an external consultant will begin which will positively add to the efficiency of the organization in HR management.

LESSONS LEARNT

At CFTA, we are always looking to improve our work and strengthen our connection to the communities we serve. Reflecting on our interventions and soliciting ongoing and regular feedback from the community and CFTA's stakeholders to better advise the design, plan and implementation of our engagements

Clear and straightforward information should be circulated among staff when major decisions are taken. CFTA is undergoing crucial changes that are affecting the organization structure, systems and staff. While CFTA is very busy working on the details and management aspects, it is important to give suitable time to internally discuss, share and reflect on different processes. This will not only strengthen the staff and the decision

making process at the organization but will increase the level of ownership and shared responsibilities among all.

Annex I: revised Result framework according to achievements:

Annex II: Action Plan

Annex III: CFTA's response to third compliance check

Annex IV: CFTA's responses to the external auditor

Annex V: 2013 financial report