

Impact Evaluation

Livelihood Programme Northeast Syria (NES)

September, 2023



Table of content

1) Introduction	Pg. 3
2) Objectives	Pg. 4
3) Limitations	Pg. 5
4) Executive Summary	Pg. 5
5) Methodology and Approach	Pg. 7
6) Findings	Pg. 11
7) Recommendations	Pg. 26
8) Conclusion	Pg. 27
9) Annexes	Pg. 28

Acronyms

BHA	Bureau of Humanitarian Assistance
BT	Business Training
FGDs	Focus Group Discussions
IDPs	Internally displaced persons
KIIs	Key Informant Interviews
KIs	Key Informants
NES	Northeast Syria
OECD	Organization for Economic Cooperation and Development
PIN	People in Need
PLWD	Persons Living with a disability
SBGs	Small Business Grants
SMEs	Small and Medium Enterprises
ToRs	Terms of References
TVET	Technical and Vocational Education Training

1) Introduction

People in Need (PIN) in Northeast Syria (NES) has continuously strived to strengthen the livelihoods and to enhance the well-being of conflict-affected people, including Internally Displaced People (IDPs) and host communities in the area. Over time, PIN has implemented numerous interventions with the aim to increase the ability of the most vulnerable to enhance their income. PIN has put effort into boosting local economies, investing in human capital and strengthening access to sustainable income-generation activities.

This Impact study was initiated by PIN's Syria Management to evaluate outcomes and to assess the impact of PIN's Livelihood interventions in order to inform and complement future programme design. Under PIN's livelihood programme, beneficiaries have received a range of support modalities. Under this study, beneficiaries of the following four intervention categories were included in the research sample:

1. TVET (Technical and Vocational Education Training) + Apprenticeship + Business Training + Small Business Grants:

Under this category, beneficiaries were selected based on standardised criteria and enrolled in PIN's TVET centre for 3 months of courses focusing on a range of professions, followed by an apprenticeship, allowing beneficiaries to interact with business owners and other market actors. The same beneficiaries were then supported with business management training lasting between 3-7 days. Consequently, based on a competitive process, PIN supported them with small business grants (grant value ranging from 1000 to 1500 USD per grant).



2. Small Business Grants:

Small business grants were mainly distributed to skilled workers to rehabilitate/ restore their businesses. Beneficiaries were selected based on standardised criteria.

3. TVET + Business Training

Beneficiaries under this category were enrolled in TVET and Business training. The trainings were held on topics like budgeting, marketing and sustainability, which are relevant to professions such as hairdressing, tailoring, food processing, mobile maintenance, electric repair and carpentry.



4. TVET + Business Training + Small Business grants:

Under this category, beneficiaries were enrolled in TVET centres for three months, followed by their participation in business management training. Finally, PIN distributed business grants to the trained graduates based on a competitive process.

The Summary section of this report offers insight into the findings on the overall performance of livelihood interventions covering aspects of relevance, effectiveness, impact and sustainability. The Methodology and Approach section details the size, tools, research method and scope of this study. The Findings section presents the results on the performance of different sets of interventions, in line with the research questions formulated by the Organization for Economic Cooperation and Development (OECD) criteria and guided by the ToRs. This is followed by findings with regard to PIN's Livelihood Programming overall. Finally, the Recommendations section adds rationale to the findings that can aid in the planning of actions and contribute to the development of PIN's NES livelihood strategy.



2) Objectives

This impact study aims to assess the overall impact of PIN's livelihoods interventions in NES to formulate learnings and recommendations for future programming.

In particular, the study seeks to:

- Assess whether PIN's Livelihood interventions have achieved the planned outcomes in line with the OECD evaluation criteria.
- Gain insights and evidence to contribute to the improvement of ongoing interventions in the livelihoods sector.
- Consolidate lessons learned and recommendations for evidenced-based programming in future.



3) Limitations

The scope of the study is limited to qualitative data collected through Key Informant interviews (KIIs) with beneficiaries, PIN staff and external stakeholders as well as Focus Group Discussions (FGDs) with male and female groups.

- The research questions were standardised for all beneficiaries regardless of the type of intervention they participated in, which yielded a high similarity in the responses and findings.
- As no baseline and end-line reports were included in this study, it was not possible to generate a trend analysis for comparison against the qualitative findings. As the study focuses on qualitative data, the scope of quantifying achievement was less likely.
- As is standard for any qualitative research, the collected data may be subject to researcher bias, subjective interpretation (response bias) and contextual variability. To give an example, a small sample of data was collected from individuals who have been engaged in project implementation for many years. Despite taking precautionary measures to nullify this by including 'failure' cases of beneficiaries in the KII, it can still be considered as one of the limitations of the study.

4) Executive Summary

This section provides an overview of the key findings of this impact study, which focuses on the relevance, effectiveness, impact and sustainability (in line with the OECD criteria) of the following four intervention categories :

1. TVET (Technical and Vocational Education Training) + Apprenticeship + Business Training + Small Business Grants
2. Small Business Grants
3. TVET + Business Trainings
4. TVET + Business Training + Small Business grants

The report underscores the key successes of these interventions in enhancing vulnerable beneficiaries' skills, income, and overall well-being. The findings, which are presented in percentages, are indicative based on the qualitative data analysis. Therefore, these should be understood in relation to KII respondents' perceptions, knowledge, practices and socio-cultural context.

Relevance of the Interventions

- The study finds that 92% (122 out of 132) of respondents described that livelihood interventions have increased their skills relevant to the market needs. They predominantly agreed that they acquired new skills such as sewing, tailoring, and mobile maintenance, amongst others.
- 85% (112) of respondents indicated that an increase to their income has been the most positive change to their lives as a direct result of participating in PIN's livelihood interventions. Prior to the interventions, the beneficiaries did not have any regular income, faced unemployment and poverty, relied on a single source of income per household, and depended on assistance, loans, irregular labour and daily wage activities.
- Furthermore, 80% (106) of respondents indicated that the interventions were relevant to their career advancement. Examples of these advancements include opening a sewing business, expanding mobile repair and maintenance services, renting shops to grow business activities etc. This was a finding in the FGDs, as well as in the KIIs with PIN team members.
- Moreover, 80% (105) of respondents confirmed that the livelihood interventions were relevant for beneficiaries in their engagement with the market and management of their businesses. Examples include boosting their skills in using social media for business promotion, engaging with customers, suppliers and competitors, expanding their business, choosing suitable locations for opening their own business, etc. Furthermore, beneficiaries reported increased skills in negotiation, managing a business in the context of currency fluctuation, quality and pricing of items, record keeping of cost and benefit, as well as fulfilment of client needs.
- 59% (78) of respondents mentioned positive changes contributing to personality growth and improvements to their family life due to the increase to their income. For example, beneficiaries were able to allocate resources for the renovation of their houses, purchase furniture, send their children to school, improve their relations with relatives, attend social gatherings, pay off debts, and manage

health-related expenses among others.



Effectiveness of the Interventions

- In terms of the effectiveness of PIN's livelihood interventions, all respondents agreed that their expectations were met. 80% (106 out of 132) of respondents reported that the intervention contributed to the enhancement of their skills. Furthermore, the programme has been very effective in supporting vulnerable groups with special needs, including people with disabilities, women and girls. To give an example, one of the female beneficiaries mentioned in the FGD that she previously had no

income and as a widow was unable to work outside her home. The Business Training and SBG helped her secure a regular income. Similarly, another female beneficiary reported that her child was suffering from eyesight issues and thanks to receiving business training and an SBG she could afford to pay for the necessary medical treatment.

“There were many people with special needs who benefited from the project's interventions at all stages. They became vocal and were able to integrate into society through training and their involvement on the labour market. This included women who are widowed, divorced, and members of households without a breadwinner, who were able to improve their lives”.

Director of the Nour-al-Mustakbal Association (A PIN training partner in NES). ”

- As many as 95% (125) of respondents confirmed that PIN's interventions have appropriately focused on supporting people with special needs on a priority basis. 69% of respondents also believed that the interventions have empowered vulnerable groups, such as widowed and divorced women who face social barriers restricting them from working outside of the home. They acquired skills in sewing and tailoring and were equipped with grants and start-up kits, which increased their access to income and enhanced their role in household decision-making.

- Furthermore, the interventions have contributed to the social integration and inclusion of vulnerable people and have transformed the lives of the most vulnerable groups, particularly IDPs, who had limited social networks prior to the intervention.
- 36% of respondents added that they believe PLWDs (people living with disabilities) who received livelihood assistance were not able to contribute to their household income prior to the intervention. Thanks to gaining the new skills and support, PLWD beneficiaries' access to career opportunities was increased. In addition to securing a regular income, they were able to boost their social and emotional health (eg. no longer feeling like a burden on their family) and participate in social gatherings. To give an example, a beneficiary whose legs were amputated was able to acquire skills in electronic maintenance and was supported with a grant to enter the market, which allowed him to secure a regular income. The director of the Office of Organizational Affairs in NES mentioned that she was impressed by the way a woman with special needs was engaged in the training during her visit to a TVET centre.

Impact of the Interventions

- All of the livelihood programme intervention categories studied were found to be successful in achieving the intended impact outlined in the projects. These findings are contributing to the realisation of some of the results stated in Objective # 01 of PIN's NES Livelihood Programme Strategy. 81% of respondents reported an increase in career development and market opportunities, in addition to enhanced relationships and trust with the private sector, market actors, entrepreneurs, suppliers and the broader labour market. 42% stated that they were able to purchase material on credit and for lower rates.
- The activities have also increased the financial independence of the target beneficiaries. As many as 70% of the respondents stated that one of the significant impacts of the intervention was their increased self-reliance and increased number of choices in decision-making concerning their personal and professional lives. They cited no longer having to rely on borrowing money, getting help from friends and relatives and being able to overcome their day-to-day challenges.

Sustainability of the Interventions

- In terms of protecting the livelihoods of beneficiaries from future shocks, the study found that 69% of respondents perceived an improvement in their resilience and adaptability thanks to the assistance they received. Beneficiaries have reported being able to survive under uncertain security circumstances, and to leverage their skills and jobs to cope with future shocks including relocation, market disruption, and depreciation of the Syrian Pound.
- Respondents have also reported that they believe relationships and trust with market actors and clients are valuable assets in managing future challenges. Overall, 49% of respondents stated that they would feel confident in their ability to continue and retain their income-generating activities even if they migrate. For example, they mentioned owning a business, having paid off their debts, their ability to rely on their network and connections on the markets, having financial independence, and

in some cases, having more than one breadwinner in the household.

- Furthermore, respondents reported that their self-confidence and socio-psychological resilience have increased over time, which plays a key role in withstanding difficult situations.



- Finally, the aspect of financial resilience was raised in the FGDs with beneficiaries. The livelihood interventions were successful in transferring skills leading to regular income, expansion of income, creation of jobs, and investment in capital, such as renting out new shops, adding material to stores as per market needs, saving and purchasing assets, owning the necessary equipment and business kits, and readiness to restart activities in different markets. Overall, 73% of respondents consider themselves to be financially resilient to cope with future shocks and changing economic situations.

5) Methodology and Approach

The evaluation predominantly relied on qualitative assessments and a review of secondary data including project proposals, M&E reports, evaluations and labour market assessment reports. The qualitative component consisted of:

- **Key informant interviews (KIIs)** with beneficiaries, local NGO partners, the local authorities and PIN staff engaged in project design and implementation.
- **Focus Group Discussions (FGDs):** with beneficiaries of TVET, Business Training and Small Business Grants recipients.

The research questions were formulated in line with the OECD criteria. The scope of the evaluation was developed for both tools and agreed upon between MEAL and Programme teams.

Sample Frame:

A total of 132 Key Informant Interviews and 6 Focus Group Discussions were conducted as part of the study, in addition to a number of interviews with implementing staff and external stakeholders. All KII and FGD respondents were randomly selected from beneficiary lists and other project documentation, with consideration for the intervention type and the location while stratifying the sample. Moreover, the estimated point of data saturation and potential beneficiary dropouts were closely observed during the data collection.

The following tables show the characteristics of the final sample, displaying a reasonable representation of respondents along the lines of gender and living status (IDPs and host communities). As shown, in the KIIs

52% of respondents were female, and 38% of respondents were IDPs. In terms of the focus group discussions, out of the total 6, 3 were conducted with a female group and 3 with a male group.

A total of 6 KIIs were conducted with external stakeholders based on their involvement with PIN's livelihoods interventions and relevance towards the scope of the study. Furthermore, data was also collected from three PIN staff members who led the implementation of the livelihood interventions in the field.

In order to mitigate potential research bias, it was decided to include a second list of beneficiaries with less successful results in the study, for a second round of KIIs. An additional 23 KIIs were included from the second list, bringing the total of KIIs to 132.

Key Informant Interviews - Sample

Sample Characteristics	Gender		Resident status		
	Male	Female	IDPs	Residents	Total
Intervention Category					
TVET- BT- App- SBGs	15	23	15	23	38
SBGs	4	4	3	5	8
TVET – BT	22	18	18	22	40
TVET – BT – SBG	22	24	14	32	46
Total	63	69	50	82	132

Focus Group Discussions - Sample

Intervention Category	Focus Group Discussions - Sample				Gender disaggregation
	Raqqa	Menbij	Kobane	Total	
TVET	1			1	A total of 54 beneficiaries participated in 6 FGDs conducted in different locations with equal gender distribution (27 female, 27 male).
BT	2	1		3	
SBG	1		1	2	
Total	4	1	1	6	

External stakeholders interviewed

Role	Gender	Location
Director of the Office of Organization Affairs	Male	Raqqa
Director of the Office of Organization Affairs	Female	Hasakeh
Vice Chair of the Women's Committee	Female	Raqqa
Labour Office Manager	Male	Menbij
Director of the Nour al Mustakbal Association	Male	Menbij
Jian Society Director	Male	Hasakeh

Internal stakeholders interviewed

Role	Gender	Location
ERMS Manager	Male	Raqqa
Business Support Team Leader	Male	Hasakeh
Livelihoods Team Leader	Male	Raqqa



Data collection tools:

The data collection tools for all respondents were developed in coordination with PIN’s programme staff and management. The research questions were consistent for all of the intervention categories. As for the stakeholder interviews, data was also collected to capture their perspectives on the interventions and the impact evaluation.

Literature review:

The literature review was conducted for a broader overview of project interventions in relation to their relevance to community needs and feasibility in the context of NES. It comprised of reviews of project proposal documents, project reports, internal reports such as PDMs, PIMs and evaluation reports conducted by third parties.

Furthermore, a labour market assessment conducted under a different project was also helpful in considering external perspectives and their linkages to PIN interventions. The labour market assessment outlined the context, challenges and opportunities related to these kinds of interventions, indicating a favourable environment for the studied modalities.

Projects:

PIN has been implementing livelihood interventions in Northeast Syria since 2018 under a range of donors. In general, the study attempts to cover the major projects with livelihoods components to gain a broader perspective on their effectiveness and impact. The projects included in this study are outlined in the table below.

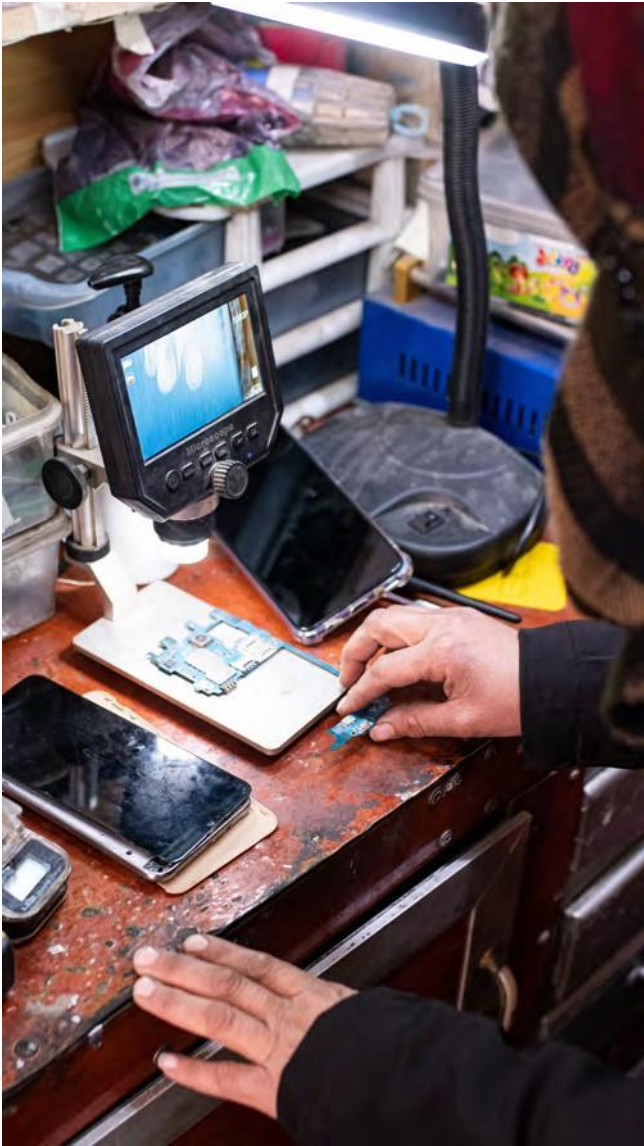
PROJECT	PROJECT NAME	START DATE	END DATE	TOTAL BENEFICIARIES					
				IDPs		RESIDENTS		TOTAL	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENI III	Promoting Communities' Resilience through Education, Psychosocial Support and Livelihoods in Syria'	01.09.2020	31.08.2022	84	82	78	133	162	215
OFDA III	Multi-sector rapid response and early recovery assistance for vulnerable, conflict-affected populations in Northern Syria	01.06.2018	31.05.2019	71	176			71	176
OFDA IV	Life-saving Emergency and Early Recovery Assistance for the Most Vulnerable Conflict-Affected Populations in Northern Syria	01.09.2019	31.08.2021	90	74	179	177	269	251
DFID	Multi-sectoral resilience-building assistance to conflict-affected populations in Syria	01.01.2017	31.12.2019	64	172			64	172
LEARN III	Linking Emergency Assistance and Response in Northeast Syria	01.10.2021	31.03.2023	45	51	98	98	143	149

BHA I	Emergency Assistance to Vulnerable, Conflict-	01.09.2021	31.08.2022	118	88	161	88	279	176
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6) Findings

This section presents findings for each of the categories of intervention as well as with regard to PIN’s overall Livelihood Programming. The scope of the data and the findings are detailed below. Furthermore, feedback and recommendations from beneficiaries are also outlined. There are four subsections of the findings:

1. **Relevance of the interventions**, with focus on aspects like beneficiary needs, enhanced skills, income, and changes to the quality of their lives.
2. **Effectiveness** of the intervention categories focusing on the extent to which activities were efficient in targeting the most vulnerable groups/ individuals and meeting their expectations.
3. **Impact**, measured via the positive and negative changes to the lives of beneficiaries, as well as beneficiaries' ability to build relationships with relevant market actors.
4. **Sustainability**, focusing on beneficiary resilience to future shocks.



Intervention Category 1: TVET, Business Training (BT), Apprenticeship and Small Business Grants

Sample: 38 KIIs with beneficiaries (23 female, 15 male).

Relevance:

The study finds that the full package of the livelihood intervention consisting of TVET, BT, apprenticeship and SBGs was relevant to the needs of the beneficiaries. This is in line with the findings of the labour market assessments conducted in Menbij and Raqqa. The Office of Humanitarian Affairs (HAO), the Women's Council Committee and the Labour Office also endorsed this finding. All 38KIIs agreed that this intervention was very relevant to their needs. 84% of them indicated that the intervention was relevant in leading to employment and career development opportunities for them. 58% also added that the intervention was relevant to fulfilling personal and family needs.

87% KIIs confirmed an increase to their income and 63% indicated an enhancement to their social integration. For example, a female beneficiary respondent mentioned that before the intervention she was unemployed with no income, and thanks to being supported under the intervention, she was able to start running a centre for computer and English literacy.

Furthermore, the respondents also shared their feedback on the interventions. 74% respondents were of the view that the selection criteria and registration process need improvements, followed by 53% suggesting changes to the duration and curriculum of the trainings. 39% also added that improvements were needed with regard to the equipment available at the facilities, the quality of the training materials and the facilitators. 37% of respondents were of the opinion that PIN should expand the training to include more professions, while 26% recommended an increase to the grant value.

Effectiveness:

The findings reveal that for 84% of the respondents, the full package of livelihood interventions met their expectations with regard to enhancing their skills. A large portion of the respondent mentioned that they did not expect a well-organized and full-time training, and they were unsure if they would receive the grant to start their own business. For many of them, this was their first-ever opportunity to develop their own business plans and projects and to receive the financial support to realise them.

95% of respondents mentioned that PIN's interventions successfully targeted the most vulnerable people, whereby a majority of the respondents fall under certain vulnerability categories. The inclusion of women, including those divorced, widowed, and disabled was greatly appreciated by the respondents.

Impact:

Around 80% of the respondents considered the enhancement of their skills and employment creation arising from the interventions to have the most positive impact on their lives. A large number of respondents added that the intervention helped them in securing regular income, reducing their dependency on others and increasing their self-confidence. Half of the respondents added that the biggest challenge for them prior to

the intervention was their exclusion from society and their families, which the intervention helped them to overcome.

The full package of livelihood interventions has proven to be impactful in creating linkages between beneficiaries and market actors including suppliers, competitors, and the labour market.

80% KIs confirmed that due to the interventions, their relations with shop owners and the private sector have improved. More than half of the KIs also added that their market knowledge has improved, resulting in better conditions for selling and purchasing products. Furthermore, they were able to buy material on credit due to increased trust.

Respondents also reflected on some of the unintended negative aspects of the intervention. For example, according to the KIs, the location of the training centre in Derik was not convenient, as it was in a private building close to the barricade recruitment area, which was causing issues for the trainees and the residents of the neighbourhood. Some of the respondents also faced issues with transportation, for instance, due to the distance of the venue from the countryside.

Furthermore, it was reported that a trainee who did not receive the small business grant faced issues with their family as it was expected that they would obtain it.

Some challenges with extended family members, neighbours and landlords were also reported by the respondents, specifically that some of them assumed that the beneficiary was employed by PIN. It was reported that some neighbours were disappointed with the beneficiaries for not helping them to obtain support from PIN. Some landlords were reported to increase the rent amounts. Furthermore, the expectations of extended family members impacted some of the beneficiaries on a psychological level. In addition to that, one of the respondents added that during the apprenticeship, male trainers were mixed with female trainees, which was not acceptable to the beneficiary's spouse and family. Some beneficiaries also had to leave their children unattended or with their neighbours, which sometimes led to family tensions, and children staying home unattended.

Sustainability:

All of the KII respondents agreed unanimously that their ability to withstand future shocks has increased in a number of ways. More specifically, 92% of KIs attributed their enhanced resilience to their regular income and financial stability which would help them to overcome future shocks be it war, relocation/ migration or inflation.

Half of the respondents indicated that they consider themselves to be more able to adapt to different circumstances.

Among the key aspects that were mentioned by the respondents to help them cope with future shocks were knowledge of the markets, knowledge about the quality of different business-related materials and the procurement process, having relationships of trust with market actors and a good reputation with clients.



Intervention Category 2: Small Business Grants

Sample: 8 KIs (4 female, 4 male)

Relevance:

7 out of 8 respondents indicated that the SBGs were relevant to their basic and business-related needs. As a result of their improved employment and income status, the beneficiaries were capable of meeting their households' needs. Additionally, they were able to afford small pleasures for their children, settle debts, and contribute to their children's education.

All the respondents unanimously reported an increase to their income as an immediate outcome of the SBGs modality. In some cases, their income was doubled, while for others it increased by more than 50%. A significant majority of the respondents (87%) reported that the increase to their income impacted their overall quality of life positively. Furthermore, 37% of the respondents highlighted that the increase in income has significantly reduced their reliance on others, as they no longer have to borrow money or seek assistance from relatives and friends.

Beneficiaries reported having more time to take care of their children and focus on their education. Furthermore, they reported an increase to their self-confidence, reduced levels of anxiety, and having the ability to participate in social gatherings. Prior to the intervention, the beneficiaries were unable to secure earning opportunities, due to either lacking relevant skills or lacking funds to continue doing business. As such, they were compelled to borrow from friends and relatives and/or rely on assistance.

Respondents reported that the SBGs were relevant to their needs in terms of skills. For example, a female respondent mentioned that while she was trained in tailoring, she lacked the skills to start a business prior to the intervention. 7 out of 8 KIs mentioned the skills that they were taught were relevant when engaging with market suppliers and negotiating with them. 75% reported increasing their market knowledge. 50% reported that these skills helped them in business planning, business promotion and in creating employment for others. Furthermore, increased awareness among SBG beneficiaries was highlighted around market fluctuation, devaluation of the Syrian pound, and use of marketing tools.

Beneficiaries also learned to build trust with suppliers, develop project plans, calculate profit and loss and select suitable locations for their business activities. A male beneficiary from Raqqa who runs a psychological support centre for PLWD patients reported acquiring better linkages with doctors who now refer relevant patients to the support centre. In addition to that, he also gained the ability to train others.

Effectiveness:

The small business grants intervention was very effective in terms of meeting the expectations of beneficiaries, with 88% of respondents indicating that their expectations were met.

Most of the respondents agreed that the SBGs have increased their financial stability. They reported being able to satisfy their families' basic needs, including in food, clothes and to some extent health and education thanks to the regular income which they secured with the help of the intervention. One beneficiary remarked that the intervention helped him transition from solely being a consumer towards being capable of production himself.

As for beneficiaries with special needs, the small business grant empowered them to (re)gain dignity, stability, and self-reliance. A beneficiary living with a disability who was supported with a small business grant reported gaining a daily income from his grocery shop thanks to the intervention. Furthermore, the small business grants intervention was effective in creating income opportunities for single and widowed women as well as orphans, resulting in their ability to cover their basic needs. To give an example, one female beneficiary who is an orphan reported being able to support her younger siblings' education with the income that she generated from her sewing business. Another female beneficiary who is an IDP and a widow mentioned that she was unable to secure regular income prior to the intervention. Thanks to the small business grant, she was able to start her own business and run it successfully.



In addition to that, the small business grants have been effective in creating jobs relevant to the needs of the beneficiaries and the broader labour market. For example, one of the respondents created new jobs in his centre where he provides psychological support to PLWDs. He was also able to expand his rehabilitation centre.

Impact:

The small business grants were impactful in terms of bringing about positive changes in the lives of the beneficiaries, including in the form of financial stability, resilience, increased quality of life and empowerment of people with special needs to achieve self-sufficiency. The data from the KIIIs with beneficiaries shows that all respondents felt that they have expanded their networks and linkages with the market. 7 out of 8 respondents agreed that the intervention has brought about economic independence for them, while 6 out of 8 beneficiaries mentioned that it has contributed to their social and personal development. Similarly, 75% reported business growth and increased access to the market.

To give an example, a female beneficiary who runs a sewing workshop mentioned that she has expanded her

business in collaboration with other textile merchants and is now able to access more material and goods. Another female beneficiary who relied on an irregular daily wage prior to participating in the project was able to pay off her debts, in addition to supporting her daughter's education and buying electric home appliances like a TV, refrigerator and washing machine. She was also able to support the children of her brother in an emergency medical situation. She mentioned plans for the expansion of her business in the future in the form of opening a shop selling wedding dresses. In addition to that, she mentioned gaining the ability to start paying taxes and thereby contribute to the local economy.

75% of KIs described having a good reputation on the market, which enables them to sell and purchase on credit. A male respondent who runs a rehabilitation centre was able to expand his work to the Whole of Syria level. His professional expansion and networking have enabled him to establish relations with the management and medical doctors at the University of Damascus and the University of Aleppo, who now refer their patients to his centre.

Sustainability:

The sustainability effects of the small business grants intervention are evident in terms of beneficiaries being able to scale up their businesses and expand into other areas. At the same time, risks to sustainability were also noticeable in the form of market fluctuation, price hikes, and the overall volatile economic context of NES which limits individuals' capacity for long-term financial planning.

The study finds that after the intervention, beneficiaries were able to cope with short-term challenges like price hikes and lack of cash liquidity. In the longer term, sustainability can be explored with regard to evolving needs for instance in skills and knowledge enhancement through sustained relationships with the private sector and the local economy, local authorities /departments. However, these are beyond the scope of this study.

Furthermore, beneficiaries were able to identify the measures to be taken to sustain their business, such as saving up and maintaining a good reputation on the market and with clients. In terms of the threats to sustainability identified by the beneficiary respondents, social and psychological barriers were mentioned, in addition to having to compete with large-scale business owners.

7 out of 8 KI respondents believed that the intervention has increased their capacity to adapt to changes, in addition to strengthening their financial resilience. They reported feeling capable of continuing their business in challenging times. A beneficiary who is running a beauty salon mentioned that she could run her business in alternative locations, such as at home, and that she has good relationships with her clients which can be useful in coping with difficult times.

Intervention Category 3: TVET and Business Training

Sample: 40 KIs with beneficiaries (18 female, 22 male)

Relevance:

75% KIs beneficiary respondents considered the TVET and Business trainings to be a source of new skills. To some extent, they reported that the intervention has contributed to their ability to secure employment and

an income. However, almost half of the respondents reflected that the modalities require further improvement, and some have reported that the intervention has not met their expectations, as they did not receive any financial assistance. A few respondents (5%) have reported that they sold the kits received under the intervention. One of the beneficiaries reported that trainees who were able to purchase spare parts with their own resources had better opportunities to learn. 77% of respondents reported that both modalities were relevant in terms of acquiring market information, enhancing their knowledge about different skills and in terms of contributing to their ability to secure employment. Many beneficiary respondents also confirmed that their income increased because of these interventions.

There is reasonable evidence from the KIs and FGDs that some of the aspects of these modalities need to be improved to enhance their quality. These include the capacity of the trainers, the quality and quantity of training equipment provided, the duration of the trainings, the availability of transportation, and finally the location of the TVET venues. Some of the respondents also suggested that the monitoring and verification system of the beneficiary selection process should be improved.

Effectiveness:

Overall, 65% of respondents reported that the TVET and business trainings met their expectations in terms of skills enhancement. On the contrary, there is very limited evidence of beneficiaries' ability to increase their income as a result of being supported with these two modalities. Beneficiaries reported expecting to receive financial assistance and grants along with activities focusing on building their knowledge and skills.

In general, the TVET and business trainings have been effective in targeting the most vulnerable individuals. Most of the respondents believed that individuals with special needs, as well as women who are widowed or divorced, benefitted from the interventions.

Impact:

The TVET and business trainings have proven to be impactful predominantly in enhancing the skills and market knowledge of the beneficiaries, and more than 80% of KIs respondents agreed with this statement. Furthermore, beneficiaries reported that the interventions have contributed to the psychological and personal development of those who were most vulnerable and socially isolated. The findings from the FGDs and KIs with external stakeholders also indicate a clear enhancement in beneficiaries' skills and knowledge with regard to certain professions.

When asked to share negative impressions or impact, beneficiaries reported that they did not expect that they would have to pay for the tools used in the trainings, and some had to borrow money to do so. They also complained about the quality of the trainings. Furthermore, half of the respondents complained that they did not receive financial help as expected, which indicates that they were either not fully informed about the scope of the assistance, or they expected to be financially assisted anyway. This expectation may have arisen from the context in which some beneficiaries were assisted with SBGs, while others were not selected for this modality.

Some of the negative unintended results of the intervention reported included the beneficiaries' landlords increasing the rent as they assumed the beneficiary had a job or regular income as part of the trainings. Another negative impact mentioned was that due to regularly traveling to the training venues, female benefi-

ciaries were unable to dedicate sufficient time to their responsibilities at home according to their relatives, spouse and neighbours, which had an impact on their relationships with them. Additionally, one of the beneficiary respondents mentioned that borrowing money from friends and relatives to start a business had negatively impacted their psychological and social well-being due to the pressure of having to repay the debt. Furthermore, a few respondents also mentioned that the presence of PIN vehicles in front of the beneficiaries' houses, as well as the frequent visits of PIN staff to their households resulted in a negative impression on their neighbours, which led to the spread of rumours. These included beliefs that the beneficiaries are staff members of PIN or that they are receiving more benefits from the organisation.

A majority of the respondents agreed that their participation in the TVET and business trainings led to increased access to and knowledge of markets and business management, good quality materials relevant to their profession, and improved relationships with customers. Those who started their own business reported having improved relationships with market actors and suppliers as they possess the contacts of different suppliers.

Sustainability:

Respondents reported gaining more adaptability and flexibility thanks to their participation in the intervention, among them a better ability to cope with future shocks, based on the knowledge and skills they have acquired.

Those beneficiaries who started their own business reported becoming more confident in being able to sustain their livelihood, as well as to start income generation activities in case of migration or relocation. They indicated that their skills and savings represent valuable assets for coping with future shocks. One of the KII respondents described that the training helped him acquire the skill of electronic maintenance, which will allow him to mitigate any shocks in the future. He added that he is currently working in a furniture store, and if his employment there were to be terminated, he feels confident that he could work in a maintenance store based on his experience in this field, or that he could borrow money and open a business.



Intervention Category 4: TVET, Business Trainings and Small Business Grants

Sample: 46 KIs with beneficiaries (24 female, 22 male)

Relevance:

The combination of the business training, TVET and small business grants modalities were found to be relevant to the needs of the beneficiaries. 84% of respondents considered the intervention to be relevant to their needs with regard to skills, while 67% of KIs indicated an ability to meet their own and their household's basic needs. Around 61% confirmed that these activities were highly relevant to their financial needs.

More than 90% of respondents were able to secure regular income thanks to securing employment and starting their own businesses. 78% of respondents indicated that the intervention has allowed them to manage their business by engaging with the market, which allows them to stay informed about currency exchange rates, as well as the availability of business-related material and equipment.

All of the respondents confirmed improvements to their income, and that the intervention contributed to their personal and family growth. 70% of the respondents reported that they have retained their skills, engaged in business expansion opportunities, were able to pay off debts, and that they no longer have to rely on borrowing money.

Beneficiaries were also asked to suggest which aspects of the intervention require improvements. 80% have suggested revisiting the selection criteria, and a quarter of the respondents suggested an increase to the value of the small business grant, as well as for more professions to be added to the curriculum.

Effectiveness:

The TVET, business trainings and small business grants were found to be very effective in targeting the most vulnerable individuals, which is a common finding across all intervention categories. The respondents confirmed that PIN was successful at prioritizing the most vulnerable people, based on their observations during the activities. The respondents also believed that the intervention increased the beneficiaries' self-reliance, led to income generation, and supported their social integration.

More than 90% of KIs have confirmed an enhancement to their skills and an ability to secure employment which brought about improvements to their earnings. Almost all respondents felt that these interventions have met their expectations in terms of gaining access to income-generating activities, learning a new skill and benefitting from trainings.

In terms of improvements to the effectiveness of the intervention, respondents gave similar suggestions to those under the other intervention categories. Namely, they proposed an increase in the financial support, improvements to the quality of the trainings, the introduction of a travel allowance and an increase to the duration of the trainings.

Impact:

All beneficiary respondents have observed positive changes in their lives thanks to participating in the intervention. More than 90% of respondents reported feeling economically empowered. Around 80% of

respondents also added that they experienced growth in their personal and family life. Half of the respondents described that due to their newly improved self-reliance, their social relations and community engagement were enhanced. They cited being able to participate in family gatherings and support extended family members among other positive impacts.

Access to career development opportunities, employment and expanded skillsets are additional positive impacts on the lives of the beneficiaries that were mentioned. According to the respondents, the interventions enhanced the beneficiaries' ability to engage in income generation activities, improved their networking with market actors and expanded their skillsets, which was highly appreciated by the beneficiaries as well as external stakeholders.

98% of KII respondents confirmed that improved linkages and access to markets were among the biggest positive changes and achievements arising from their participation in these activities. As a result, beneficiaries reported extensive improvements in their relationships, trust and coordination with relevant market actors, based on which they enjoy access to business materials on credit and for lower rates, as well as an increased familiarity with the quality of items.

When it comes to negative impact and unintended results, a few beneficiaries reported that their relations with their spouse and neighbours were damaged due to having to leave children behind and dedicating less time to family responsibilities. Furthermore, respondents suggested improvements to the selection of the training venues, as well as trainers. In addition to that, insufficient training equipment and high psychological pressure to pass the post-training exam were reported as having negatively affecting the beneficiaries.

Sustainability:

The sustainability of this intervention category was found to be interlinked with the skillset and job of each beneficiary. Beneficiaries considered their businesses to be largely sustainable, based on their relevance to the local markets. More than 90% of KII respondents reported feeling financially stable in the context of their income and jobs and as such resilient to future shocks. Around 78% of respondents added their flexibility and adaptability increased due to the intervention, and that they would feel confident to cope with potential shocks like relocation, migration, war and conflict. The beneficiaries' mental well-being was also reported to have improved. They cited gaining self-confidence which allowed them to overcome different challenges, such as inflation, variance in clients and fluctuation in Syrian exchange rates.



Overall Livelihood Programming

This section presents findings for PIN's livelihood programming overall, as observed during the evaluation of all intervention categories. These findings can aid in the identification of best practices for livelihood sector programming.

Firstly, almost all beneficiary KII respondents were convinced and appreciated that PIN's livelihood interventions have successfully targeted the most vulnerable people including widowed and divorced women, orphans and people with special needs. This was also a finding from the interviews with external stakeholders and the focus group discussions. PIN's livelihoods team also believed that the targeting of the most vulnerable people has been a successful aspect of the programme. This finding is in contrast with the Livelihoods strategy for Northeast Syria, which suggests targeting motivated and skilled individuals in future interventions instead. Overall, the livelihood interventions have proven to be successful in achieving outcome-level results such as improving access to regular income, contributing to increased well-being of the most vulnerable individuals and creating skills and jobs relevant to market needs. The interventions were also impactful in enabling beneficiaries to build networks and relationships with market actors, establish linkages with relevant authorities and enhance their skills to contribute to the development of human capital.

The positive and negative impacts/ findings were similar across all intervention categories.

Positive changes to beneficiary lives as reported included increased incomes, improvement in skills, and enhanced access to markets. This has allowed beneficiaries to address their personal and household-level issues related to health and education, support their extended family members, pay off debts and increase their social integration.

“I was able to increase my income, pay for house expenses, and bear some of the expenses of medicines for my father as well as education for my brothers.”
A male respondent from Raqqa who was supported with TVET, BT, and an SBG.

In terms of the unintended negative impacts, those reported included difficulties in managing family relations and attending to children during training periods, travel fatigue, societal pressure, as well as rumours and assumptions in the community. These negatively impacted the beneficiaries' social and psychological health. The study did not find consistent evidence with regard to the NES livelihoods strategy informing programme design. Looking at the needs assessments and rationale of intervention, strategic linkages were not coherent and missing. The reason for this may be that the period covered by the Livelihood strategy is from 2022 to 2025, and there was no coherent programmatic plan or priority document for livelihoods programming in place before 2022.

Furthermore, in the interviews, PIN staff members suggested that there is a need to scale up the programme, going forward with an integrated approach that would include working with the private sector. This is also reflected in the NES livelihoods strategy, which outlines long-term programmatic priorities. However, there are some challenges to longer-term programming, such as preference on the side of communities for

short-term benefits and challenges due to the short duration of donor-supported projects, while these interventions require long-term engagement with the communities and market actors.

Respondents also had the impression that PIN's livelihood interventions focused predominantly on urban settings, with limited targeting of rural areas. Beneficiary respondents, PIN's livelihood team members and external stakeholders agreed that there is a need for interventions in rural areas, as they are even more marginalized and limited in terms of income generation opportunities compared to urban settings.

Based on the literature review, market mapping and the findings of this study, it appears that the context of NES is increasingly suitable for livelihood interventions. Stakeholders such as market actors, the local authorities, the Labour Department, the Women's Council, and the Trade and Commerce Departments, among others, are reliable and there is potential for more engagement with them in terms of capacity building and advocacy on a programmatic level.

Overall, 71% of the KII respondents recommended modifications to the selection criteria with regard to age, selecting beneficiaries from the same families if residing separately (ie. Brothers living in the same premises/shelter who have separate families) and targeting people from the countryside.

This was echoed by the Labour Office manager, who added that favouritism in selecting beneficiaries has a negative impact on the intervention. This was also raised in the KIIs, where people suggested that some beneficiaries were selected even though they did not fall under the criteria for certain activities. The BHA performance report found, that 62% of small business grant applicants were not eligible, which indicates that people either applied despite not being eligible, or that there was a lack of clarity among them with regard to the criteria.

Furthermore, there is a strong indication that the support mechanism for women with young children needs to be improved.

Beneficiaries stressed that due to the lack of support, young children were at times left unattended at home. This has negatively impacted the female beneficiaries socially and psychologically.

In some cases, this caused problems in their family life and damaged their relations with their spouse. At times, the children were reported getting ill. In addition to that, beneficiaries reported complaints on the side of their neighbours about this matter, in addition to broader societal pressure which affected them psychologically.

The Vice-chair of the Women's Committee also highlighted the following: *"I noticed that one of the biggest negative effects that women were exposed to was having to neglect the family and children while working and undergoing courses. Some of them were forced to leave their children with their parents in order to finish*

“*The training period of the TVET was short as we were unable to learn to sew most of the clothing types. The supervisor of the BT course deals arrogantly with the trainees, both male and female, and I would like to mention that he threatened one of the trainees with expulsion from the course just because she inquired about something. The quantity of some of the tools for training were insufficient in the vocational training course.*”

A male IDP respondent who was supported with TVET and Business trainings. ”

these courses, and some of them put their children in private childcare centres and had to pay for it. This leads to an increase in costs for them. To reduce this impact, nurseries should be run by organizations and training centres to grant women comfort at work and to allow them not to fear for their children.”

This shows that while women and girls have experienced positive impacts thanks to the intervention, there were also notable barriers to their participation which led to unintended negative impacts on their social and personal life. The barriers and motivating factors for women and girls will need to be further investigated in the context of their effect on the overall goals of the livelihood programme.

Furthermore, expansion of the livelihood programme by introducing more professions should be considered, as suggested by PIN staff, external stakeholders and 23% of the KIIs respondents. The proposed professions include solar energy maintenance, electrical maintenance, car repair, carpentry, welding, masonry, pastry making, medical first aid, women's hairdressing and cosmetics among others. In addition to that, courses in English and advanced computer literacy were proposed apart from what PIN has offered so far. Conducting market assessments on a regular basis and aligning programming accordingly is pertinent to allow for greater efficiency and viability in line with the market needs.

The quality of the TVET and business trainings was another aspect that was highlighted by beneficiaries during interviews. 41% of respondents who participated in the apprenticeship, business and TVET trainings highlighted certain aspects relevant to the improvement of the overall quality of the trainings. These included inadequate behaviour of the trainers as well as old, malfunctioning or insufficient equipment, shortages of sewing material, and irrelevance of the content of the trainings to some businesses. Respondents also indicated that PIN should improve its follow-up mechanism instead of relying on trainers and shop owners for apprenticeships.

With regard to the trainings, beneficiaries also mentioned that the travel allowance was not sufficient and that it requires a considerable revision. A few beneficiaries also reported that they had to borrow money to cover their travel expenses which resulted in them acquiring debt. This issue was also raised under the ENI evaluation conducted by a third-party evaluator.

Furthermore, as highlighted in the KIIs, the timeframe for the submission of business proposals was very short considering that beneficiaries needed to identify the rates and quality of material/ equipment, as well as a suitable location for the business. As such it was recommended to widen the timeframe. PIN staff also suggested that the overall short timeline of the project poses a challenge to the extension of the programmatic approach and support to beneficiaries in the long run. Respondents also indicated that the small business grant should be distributed sooner after the proposal submission, so that price fluctuation does not impact the proposed rates in the business plan.



As noted in the interviews, beneficiaries also suggested for the grant values to be fixed based on the type of business, as some professions require smaller start-up amounts than others. They also mentioned that in some cases, the equipment and material costs were higher than anticipated, which made it difficult to achieve the same quality as proposed in the business plan. Therefore, it was suggested that beneficiaries should be allowed to purchase used items. This concerns businesses for which the beneficiaries have to purchase equipment, such as for tailoring, car maintenance as well as mobile maintenance. It was therefore suggested to relax PIN's terms & conditions in this regard, as sometimes used items are cheaper in the market.

A need for improvements in the training content, delivery and duration was also highlighted. According to the beneficiaries, at times the trainers did not provide them with relevant examples, for instance, they made references to the sewing profession which were not relevant for the participants who had different professional experience and business plans in other fields.

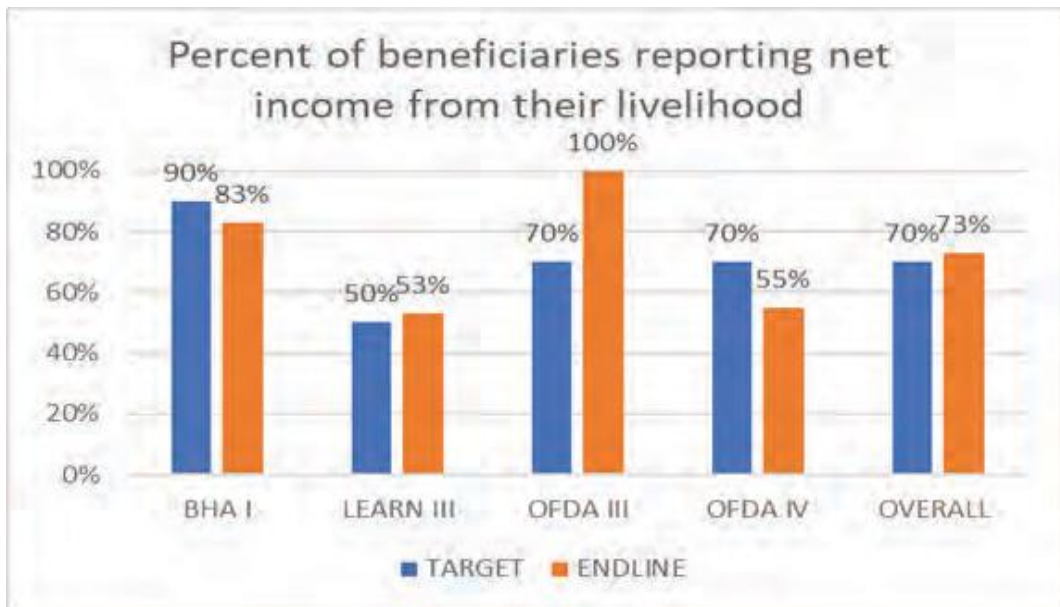
Furthermore, it was suggested that extended support beyond the project period should be provided, in terms of follow-up and guidance on any challenges faced by the beneficiaries. This indicates that the exit strategy of the interventions needs to be revisited. Thus far, it seems to have been a challenge to reach out to beneficiaries beyond the intervention timeline, due to the lack of resources and a coherent exit strategy.

Finally, the study found that beneficiaries who were able to utilise their skills and secure jobs reported having a regular income (see graphs below). By contrast, beneficiaries who were not able to utilise their skills or start their own business would require follow-up assistance, which was also highlighted in the key informant interviews with external stakeholders and PIN staff.

The following graphs show that the data measured under two standard indicators demonstrates overall positive results. When it comes to the first indicator, which reports on the net income of beneficiaries who received small business grants, the results are promising. On the other hand, the results are not as positive under the indicator measuring the income of those beneficiaries who were only supported with skill-based activities. It also appears that the beneficiaries who received small business grants demonstrated a trend of retaining their businesses and skills, in contrast to those who participated in an intervention without the small business grant component.

The triangulation of the results with the standard indicators and qualitative data shows that interventions which do not have a small business grant component tend to have a smaller impact on the beneficiaries' income levels and utilisation of skills. In addition to that, those who did not receive small business grants may feel demotivated in a context where some of their peers were chosen for the component. This practice has also contributed to some negative impacts as reported in the findings, where beneficiaries (predominantly women), who invested their time and efforts in the trainings but were not selected for the grant, have faced

issues at the household-level a



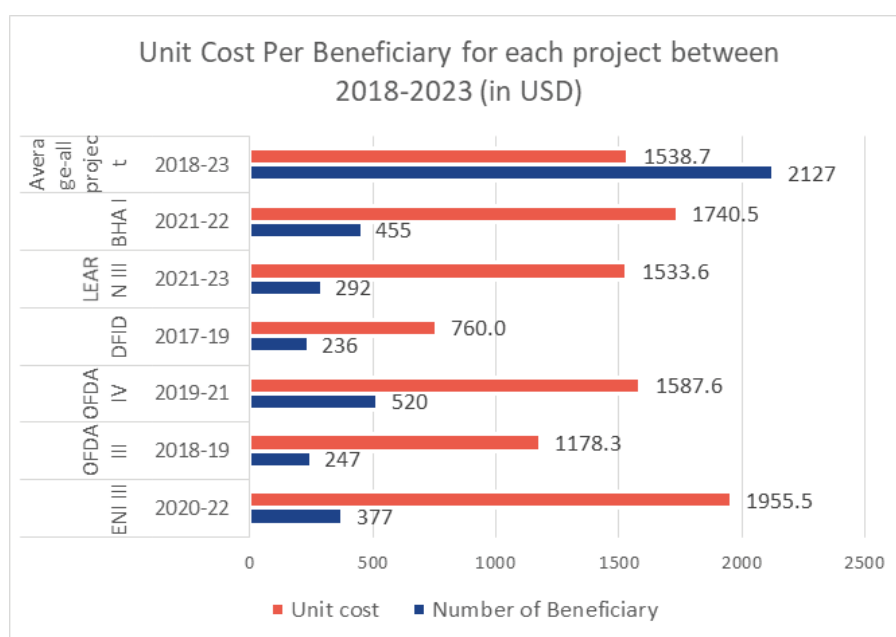
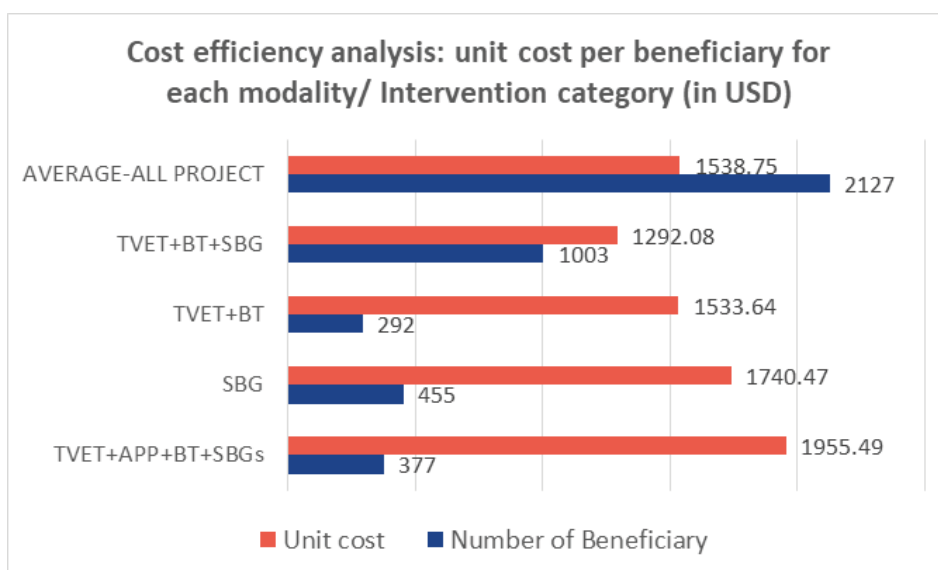
Cost Effectiveness Analysis



The data collected as part of this study was also analysed from a cost-effectiveness perspective, to understand the unit costs per beneficiary under the different categories of interventions evaluated. The analysis shows that the unit cost per beneficiary participating in TVET and BT was higher (1533 USD) compared to those who were assisted as part of the TVET+BT+SBG category (1292 USD). However, this seemingly illogical finding could be attributed to the fact that the latter category was implemented with three times the number of beneficiaries under TVET+BT. While cost-effectiveness has been analysed considering the number of beneficiaries against each intervention category across the projects, other aspects, such as currency fluctuation, inflation and other relative factors were not possible to investigate. The average cost for each modality of 1538 USD, was calculated based on projects implemented between 2018 to 2022.

Another graph, as shown below, highlights the beneficiary cost against each project. The data shows a variance of unit cost between OFDA IV and DFID, which were implemented in a similar time period. The unit

cost for 1 of 236 beneficiaries under DFID was 760 USD between 2017-19, while under OFDA III the cost for 1 of 247 beneficiaries was 1178 USD. This is a difference of almost 60%, with a variance of only 11 beneficiaries. This could potentially be attributed to different modalities implemented under the projects.



7) Recommendations

In terms of the recommendations, it was highlighted that the livelihood programme should be more balanced in the targeting of both rural and urban contexts. This was identified in the KIIs, where beneficiaries recommended PIN to reach out to vulnerable people in rural areas and to expand activities to include those suitable for those living on the outskirts. This echoes the priority identified under the NES Livelihood strategy, in addition to what was indicated by external stakeholders during key informant interviews.

Apart from the expansion of interventions to rural areas, it was also pointed out that livelihood interventions are conventionally designed with the same approach to rural and urban settings. For example, the same grant value and approach to businesses is applied to beneficiaries in urban centres and those in the countryside.

This also applies to the selection criteria. To give an example, literacy is part of the selection criteria for almost

all professions, even though it may not be as relevant for professions such as barbering or sewing and tailoring. As such a reconsideration of the selection criteria and approach was proposed.

There was an overall impression that livelihood interventions are predominantly donor-driven and follow a project-centred approach with a focus on the activity level. As such, a programmatic approach is needed. Additionally, labour market assessments should be carried out strategically to inform livelihood programming.

*I only recommend that the method of selecting the beneficiaries be more accurate and give more confidence to the beneficiary and take into account the circumstances of the house compared to the need or income. The house may be owned and equipped, but its owner does not have income, work or any profession.
Labor Office Manager, Interview in Menbij o ce.*

It was observed that so far, these assessments served the purpose of donor compliance, and were not fully adopted in programme design. As such, there is a need to revisit the approach to market assessments to aid in informing and strengthening the NES Livelihood Strategy. Their scope can be strengthened in line with the priority areas of the current strategy.

The market mapping conducted under the BHA II award provides some useful insights which can be utilised in future design, as it identified gaps in coordination and a lack of support to external departments and authorities. PIN could consider providing system strengthening support to these stakeholders to assist them in tackling bottlenecks. This could enhance the support infrastructure for people whose capacities were increased as part of the interventions, and those who need further support.

In the present context, community engagement in project design has mostly been limited to M&E reports and findings of PIN's team, in addition to TPMs and evaluations conducted by third parties. These offer limited evidence in terms of community engagement. Aspects that should be explored further include whether the interventions engage communities in project design appropriately and sufficiently and whether communities are given ample opportunities to share their local knowledge. In addition to that, PIN should evaluate whether it has sufficient evidence on the underlying causes of enablers and barriers contributing to the success or failure of interventions.

The short-term duration of projects, funding challenges, donor compliance and barriers at the community level are a few of the identified challenges to longer-term sustainability. There is a need to discuss exit strategies of PIN's Livelihood programme. As highlighted by PIN's team, there are plans to upscale the programming, with the aim to engage with small and medium enterprises (SMEs). This would require well formulated, comprehensive exit strategies. While planning to upscale the programming, sufficient consideration should be given to formulating exit strategies and embedding them efficiently in projects.

8) Conclusion



The programme was successful in achieving immediate results at the outcome level, which was made evident by comparing the outcome indicators under different projects. Beneficiaries were reporting increases to their net income and improvements in line with the coping strategy index. The qualitative data also underscored the positive impact on their lives as a direct result of the increase in their skillsets and income. The positive changes included an enhanced quality of life, resilience to cope with challenges and ability to support family members among others. An overarching programmatic approach could lead to increased sustainability, by establishing linkages between relevant stakeholders as well as creating support mechanisms for beneficiaries, market actors and local authorities.

The study finds solid foundations for further upscaling of livelihood programming, through engagement with the private sector, including actors in agriculture and livestock, food, energy and construction, support to SMEs and investments in local partners to enable the creation of job placements. As identified in the market mapping, the local context is supportive of livelihood interventions, as local capacities are growing gradually. To further support local market actors, there is a need for the continuity of projects and strategic planning to strengthen livelihood programming from the short-term rehabilitation phase towards a longer-term development intervention.

Furthermore, programming should be informed by labour market assessments, close knowledge of the context and enhanced community engagement. To begin with, the NES Livelihood strategy should be finalised in collaboration with stakeholders from the communities, sectoral partners, market actors, and local authorities such as the Labour Office, the Department of Trade and Commerce, and other relevant actors.

Finally, there is a strong need for better incorporation of learnings into programme design and implementation. Some of the findings of this study were similar to those already identified in M&E reports and third-party evaluations. Incorporating these can improve programme quality. A reflection, review and adaptation plan could also form a part of the livelihood strategy.

9) Annexes:

Document Type	File
Term of references - ToRs	 LLH IMPACT STUDY_ToR_Final_M
KII with External stakeholder - Tool	 LLH_KII_External stakeholder_2023 IS
KII with Beneficiaries of SBGs - tool	 LLH_KII_SBG BNFs_2023 IS_V1.pdf
KII_TVET_BT_APP_SBGs- Tool	 LLH_KII_TVET + BT + APPTC + SBGs BNFs_
KII_TVET_BT_SBG- Tool	 LLH_KII_TVET + BT + SBG BNFs_2023 IS_V
KII_TVET_BT- Tool	 LLH_KII_TVET + BT only BNFs_2023 IS_V
FGDs- tools	 FGD TOOLS_FOR ALL RESPONDENTS_

ⁱ Interventions are categorized based on the assistance package received by beneficiaries under different projects. More details are provided in the section on methodology and sampling approach.

ⁱⁱ Market Assessment Analysis report developed under BHA-I.

ⁱⁱⁱ Performance report developed under BHA-I was shared with the donor.

^{iv} The ENI Evaluation conducted by a third party also recommended that community engagement under PIN's livelihood programming should be strengthened.

^v The PDM conducted under the OFDA 2019 award suggested to strengthen the labour market analysis in each location to better understand the employment gaps and needs in the community with attention to gender.

^{vi} The ENI Evaluation conducted by a third party also recommended that community engagement under PIN's livelihood programming should be strengthened.

^{vii} Internal sources refer to M&E reports and findings of the PIN team, while external sources refer to the TPMs and evaluations conducted by third parties.

^{viii} One of the recommendations of the BHA Market Assessment was to invest in the agriculture and livestock sector.

^{ix} One of the PDM reports under ODFA 2019, identified that the quality of TVET trainings needs improvement.