



WOMEN NOW FOR DEVELOPMENT



النساء الآن
WOMEN NOW
FOR DEVELOPMENT

ANNUAL REPORT 2016

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Foreword

In the year of 2016, we continued to see difficult and dangerous circumstances on the ground that left Syrian families facing despair and desolation. As the crisis entered its sixth year, it became even harder for civilians to hold onto their hopes and beliefs in a Syria that is governed by peace, democracy, and freedom.

But even in the face of tragedy and affliction, we witnessed efforts, both big and small, taking place in our Women Now centers that help women and girls cope - events led by women coming to learn, participate or educate, which restored hope and represented the kind of change that is vital to rebuilding Syria's civil society. Our team, made up of over 100 dedicated women and 17 men, is learning from these women the true meanings of resilience and determination. Despite fear caused by bombing, chemical attacks, and losing loved ones, we are all working together to learn, lead, and empower each other.

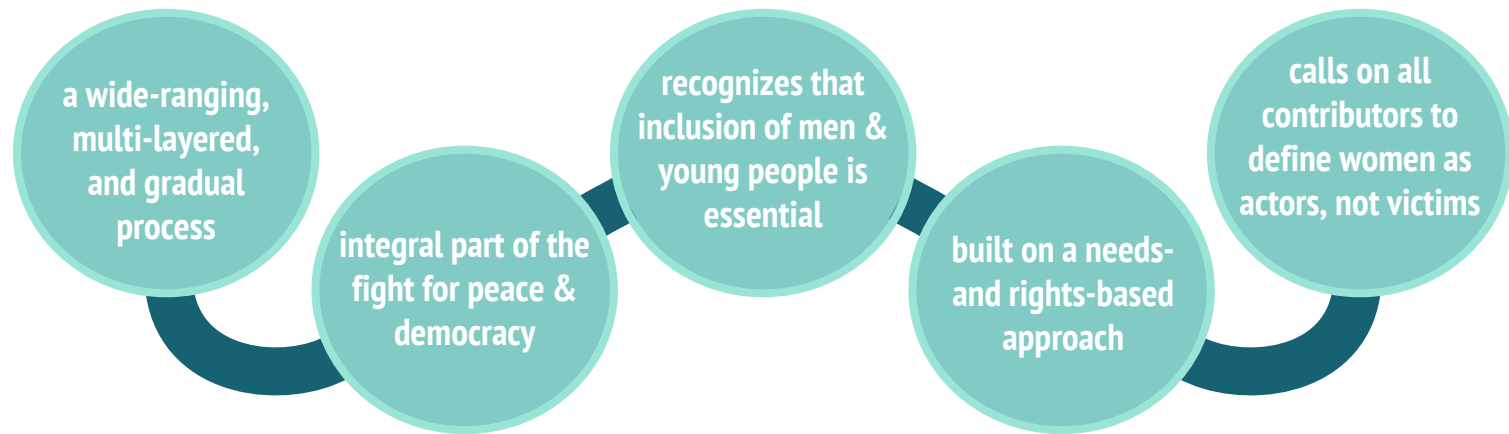
We are dedicated to breaking the silence and repainting the image of women as victims under circumstances of conflict - rather, we strive to show the world the strength, passion, and perseverance that we have witnessed while working alongside these women. I am very honored to work with and support these women both on the ground and on the international stage, ensuring that their voices are heard and their vision for a new future for Syria based on peace and justice is visible.

Dr. Maria Al Abdeh

Executive Director of Women Now for Development



The Fight for Women's Rights



Theory of Change

We recognize that Syrian local women have the potential to be dynamic agents of change during this time of war crisis in Syria, as they possess the courage, strength, and perseverance to build resilience against the oppression and cruelty of militarization and extremism.

Our programs serve to give these women the tools necessary to activate this potential and bring it into the public sphere through educational and economic empowerment, leadership participation, and social & cultural awareness.

AT OUR CORE

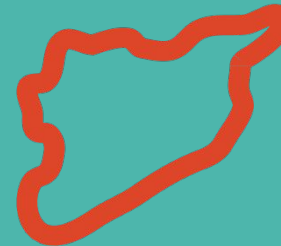


Created for Syrian Women by Syrian women, the programs and activities held in our Women Now centers are fundamentally based on social, intellectual, political, and economic empowerment.



Cultivating empowerment in these areas means providing women with the tools necessary to express themselves freely, defend their rights, and restore agency, helping them to plan & live sustainable lifestyles in the future.

Creating stable and peaceful futures for women means creating an organized political and social movement - one which is vital to the peace-building process and putting an end to war conflict and crisis.



On the greater spectrum, this process will help create a new future for Syria, in which freedom and human rights are recognized as invaluable for all civilians.

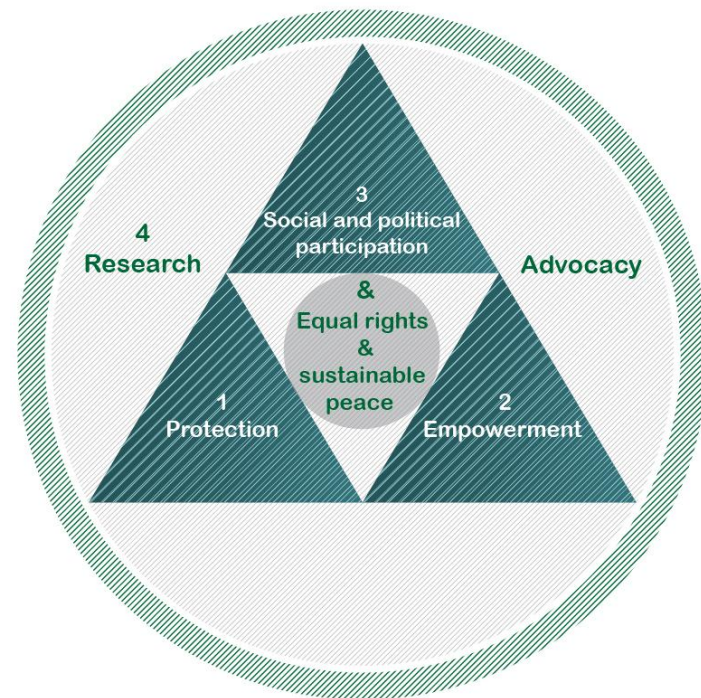
Focus Areas & Objectives

1. PROTECTION: Protect women who are victims of war and gender-based violence (rape, child marriage, domestic violence, terrorism, etc) both legally and psychologically ; provide secure and safe spaces for all beneficiaries; enable the protection and education of adolescent girls and children.

2. EMPOWERMENT: Train and educate Syrian women economically, professionally, socially and culturally; fight illiteracy; increase women's employment opportunities, financial independence and entrepreneurship.

3. PARTICIPATION: Support the social and political participation, representation, input and influence of Syrian women at the local and international levels in accordance with UNSCR 1325, whether as decision-makers or upon decision-makers, towards the achievement of peace and counter terrorism.

4. RESEARCH AND ADVOCACY: Document and collect experiences and testimonials, conduct in-depth qualitative and quantitative research and analysis, and raise local and international awareness about: women's rights, women-led activist movements, feminist civil society initiatives, gender-based violence and women's living conditions in Syria.





Our vision is of a Syrian society in which all people benefit from full human rights, dignity, freedom and justice; in which Syrian women play a meaningful and active role in political, social, and economic life; and in which children are protected from harm and safe to develop and grow.



Our mission is to initiate programs led by Syrian women that protect Syrian women and children across socioeconomic backgrounds, and empower women to find their political voice and participate in building a new, peaceful Syria that respects and safeguards equal rights for all citizens.



2016 in Numbers



7 Women centers



11, 194 Beneficiaries



1, 125 Trainings



Programs & Activities

The curricula of our programs and activities have been designed to meet the diverse needs of women on several levels, no matter their nationality or religious background.

EMPOWERMENT



Educational empowerment

Economic empowerment

PARTICIPATION



Leadership training

Awareness-raising activities

PROTECTION



Psychosocial support

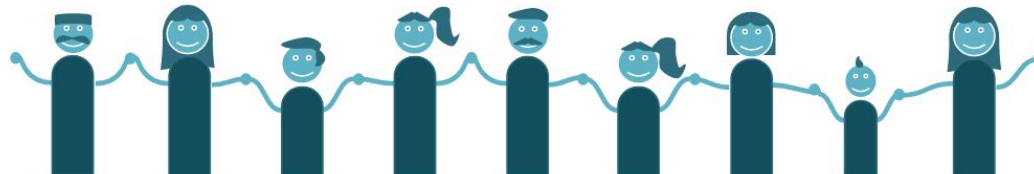
Girls' & Child protection

RESEARCH & ADVOCACY



Campaigns

Conducting research



Educational Empowerment



Many women and girls in Syria have never completed or even had access to education. This problem is widespread and complex, caused by a multitude of factors, such as gender based violence, destruction of school buildings by the warring parties, and seeking asylum in refugee camps with no schooling center.

**Activating
women's full
potential**

**Building
autonomous &
sustainable
futures**

**Facilitating
self-
confidence**

Educational Empowerment is one of our most valued programs - it acts as the prerequisite to our other programs, as we believe intellectual development is essential to being resilient, independent, informed, and empowered. Courses in the program include literacy and foreign language courses, gender and health awareness, first aid training, computer and technology skills, and mathematics.

Economic Empowerment

Many Syrian women have had no choice but to become the sole provider for their families while also remaining as the primary caregiver, as the absence of men has increased due to arbitrary arrest, detention, and killing.

**Employment
opportunities**

**Comfort and
stability**

Independence

Women are empowered to find autonomy through vocational training courses, which include handcrafts (sewing, embroidery, and hairdressing), computer skills (digital accounting, Microsoft Office, and photoshop), and nursing/first aid. They learn and master certain skills which are necessary in order to make an income and support their families.



Leadership Training

Women Now centers are more than places where vocational and educational courses are held - they are dynamic and energized spaces where women can meet, speak freely, and find resources that will prepare them as future leaders.

**Reinforcing
women's
involvement**

**Opening
doors**

**Amplifying
women's political
voices**

Through activities, workshops, and conferences, we focus on strengthening women's involvement and participation in public life, local councils, and local women's associations. Topics covering negotiation and debate skills, decision making, team management, international law, and citizenship policies create wider access to the public cultural and political sphere. This process encourages women to understand and advocate for their rights, and maintain active roles in civil society and social movements which aim to build a peaceful and just future for Syria.



Awareness-Raising Activities



Our centers holds awareness-raising activities to strengthen beneficiaries' knowledge and awareness of various topics related to cultural, social, and personal health-related issues - topics which are not typically discussed in the curricula of our other core programs/trainings.

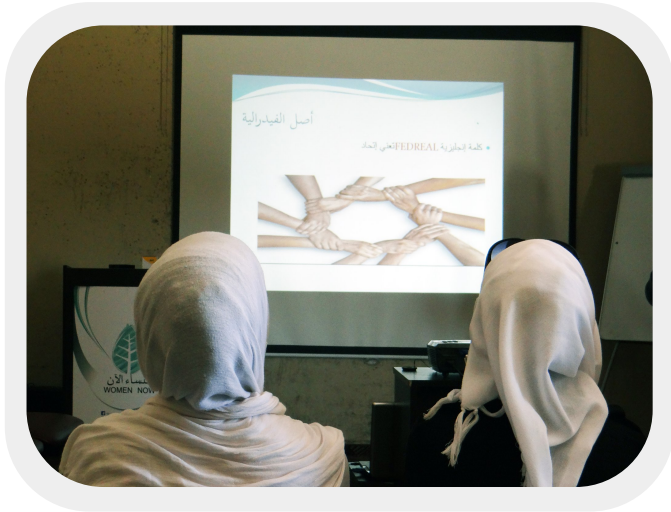
Diversifying the curricula

Cultivating discovery

Consciousness raising

The awareness-raising program is comprised of material which is relevant to the women's daily lives - this material is explored through film-screenings, book circles, conferences, workshops, and lectures. The topics cover issues such as gender-based violence (how to recognize it and resist against it), marital relations, early marriage (how to prevent it and identify how it threatens women's safety and independence), women's roles under circumstances of armed conflict, life skills, and reproductive health (breast-cancer awareness and the stages of a safe and healthy pregnancy).

Psychosocial Support



Whether they have fled Syria, been internally displaced, or stayed in their homes, women endure acute psychological damage as a result of losing loved ones, being victims of bombing or chemical attacks, or carrying their lives on their backs in search of asylum.

**Support for
individual needs**

**Healthy &
stable family
lives**

**Behavioral
empowerment**

Developed in 2015, the psychosocial support program is comprised of awareness sessions on relevant topics such as trauma and healing, as well as stress relief activities, group discussions, and private therapy sessions.

In Lebanon, Women Now has a dedicated psychosocial support team which identifies specific, individual needs among both women and children and finds the proper methods and techniques to meet these needs. Family counseling sessions are also held at the centers.

Girls' & Child Protection



As the Syrian education continues to deteriorate from the destruction of school buildings and displacement or loss of teachers, Women Now took action to establish educational courses for girls in order to complete their education and foster their cognitive development.

**Positive
learning
environment**

**Freedom of
expression**

**Healthy social
atmosphere**

Girls can attend Arabic, Math, and English classes in addition to other subjects which they can suggest to the team. Stress relief and recreational activities, such as arts and crafts, singing, acting, and dancing are a vital part of the programs for the girls and children, as they create a healthy and positive atmosphere in which they find stability and exercise creativity. As the women have continued to take on the role of the primary caregiver, we have childcare facilities in order for the women to be able to come to the centers while their children partake in activities throughout the day with teachers and counselors.

Women Now Syria

In the year of 2016, our five Women Now centers located in Syria saw growth in all areas. In numbers, we witnessed an increase in women and girls beneficiaries, programs and activities, and employment opportunities found by women who received their graduation certificates. And in emotions, Women Now watched relationships develop between Syrian women, amongst staff members, and everywhere in between.

But with this positive growth, created by Syrian women who represent strength, determination, and courage, it is Women Now's duty to also take into account operating beneath a simultaneous increase of danger and risk.

The Women Now teams in Syria are acutely aware and sensitive to the ever-changing situation, always working together to assess operating the centers during violent attacks, making the safety and protection of women and girls a priority.



Thus, despite these volatile conditions, women attendees and staff members have shown endless perseverance in achieving their goals to learn, find their voices, communicate, and protect one another - goals which will contribute to restoring peace to Syria's people and besieged areas.

Due to brutal and constant bombing and shelling, raids, and chemical barrel drops in 2016, several of our centers closed temporarily throughout the year for the sake of the women's, children's, and staff's safety.

Our center in Darayaa closed permanently due to enforced displacement. We deeply regret the closure of the center and the enforced displacement of our team and the civilians in the area.

Pages 15-22 will outline specific areas in which our programs in Syria saw growth. Please note that the development of our organization during 2016 is not limited to these examples, but is demonstrated by them.

Educational Empowerment Syria

First Aid program

A shining example of perseverance and resilience can be seen in the growth of participation and material in the First Aid program held in the centers. The curriculum expanded, as did the enthusiasm shown by the beneficiaries. In besieged Ghouta, due to the volatile security situation and the lack of medical services, the women asked for a new course to begin while the current one was still running, because there was such a dire need to learn about first aid.

The curriculum grew to include courses in which the women learned procedures to perform on injured persons in need of stitches, injections and IVs (injections of medication through a needle or catheter in the patient's arm or hand), physical therapy, blood pressure measurements. They also studied behavioral conduct in the case of emergency, such as learning how to react productively and cautiously, refrain from panicking during emergency, and extinguish fires.



Woman demonstrates how to give stitches; Ghouta

Economic Empowerment Syria

Warm Winter project

Throughout 2016, our vocational training programs in Syria reached new levels of creativity and excitement, and showed substantial contribution to the women's goals of leading sustainable lifestyles. Women Now introduced the Warm Winter project to the curricula in our Syria centers. We partnered with local councils to select beneficiaries from the local region who were the most vulnerable and socioeconomically disadvantaged. These women learned new techniques to create wool clothing for themselves and their children in preparation for a bitterly cold winter.

In addition to mastering wool-working techniques and being able to celebrate their finished products, the women benefitted from the practicality of the project, as they saved money and reduced waste by not having to purchase winter clothing. The Women Now center in Maraa saw over 60 women find employment in hairdressing and 40 women from the accessory course have begun in-house work to produce and sell pieces of accessory and house decoration items.



Women socialize while working on their clothing creations

Leadership Training Syria

Project Development & Management

As the women's action increased on the ground, it also increased in the political sphere as a result of the leadership program established in 2015. Women participated in new courses, such as Project Development and Management, in which they were trained in management principles and the fundamentals of sustainable and progressive development. They proposed several projects related to communications and transportation development, and prepared independent studies for these projects during workshops.

Women employed skills learned in the debate-circle program, such as dialogue articulation, public speaking, and persuasion methods. The women chose an official spokesperson for each group to explain the group's work and initiatives in front of the rest of the trainees, as well as how to organize administrative work, monitor progress, and conduct evaluations.



Women map out public transportation diagram

Leadership Training Syria

Strengthening female leaders

The Women Now center in Ghouta aimed to strengthen the beneficiaries political and civic participation by attending public conferences and events in association with the local council. During the implementation of the project, Women Now targeted women working within the Education Directorate of the Interim Government in order to build their capacity as female leaders.

The women worked actively to increase the representation, input and influence of Syrian women at the local and international levels in accordance with UNSCR 1325, peace-building, and counter-terrorism advocacy.



Awareness-raising Program Syria

Mobile Films Festival

In 2016, the success, diversity, and attendance of the awareness-raising programs and activities reached new heights in all of our Women Now centers. In Syria, we participated in the Mobile Films Festival in the center in all Women Now centers inside Syria, which was attended by 600 women in total.

In this context, we showed different movies covering political, social, and cultural issues. Each screening was followed by a discussion between the audience and the filmmakers. These sessions are a safe space for women to address sensitive issues with their peers.



Psychosocial Support Syria

Civic Participation conference

Our Women Now center in Mesraba welcomed a certified psychologist whose work proved to be essential for the women and staff members alike. The psychologist held private sessions with the women and the staff members, as well as joint sessions. Many concepts such as absorbing and processing different information and news were explored, as well as understanding the best methods to earn respect from others and to solve problems between individuals.

The psychologist also held sessions in which the material revolved around children and developmental psychology, as child protection is one of the main concerns of our beneficiaries. Courses included “The Stages of Child-growth and Growing Up”, “Child Behavioral Issues and How to Address Them”, “Lying to Children: Its Reasons and How to Prevent it from Happening”, “Feeling Fear of Children and How to Overcome this Fear”, and “Methods and Techniques of Child Therapy”.



Poster created by children

Girl's & Child Protection Syria

Women's social participation

In January of 2016, the psychosocial support team from our center in Maraa visited the Centre of Children with Special Needs in Bsaqala village. The team introduced various recreational activities, mobility exercises, and psychotherapeutic sessions for the children. A total of 250 children benefitted from this program.

In Mesraba, staff members and trainees from the leadership program participated in the campaign “Your Health in Your Hands” in Douma City, organized by the local council. They visited several schools and gave awareness lectures which explored and emphasized the importance of maintaining personal hygiene as well as the importance and also the safety of children's participation in helping to clean up the remnants of their school buildings which were targeted by Syrian government forces.



Young boy dressed as clown

Women Now Lebanon

Lebanon has become the country with the highest per-capita concentration of refugees in the world - Syrian refugees comprise one fourth of the Lebanon's population of 4.4m, and over 75% of these people are women and children (2017). The Bekaa Valley region is especially overpopulated and operates beneath a weak economic infrastructure, where thousands of women have no choice but to take on both roles of the primary caregiver and the breadwinner.

Assuming both roles at once causes women to face severe challenges that hinder their chances of improving their social and economic situations: ranging from mental and physical illnesses going untreated and dangerously limited basic-needs resources, women are experiencing obstacles and discouragement from all angles. The Women Now centers in the Bekaa Valley, Majdal Anjar and Chtoura, have been a resource of hope and resilience for thousands of women who once lacked the means to support themselves and their families.

¹ European Commission 2017,
https://ec.europa.eu/echo/files/aid/countries/factsheets/lebanon_syrian_crisis_en.pdf



Both centers provide women with the tools necessary to contribute to their communities, help their families and meet and exchange with other women, both from hst and refugee communities. Circumstances of displacement make it especially difficult for women to gain these tools and skills - as the necessity and demand for them increase rapidly as more refugees enter Lebanon, their accessibility narrows by a large margin. We also offer these services to vulnerable Lebanese women, who make up a considerable portion of the beneficiaries.

Through our programs and activities, Women Now is working to increase opportunities for these women - opportunities to communicate openly, grow and develop practical skills, gain independence, and be confident in their skills.

Pages 24-28 will outline specific areas in which our programs in Lebanon saw growth. Please note that the development of our organization during 2016 is not limited to these examples, but is demonstrated by them.

Educational Empowerment Lebanon

Girls' Technology & Media Training

In 2016, the educational empowerment program saw notable growth; for example, we expanded our educational empowerment program by participating in the 'Girls Got IT' event. Hosted at Lebanese International University in the Western Bekaa region, this event aimed to highlight the importance of technology for Syrian girls between the ages of 14-18 who are living in Lebanon.

Girls from the Women Now centers in Lebanon showed their participation by listening to stories of Syrian and Lebanese women who achieved success by using technology as a medium of communication and production. The girls also learned about the principles and functions of photoshop, the machinery industry and electrical circuits, the basics navigating the internet, and the creative process behind animation.



Adolescent girl proudly holds certificate from 'Girls Got IT'; LIU

Economic Empowerment Lebanon

First Aid program

The First Aid program is primarily a component of the Educational Empowerment program, but is also considered to be highly economically beneficial and empowering to the women. In Lebanon, the First Aid program allowed for beneficiaries to seek opportunities in hospitals and clinics to volunteer and act as sources of information and advice amongst other women in the community.

Many women excitedly reported back to Women Now that they were able to give health guidance in their community as well as perform simple medical procedures and treatments for their families, neighbors and the community-at-large. They said that they have been able to convey information confidently about reproductive health to women in their communities.



Women learn about breast cancer

Leadership training Lebanon

Social leadership skills



Psychosocial Support Lebanon

Welcoming a psychotherapist and other local women

Both centers in Lebanon witnessed remarkable development of the psycho-social support program. Prior to a year-long project, we did not have a dedicated psychotherapist in our centers for the women, staff members, or girls. Lebanese women also comprised a substantial percentage of the beneficiaries in this program. The first phase of the psychological support involved conducting informal sessions in which the team assessed specific and diverse needs of the beneficiaries. The team then prepared sessions in coordination with the psychologist fitted exactly to those needs.

This helped to identify cases which required individual treatment. We managed to exceed our goals based on the study prior to the project regarding the number of beneficiaries. Our centers received many referrals and became more known to local women seeking psychosocial support. The team also began to develop a study program of life skills to handle the behavior of teenagers and adolescents, as this is a sensitive age group especially under harsh conditions of seeking asylum.



Adolescent girls partake in group psychosocial support session

Girl's & Child Protection Lebanon

Theatre Therapy & “I Deal” program

The psychological support programs in Lebanon have been designed specifically for children affected by war and forced displacement. It is immensely difficult for child refugees to integrate into the education system in Lebanon, on both social and academic levels. All at once, they face discrimination from other students, struggle to concentrate, and show less interest after having experienced trauma from displacement. Projects related to theater therapy in partnership with British organization Seenaryo have been implemented, and since then the psychological support team and parents noticed a significant change in the children's behavior, such as the increased ability to confront and handle their fears and unfamiliar emotions.

In the Majdal Anjar center, we provided psychological support for children through the unique “I deal” program. The program was developed in cooperation with the organisation “War Child”. Through creative games, activities, and group discussions, the program aimed to increase the children's ability to “deal” or cope with their past and/or present traumas and the emotional consequences they have suffered as a result of the war.



Young boys show their theatrical talents

Women Now Turkey

In 2015, Women Now opened an office in Gaziantep, Turkey. The Women Now team members working from Gaziantep are responsible for developing and monitoring of projects inside of Syria and Turkey, and have increased stability of internal operations as well as the visibility of Women Now's actions on the ground.

In April 2016, the office partnered with [OUSSM](#) and organized two gender-based violence awareness trainings. The trainings consisted of two groups of women, 65 in total, who were working in orphanages, schools, women's/social workers centers, and Quranic memorization institutions which were targeted and attacked.

The trainings covered topics and taught skills such as capacity building, how to work and communicate with survivors (listening skills and psychosocial support), and first aid. These trainings helped increase awareness surrounding issues of violence, women's and children's rights, and the development and organization of activities that contribute to women's empowerment. Additional seminars and lectures were incorporated into the curricula of the trainings, such as computer skills, foreign language skills, and socializing skills.



Advocacy, Campaigns, & other Activities

Strengthening women's rights and amplifying local women's voices are at the core of Women Now's work, and are inherent in our mission to empower Syrian women and girls. Rather than competing with those who have the same visions and goals as Women Now, we are passionate about supporting and contributing to any movement that is geared towards socially progressive and peaceful change.

Thus, in 2016, our organization took the initiative to develop strong and lasting relationships with a multitude of grassroots and local non-governmental organizations who share our belief that there is a leader inside of every woman and girl, and who share our mission of giving these leaders a space to reach their full potential and act upon their dreams.





Amplifying local women's voices

The sense of encouragement, confidence, and hope produced within Women Now extends far beyond our centers - we have had the honor to witness women from our centers have their voices and messages heard from across borders, by refugees and displaced civilians in need of emotional reassurance, as well as government authorities and international organizations. A powerful example of this resilience and spreading of hope rose to the surface as Women Now began working with The Syria Campaign to support the mission of the courageous women in Daraya, a besieged Damascus suburb whose population of over 8,000 came nearer to death every day from starvation, having been cut off from aid since 2012, and all amidst some of the most brutal destruction and bombing by the Syrian regime to date.

The campaign created a movement in which Lebanese and Syrian women joined together to defend human rights. Forty-seven women, including women from our center in Daraya, collaborated in writing an open letter to the UN and other humanitarian relief organizations demanding vital aid (food, drinking water, medicine, cleaning supplies, etc.) which had not yet been airdropped. Despite the fact that the aid which arrived was not of the nature we advocated for, it can nonetheless be considered a success that the siege was broken on Daraya.

Read the powerful letter written by the women of Darayya here:

<https://diary.thesyriacampaign.org/an-urgent-call-from-the-women-of-the-besieged-town-of-daraya/>

Enhancing women's participation

A crucial part of Women Now's mission is to pressure government and legal authorities to abolish or repeal policies which stem from and perpetuate sexual discrimination and/or gender-based violence. Such was the case in article 522 of the Lebanese Penal Code, which essentially protects rapists from being incarcerated if they forcibly marry their victim. In cooperation with Women Now, Abaad, a Lebanon-based NGO which aims to achieve gender equality and increase women's participation through legal reform and development, has seen great success in pioneering the movement to repeal this law.

In coordination with the campaign '16 Days of Activism for the Elimination of Violence Against Women', Women Now collaborated with Abaad in support of their campaign to repeal the law by producing a play titled "The White Veil". The women from the Women Now centers worked with Basmeh & Zeitooneh, a Lebanon-based NGO working to provide humanitarian relief to refugees, in gathering actors and actresses for the play, who wrote the script themselves together with a trainer and director.



Women stand tall onstage as they act in the White Veil play

Finding strength through creativity

Women Now in Lebanon cooperated on several occasions with Ettijahat-Independent Culture, an independent organization that supports cultural projects and empowers Syrian artists in exile, and Seenaryo, an NGO working to enable and encourage young/adolescent Syrian and Palestinian refugees to participate in artistic culture-building and find their voices through theatre, singing, and dance.

In the fall and winter seasons, Women Now participated in a joint theatre project named “Our Stage”, as well as an event titled the “Create Syria Showcase”. Both events fostered senses of creativity, resilience, and freedom - spaces were created for children to find an artistic voice, and platforms were opened up for collaboration, problem-solving, and innovative thinking amongst children, regional/international artists, and cultural activists.



Supporting local women's initiatives

In October of 2016, we partnered with local organization Gharsah, a Lebanon-based initiative working to provide access to education for refugee children in order to support their arrival in surrounding Lebanese public schools.

The initiative to close this gap is dire, as nearly half of refugee children in Lebanon do not have access to a primary education, putting them at an especially high risk of, for example, entry into child-marriage, psychosocial and physical harm, and being recruited by armed and rebel groups. Gharsah also offers health awareness, English and Arabic language and comprehension courses, and computer skills for women and adolescent girls.

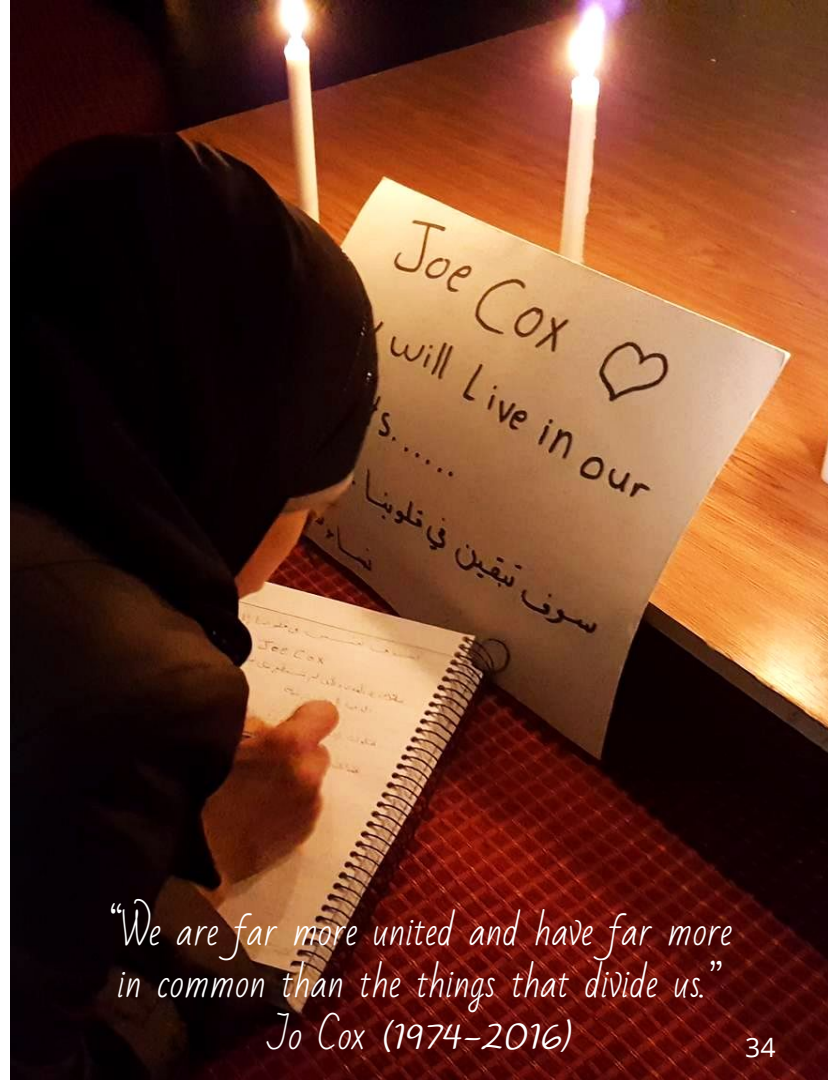


Honoring the memory of Jo Cox

In June of 2016, women around the world witnessed a devastating loss - Jo Cox was a passionate human rights activist and feminist who devoted her life's work to putting an end to war crisis in Syria. As a British Member of Parliament, she broke the silence across political boundaries about the Syrian refugee crisis, aerial attacks by Assad government forces, and starvation sieges. Cox called upon international aid agencies, openly questioning their lack of effort in providing aid airdrops, and was the first parliamentarian to answer the letter from the women of Darayya.

The solidarity, activism and championing efforts that Jo Cox MP provided became a transformative experience for the women in our centres and others active across Syria. Women in our centres were traumatised by her tragic death: some wrote a letter to the late Jo Cox, some organized a silent gathering, some prepared a video about her entitled 'Jo Cox, Syrian women will never forget you', others sent a letter of support to her family. Despite the devastating conditions they are facing, Syrian women took the time to remember someone who stood in solidarity with them on a humanitarian basis.

[Click here](#) to watch the video produced by Women Now as a tribute to Jo Cox and her work that changed the lives of Syrian women.



"We are far more united and have far more in common than the things that divide us."
Jo Cox (1974-2016)

Reinforcing the Women Now team

Internally, Women Now has paid special attention to team building and dedicated programs and activities. It is essential that staff members have psychosocial support resources and counseling, as they work constantly under conditions that can severely strain their emotional and physical wellbeing. In Syria, our centers carried out a rehabilitation program for the psychosocial support team, in which trainings were created that focused on communicating with children, the basics of child protection, dealing with trauma, gender-based violence, and general communication skills.

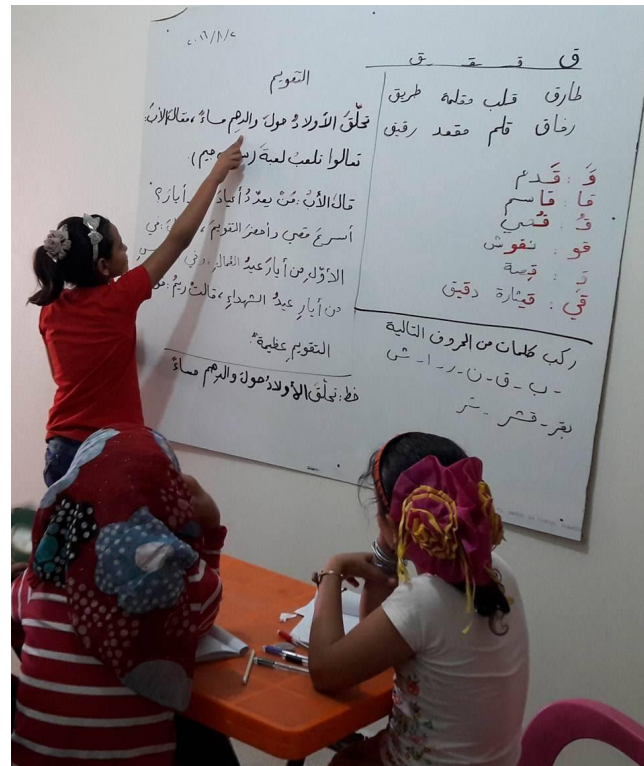
In Lebanon, the presence of a psychologist provided an academic and scientific reference point for the center's management team to discuss internal issues and how to solve them. As a result, the team experienced better and more meaningful communication. Additionally, after gaining trust during these sessions, several employees were open to joining individual therapy sessions as well.



The future of Women Now for Development

Our Women Now team in Turkey wrapped up the year of 2016 with lively and intense capacity-building sessions. Strategic meetings took place amongst the team in Gaziantep, the senior management, the Women Now board, staff members who came from Paris, Berlin, and Lebanon, as well as staff members in other places. We conducted assessments and used the findings to further develop Women Now's future strategic plan. Departments also presented their future activities and goals for 2017, which aim to diversify our activities, increase the number of beneficiaries and remain dedicated to maintaining the centers in Syria and Lebanon.

A newly structured organigram has been approved in order to prepare for the decentralization plan which will be fully implemented by the end of 2018. In coordination with this decentralization plan, Women Now's managerial strategy has been updated. We are aiming to empower the centers in Syria and Lebanon even more in order to enable them to work even more independently and locally. This is due to the increasingly difficult circumstances on the ground and the uncertain future of the conflict. In 2017, we remain dedicated to empowering Syrian women and girls.



Thank you for your trust and support !



Kvinna till Kvinna



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TuWas Stiftung



Internews



CARE International



Madre



Ambassade de France



EMHRF



CODSSY



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Help Refugees



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