

2016 ANNUAL REPORT







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Foreword



Another year has passed with only one word to describe it. GROWTH. Our growth has been envisioned from our inception day and presented in our logo.

We have grown in every aspect of our foundation; our team has grown in size, capacity and experience allowing for a significant growth in programming and projects. Our growth in size allowed us to capture many international and local capacity building opportunities and exchanges for our team providing them with a wider prospective and an expanded idea base.

Our offices have increased by adding a training center strategically located near our constituencies serving them with many skills based programs that enable them to enter the job market be it self employment or wage work. The training center has been an illusive dream for many years but this year we achieved it and thanks to the perseverance and leadership of our senior officers and board members this reality is growing strong serving our beneficiaries as it developed with their ideas and assists in realizing their dreams.

Growth in numbers served is a natural result to our staff's hard work and our partners and stakeholder's belief in us. Not only did we manage to reach a total of 27, 085 served throughout the year, we have increased the diversity of the beneficiaries to include a larger number of adult women, men and children not only from Egypt but from other countries living with us in Egypt.

Our partners have grown in numbers and diversity as well. We have gladly taken on more implementing partners as well as joint implementation projects with organizations of significant history and experience. Our spectrum of partners covers all sorts of organizations government, non-government, for profit and non-profit, international development agencies and UN Organizations and others. This Growth in partners has provided us with an outstanding network of contacts – which we are fortunate to have and call friends – whom support our efforts in the many programs we are doing.

The strong performance in the previous year has allowed us to further grow in our financial stability and develop more long term financial plans to enable and guarantee our continued services to our beneficiaries. As Egyptians we feel the increasing financial burden on our organizations as well as our stakeholders and beneficiaries this has been a major concern to all of us and is our driving force in our programs and services design to assure that these burdens have minor effect on whom we serve.

My final statement before you enjoy our report is for the Gozour staff whom have been more than exceptional in everything they have done throughout the year. Their commitment and dedication to the needs of our community is their driving force to excellence. It is a pleasure to work with such a highly motivated and professional team that I consider family.

I am looking forward to another year of progress, growth and expanded service delivery to the people of Egypt and those living in it.



Ali Mokhtar
Chairman of the Board of Trustees

ABOUT GOZOUR



Who We Are

Gozour Foundation for Development (GFD) is an Egyptian non-profit organization registered under the Ministry of Social Solidarity, No 7885/2010. The Foundation was established to become a catalytic agent in tackling the underlying causes of underdevelopment and supporting the advancement of human beings to rejuvenate themselves and pave the way for them to become productive assets in the society.

GFD aims at tackling the underlying root causes of major societal problems, such as unemployment, through working closely with the poor and paying particular attention to marginalized groups in the society. We believe that simply addressing the symptoms without addressing the root causes creates more challenges in the long run.

We help individuals discover their roots, re-evaluate their identity and capabilities, and work hard to build and rejuvenate themselves and their communities. Our long term objective is to improve the living conditions of individuals, emanating from dire situations in a sustainable manner through ensuring that they become self-sufficient actors in their communities.

Our Core Values

- Respect:** We value the inputs and contributions of our beneficiaries and all stakeholders.
- Integrity:** Our actions are consistent with our mission and vision.
- Commitment:** We continuously encourage individual and organizational capabilities, creativity and work together to serve the larger community.
- Excellence:** Our staff is drawn from an impressively wide range of disciplines to meet the immediate needs of the people and achieve greater impact.

Our Mission

To enhance sustainable livelihoods of marginalized groups in Egypt by supporting their efforts in alleviating poverty, illiteracy and diseases.



Our Methodology

Gozour Foundation is committed to participatory approaches to assist individuals, communities, and organizations in defining their developmental priorities and take meaningful steps toward self-directed and self-sustaining change. Gozour's participatory approaches are meant to create value utilizing resources and investing in development work around strategic themes.

These approaches, in the hands of highly qualified teams of professionals and entrepreneurs engaged with our stakeholders in painstaking processes of planning, management, and feedback, help address the challenges facing development work in diverse settings as well as boost the impact on the well-being of thousands of people all over Egypt.

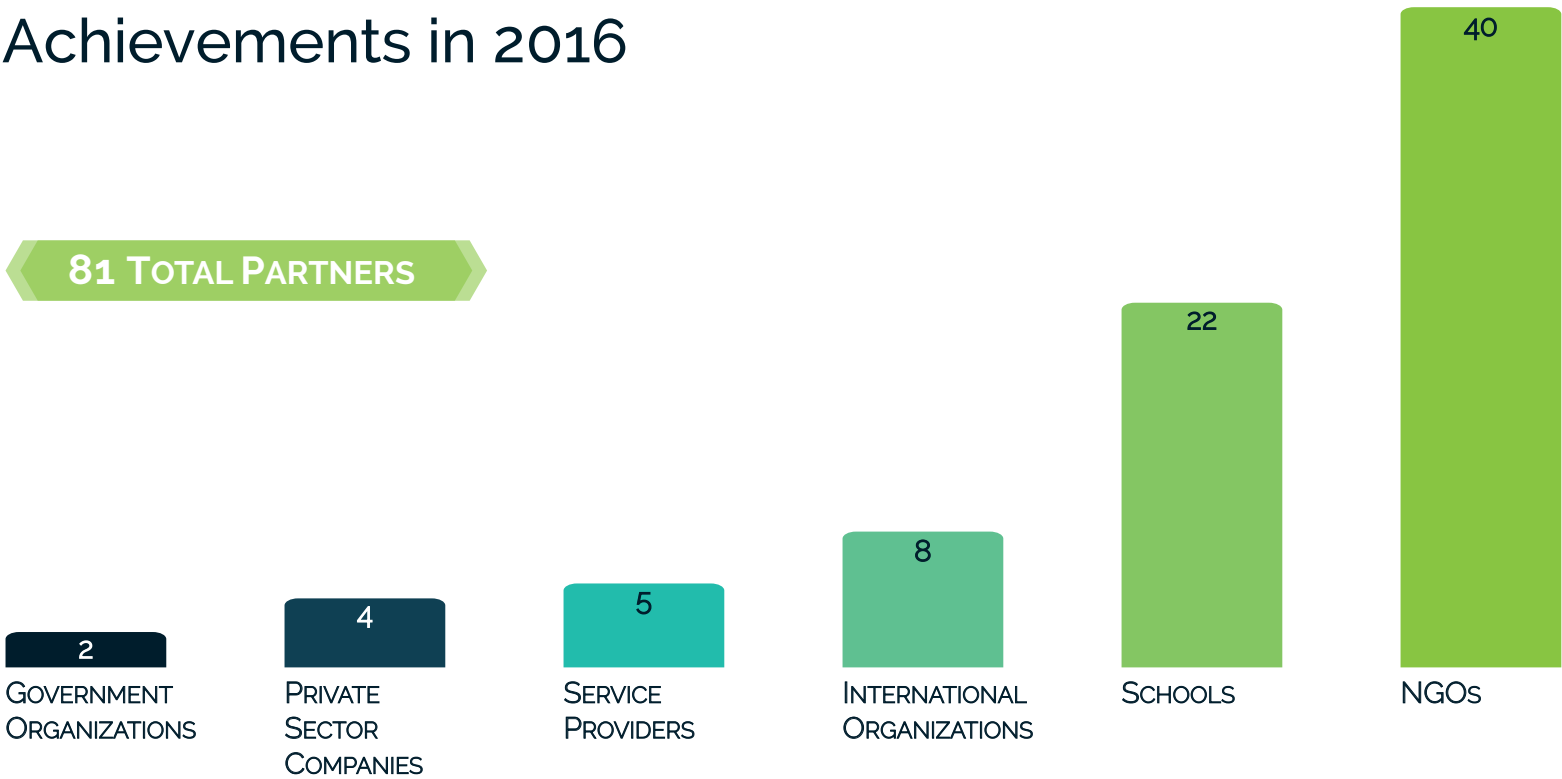
Participatory approaches enable GFD to facilitate processes of learning and change in diverse communities and organizations. They assure sustainability of results over time and offer higher returns for donor resources, while getting people to claim a greater say in running of their own affairs.

Where We Work – Our Geographical Outreach

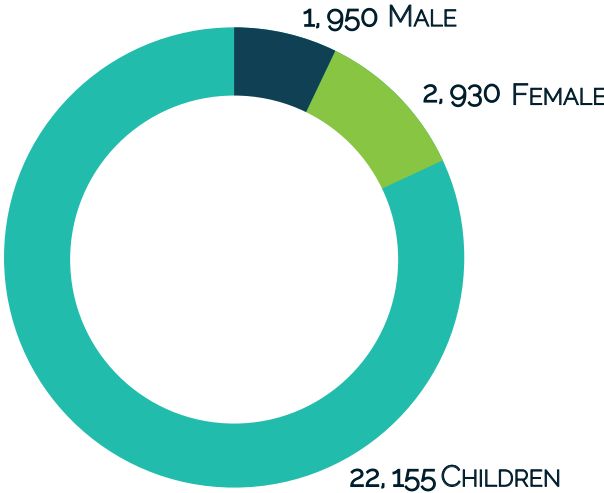
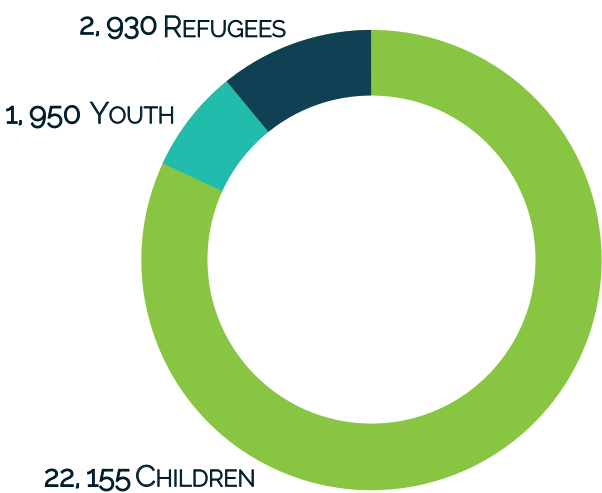


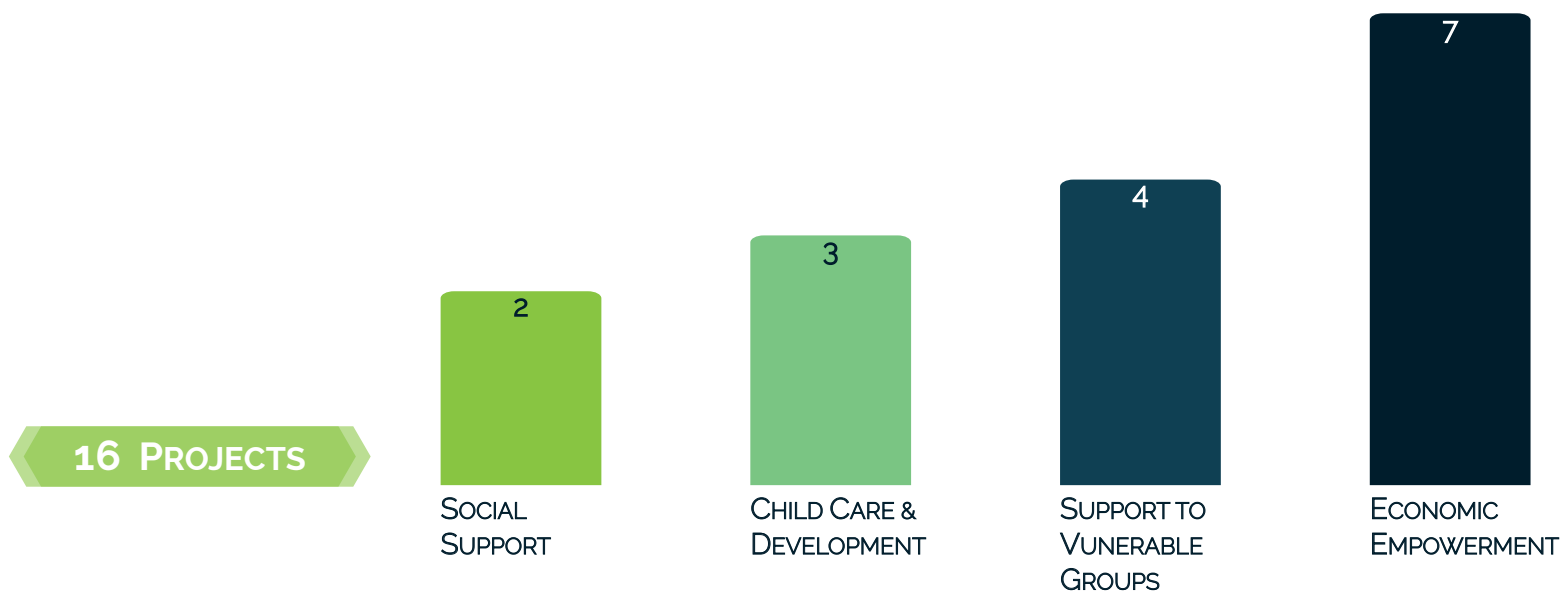
Achievements in 2016

81 TOTAL PARTNERS




27,085 BENEFICIARIES





ECONOMIC EMPOWERMENT



GFD's Economic Empowerment Program aims to empower youth with employability, financial skills, develop their self-confidence and self-reliance to reach their potential and start their career paths and facilitate their job placement or offer them the opportunity to start their small enterprises.

We provide:

- Technical & Vocational Training
- Career Guidance & Job Placement
- Soft Skills & Business Ethics
- Entrepreneurial Training & Support Services

Figures:



7 PROJECTS

- Youth Career Pathway
- Youth Career Development
- Future Builders
- Women Career Pathway
- Make a Difference
- Enhancing Greenhouse Agribusiness
- Egyptian Women: Pioneers for the Future



2,000 BENEFICIARIES



3 GOVERNORATES

"I Discovered That I am Important & that it's never too late"

My name is Nawal; I'm 27 years old. I'm married and have two children. We live in a family property in the slum areas of Misr El Qadima district. My husband works as a daily wage laborer in a car mechanic workshop, so his job is not stable but we have learned to live with the least resources. Growing up, I didn't have the easiest childhood to say the least; at school, my teachers were always shouting and punishing me all the time, so I did not particularly like school. Moreover, having four other siblings and my father being the sole breadwinner of the family financially jeopardized us, and resulted in me dropping out of school at the preparatory stage. Unfortunately, when I decided that I wanted to resume my education the answer was a decisive "No"; as my mother explained "I am getting older I will need more of your support in the household duties". Since I was

collect the money from my costumers. I continued the eldest sister of four younger brothers, I had to take the household responsibility at the age of 13. Although I was somewhat able to read, it was hard for me to write and I didn't have access to any kind of training so I thought that I was never going to find a decent job anywhere anyway. My life remained to some extent the same after getting married. However, when I gave birth to my second child, the household's expenses started becoming a heavy burden for my husband.

Consequently, I decided that I should enhance my reading ability in order to both support my children with their education and increase my chances in getting a job to alleviate the burden off my husband's shoulder. I heard about local literacy classes for adults and decided to join.

I discovered that I am not dumb as I have been told by my teachers at school, which did motivate me and made me feel worthy. During that time, I started a small project of selling clothes and cosmetics to my neighbors and friends. However, the profit I raised was small, and at times, I couldn't



working a few months until my husband passed away in a motorcycle accident. This period was the most challenging phase in my life; I knew I had to search for an alternative activity that will provide a stable income for my family. One day, while talking with my aunt, she advised me to join the training program offered by Gozour Foundation. Subsequently, I enrolled myself for the project and then chose the leather handicrafts vocational training. I had always dreamt of becoming skillful

“ For me, this training was a lot more than just an activity; I considered it as a career opportunity. ”

at something and being able to generate income from my own project one day, but I was certain that such goals were farfetched.

For me, this training was a lot more than an activity; I considered it as a career opportunity. On a personal level, I discovered that I am important and that it's never too late. I started getting really interest in the training course and have become so inticed to learn and develop new skills. Even my children have noticed that I was becoming more efficient, active and more organized in my household duties as I needed to spare time for the training. During the training I was chosen as one of the best among my team, which made me very happy and proud of myself. Currently, along with several others of my colleagues, we have started working with several suppliers who provide us with raw materials and designs to implement. My colleagues and I are planning to open our very own project in order to generate a stable income. We have been saving small amounts of money each month from our wages and we have decided to rent a small ground floor flat in the building where I live in to open up a small boutique where we can display and sell some of our products.








"I Want My Family To Be Able To Depend On Me"

I was born and raised in Manial Sheeha. I'm a 40 year old married man and my name is Naguib. I have 3 daughters and a son and I'm the sole provider for my family. I have been working as a carpenter for a long time. But, my work has always been mainly based on the orders that I receive. So when my orders diminish, my monthly income can barely meet my family's needs. But I always managed to somehow cover my expenses. I always spared some additional sufficient capital, that helped me create a variety of furnishings to sell at my workshop. After the revolution, I lost some of my biggest clients living in the areas neighboring Manial Sheeha and I no longer became able to save any extra money. I relied solely on the down-payments my customers pay throughout the process of delivering the orders, which are never enough to satisfy the necessities of my household.

I joined the economic empowerment program in the hope that I can guarantee a more secure income for my family. That is why I decided to attend the entrepreneurial workshop. I also received a loan from Gozour Foundation, in order to increase my capital and decrease my dependency on orders. The main benefit I got from the training was learning how to price my products. Before the training, I used to price the products through a rough estimate. That's why I often found myself with deficits by the end of the month. Now, I calculate every cost thoroughly to give my customers the fairest price without wasting my money. With the loan I received, I was able to buy new carpentry equipment and tools for my business. Now I can make extra pieces and put them on display around my shop and this formed a constant source of income for me. I'm also able to take deposits from customers without facing a hard financial situation. In addition, this enabled me to gain suitable monthly revenue which allows me to fully support my family and gradually develop my business.

“*The main benefit I got from the training was learning how to price my products.*”



“ I believe that when there is fear there won't be any progress. ”

“Believe in yourself and have faith that hard work is always rewarded”

My name is Soha; I am currently living with my father and two younger brothers. I dropped out of school right after the preparatory stage and since I am 18 years old, supporting my family was a responsibility split between me and my father. At the beginning, I worked at a clothing factory from 6am till 10pm; work was never a burden in my point of view as I have a very sociable personality and hate to stay at home. I also worked in leather tanning, making belts and other leather products but did not find myself in this vocation. I started trading in toys purchasing in bulks and selling them at close by local markets. This was an enjoyable income generating activity, as I got to meet new people every day. Communicating with people and having many friends is important to me. More

over, I am also passionate about fashion, make up, hair- dressing and anything related to beauty care. This is what later on led me to seek a job as a hairdresser.

My life turned around after I got married; I was exposed to domestic violence which resulted in me suffering from a severe brain concussion. I was completely paralyzed for more than forty days. To recover, I had to go through a very critical brain surgery; although there was a narrow possibility that I was going to actually survive, my father sold everything he possessed, even our house to pay for my operation. After the operation, I slowly recovered and completed a physical therapy course to return to my normal life. This traumatic event did not hold me back from regaining my




life. I needed to get back to work and find a source of living, especially after my father collapsed and got ill and was no longer capable of working anymore. Fortunately, I got introduced to the socio-economic empowerment project and enrolled myself in the hairdressing training. There, I was taught how to use the hair dryer correctly and have also been introduced to the electric hair- straightener for the first time.

By practice, I gained more control of the tools in my hand; I also learned different kinds of hair-dye and how to be confident to bring out good results. I believe that when there is fear there won't be any progress. I completed the training successfully, received a tool kit and started to spread the word

among my neighbors. At the beginning, I offered my services free of charge to gain the clients' trust- Also I volunteered at a wedding ceremony of one of my neighbors to do the hair of all the little girls at the wedding to show people what I can do. Afterwards, I started announcing to my neighbors that I am opening my own hairdressing shop and expressed my willingness to go to their place and offer them a first trial for free. I take my certificate with me everywhere I go in case people hesitate to trust me. I also give my number to any lady I run into while shopping or while visiting friends. Now I have more than 35 customers from Misr El Qadima and another few customers from the surrounding neighborhood. My customers find me skillful, decent and my service is also reasonably priced.

CHILD CARE AND DEVELOPMENT



To assist families of marginalized children to access their basic rights and support them continue their education, GFD builds the capacity of public schools with the ultimate aim of increasing their efficiency to provide quality services. Promoting the concept of “rebuilding communities starts from the schools” is the slogan raised by Gozour to strengthen the local communities and stakeholders’ participation in enhancing the education sector in Egypt. In the hopes of building the synergy created between the schools and community, the program focuses on developing the educational infrastructure, developing the school management system and teachers’ skills, children’s learning skills and enhancing the children’s health and offering them extracurricular activities to improve their interpersonal skills.

We provide:

- Child Education Development
- Child Health Development
- Children Skills Development
- Schools Development Program

Figures:



3 PROJECTS

- WAFAR
- 6/6 Eye Medical Caravans
- Enhancing the Overall Educational Services and Processes in Preparatory and Secondary Schools in Ezbet El Nasr Schools Development Program



21,700 BENEFICIARIES



15 GOVERNORATES



"I will never take my glasses off"

My name is Ziad. I'm in the 3rd primary grade. I live with my mum and dad in Aswan. I go to a nearby school with my best friend Mahmoud. Mahmoud passes by my house every day in the morning and we go to school together. I go to class and usually sit in the back seat. I don't go down and play in the playground every day, but when I do, Mahmoud is always by my side, helping me out. He's my best friend. I don't get good grades at school as I don't really pay attention in the classroom. I rarely look at the board and Mahmoud helps me out with a lot of my homework. My classmates sometimes are mean to me and bully me. I sometimes bump into them by mistake and they would tell me you are blind. When I go home, I sit alone in my room most of the time.

One day, when we arrived at school, Mahmoud told me that there was an eye medical caravan in our school. He also told me Gozour Foundation is performing some medical checkups on all the students of our school and that today they'll be examining us. At first, they had prepared a puppet show for us, advising how to take proper care of our eye health. They also gave us school bags, filled with school materials as well as a soap and a towel. Afterwards, they started performing the examinations. All of my classmates went to get their eyes checked. Soon after, it was my turn, they called my name. I got up and went towards the direction of the doctor; he put some eye drops in my eyes and started looking at them. He also did some other tests on me. Then, suddenly he stopped and called Miss Omneya our teacher. He started asking her about me and said "he is not supposed to be in this school. He really should be enrolled in a visual impairment school! The boy is nearly blind!" He told my teacher that I need to sit in the front row until they bring me the proper

treatment. I was horrified at that moment, I don't know why but I felt so ashamed in front of all my classmates. Miss Omneya told him that I am not an attentive student, I don't do all of my homework and she thought I was just a lazy student, that's why she kept me sitting at the back. The doctor then asked Miss

“ He told her that I was nearly legally blind and that I might completely lose my eyesight if I remain untreated. ”


Omneya to call my parents and ask them to come to school at once.

After 2 hours or so, they called me out of my classroom. My mother had arrived and she was sitting with the doctor. She explained to him that at home I always trip and I bump into stuff and that Mahmoud passes by my house every day to take

my hand and walk me to school. But, she did not think much of it. He asked me a lot of extensive questions about my eyesight. I replied to all his questions explaining that I can see vague shapes but everything is very blurry and that sometimes I see dark areas. He told her that I was nearly legally blind and that I might completely lose my eyesight if I remain untreated. He explained that I have to get some very powerful glasses or lenses something similar to microscopic eyeglasses, in order to enhance my vision. He clarified to us that my vision will not be clear, only better than before and that I'll be able to walk on my own, study my lessons and play with my friends.

When our school received the glasses, Mahmoud told me that my glasses looked very different than our friends'. I didn't want to wear the glasses at first because they looked weird, but as soon as I put them on, I saw better. Everything was clearer to me. I knew that I never want to take off these glasses.





“ The school environment has definitely changed since then. The new desks and renewed science lab make me and a lot of my friends more motivated to come to school. ”



"I feel more comfortable now in my school"

Ezbet El Nasr is located in El Basateen district. My family and I migrated from Minya to this area. My dad works in marble crafting while my uncle, who lives with us, owns a private grocery shop. In Ezbet El Nasr, we only have 4 schools. We actually do not have a secondary school for girls. Only one preparatory school exists in the area, which was established around 3 years ago or so and my sister Amina is enrolled there. I go the preparatory and secondary school we have for boys. My name is Yasser Ibrahim Fawzy and I'm in the 2nd prep grade. I can read and write pretty well, unlike some of my classmates, as my mother encourages me to go to school every day and study at home but I can not say that I learn a lot in my classes. Our teachers don't do a lot of effort to actually help us understand our lessons, they always tell us to memorize. That's why a lot of my friends drop out of school or don't attend regularly. On top of that, our school itself is in a very bad condition. A lot of the equipment is broken and need to be repaired. Even our bathrooms aren't sanitary at all.

Gozour Foundation targeted my school as well as Amina's, to enhance the overall educational services of our schools. When they first visited our schools, they gave our managing and administrative staff as well as our teachers, some technical and management capacity training. Then, they also supplied our schools with a lot of equipment that we needed a lot. For instance, they provided us with white boards, a computer lab with 25 computers, desks & chairs, fans, rubbish bins and water dispensers. They also painted and repaired the walls, replaced all old and broken windows and doors as well as renewed our bathrooms. Moreover, they extended the fence of our schools. Amina did always complain that a lot of outsiders would jump over the low fence and enter her school and

would harass the girls. Some trespassers would also jump into my school to steal.

The school environment has definitely changed since then. The new desks and renewed science lab make me and a lot of my friends more motivated to come to school. I was also talking with some of my friends a few days ago and we were saying that the computer lab is by far the most beneficial improvement at the school as we wanted to break the access barrier to the internet and we all want to be more comfortable and knowledgeable of technology. Our teachers have also started to use some cooperative learning techniques, which helps us get engaged in the class. I really hope that they would continue teaching like this. Finally, the roads around the school were renewed and all the garbage around the school was removed which makes the school more accessible and sanitary. I am very interested to work in the marble business as my father but I would like to own a workshop and provide the best quality in our district. After I graduate, I would like to take a course to learn more about marble crafting. That's why I sometimes use the computers at school to know more about the industry.



"I finally understand the true meaning of the word *tawfir*"

My name is Amal, I'm 14 years old and I live in Madinet El Salam. I joined the financial literacy program by Gozour Foundation as I have always been interested to know more about how to save intelligently. I think that the program was very beneficial for me and it was fun as it combines both educational and entertainment activities. The program was designed based on the use of interactive workshops rather than a presentation-style technique, which encouraged me and my friends to stay engaged. As I see myself transitioning from childhood to adulthood, I do believe it is now essential for me to also transition from financial dependency to independence.

“
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”

we started the financial literacy training. They gave us a saving diary in order to register our income and expenses. I was very excited to use it, as since I was little, I always saw my father using notebooks to write down our household's expenses. The most memorable concepts that impacted how I think are; how to become financially

I understood that the program will assist us to build wealth and also enable us to make some better informed choices in the financial market place. My friends and I would sometimes try to save money, organize our budgets but it's always unplanned and we end up making the situation more cluttered. I was very excited the first day


responsible while saving, also setting my personal budget as well as prioritizing and keeping my expenses within my budget. The trainers also informed us about the different types of saving as well as the pros and cons of each type. They also explained to us how to successfully make a saving plan while setting short-term and long-term goals in order to eventually set a budget for a small project. After the trainings were terminated, I felt that I had a lot of information that I wanted to try or apply.

This is why the second phase of the program was extremely advantageous for me. It provided me with an opportunity to utilize all the information I learnt throughout the training program. The second phase consisted of a competitive edutainment game, in which the winner gets a grant to turn their initiative into reality. We were divided into groups and were encouraged to present an initiative that we'd like to implement in our schools. My group and I started thinking and decided that providing our school with musical instruments and ventilation fans would be very useful for all of us. We presented our initiative and financing plans in front of a judging panel. They asked us a lot of questions that basically covered almost all the topics we were taught. Our group ended up getting the highest points and won the competition. We were ecstatic when we received the grant in order to provide our school with the needed equipment.





SOCIAL SUPPORT



GFD provides assistance through the development of hospitals, youth centers and orphanages as well as offering in-kind support to marginalized families. Gozour offers direct charitable services to support needy families and improve their living status. Among these services are: Distribution of Food Parcels, Adahi Meat & Hot Meals as well as distribution of clothes and blankets.

Figures:



2 PROJECTS

- Child Sponsorship Program
- Back to School



455 Beneficiaries



3 Governorates

“The individual sessions with the trainers were also helpful as I was able to discuss with them my future expectations and obstacles.”

"I want a chance to make up for what I didn't complete"

My name is Youssef, but all my friends call me Jo. I'm 16 years old. My last memory of a stable life was probably when I was about 12 years old. I remember I had a quiet life with my family. My father owned a Gibson board manufacturing workshop and he was very good in what he did. I used to go to work with him when I was younger and I learned from him all the tricks of the trade. But it all changed when he passed away. My mother married one of my father's friends who worked in the same field. He took over my father's workshop. At first, I worked with him, however, we started fighting a lot and I couldn't stand living with him anymore. So, one day, I left home and decided to live in the streets. As a result, I couldn't continue attending my classes or study regularly. This is why I'm keen on making up for the education that I missed.

I lived for a year and a half in the streets with some friends that I met. However, I was never content with my situation. I found out about the organization, where I live in right now, and decided to join them. The organization was focused on solving the problems of street children and integrate them into the society. They also provided us with basic needs and essential services.

The organization was able to compensate me with the education that I hadn't received. Moreover, I am able to gain some money as I started working on carpet production (which is an activity provided by the organization). My dream is to open up a workshop for teaching and manufacturing Gibson boards just like my father, but I don't know how I can start. I heard that our organization had coordinated with Gozour Foundation for the implementation of a workshop. At first, I was hesitant to

attend the workshop as I thought it wasn't going to benefit me. But I decided to try and judge myself. The workshop turned out to be very informative. We learned a lot about how to develop our capacity and how to plan, establish and manage a small business. I also received help in doing the feasibility study for the project that I would like to launch. The individual sessions with the trainers were also helpful as I was able to discuss with them my future expectations and obstacles. It also gave me a chance to specify what I need to acquire in order to achieve my dream.





"Making the right financial decisions"

I live in Ezbet El Nasr with my husband and only son. My husband is a pottery craftsman in EL Khayala Street. We were financially stable until the government decided to remove the pottery vendors from the street, to turn them into legal shops. My husband couldn't get a shop and started to work as an assistant to one of the pottery shop owners for 15 to 20 pounds a day. This left our family unable to pay for our rent and affected our financial status greatly. But, I wasn't going to sit at home and do nothing. So, I started gathering all the money that was left for me after my father's death and I decided to establish a kiosk. At first, it was very hard for me to manage it as I had no experience on how to manage a small business and I was never taught financial literacy at school, but with time, I started operating the kiosk. Although, the kiosk was a good source of income at times, however, I often felt that I suffered from deficits.

I heard about the financial literacy program and thought that it might help me in running my kiosk more efficiently. I received several training sessions from employees working at Barclay's Bank. They taught me what a budget means and how I can make one. I was also shown how I can save money and they encouraged me to keep a notebook to register all my purchases and sales. Ever since, I began registering my transactions, I began feeling that I'm in control and that everything was more organized. I'm able to somehow expect my kiosk's revenue. Thanks to my monthly savings I am able to cover expenses in times of need. The program also provided me with in kind grants. I was able to expand my kiosk and sell more products. Now I believe that financial literacy is crucial. As one of the trainers mentioned, people who are financially literate can take their ideas and create assets out of them. I plan on instilling financial literacy in my son because he will carry it for the rest of his life.

"I never felt more excited about going back to school"

My name is Rania and I live in Manial Sheeha, a relatively agricultural village, with my mother and other brother. When my father passed away, my mother refused the idea of marrying again and she dedicated her life to educate and raise my brother and I. My mother opened up a small grocery store in order to provide us with what we needed. However, it was hard for her sometimes to pay for our education and supplies. The project helped my family a lot because it alleviated some financial burden from my mother's shoulder.

The foundation provided me and my brother with back to school bags. The latter was filled with school supplies that lasted us the whole year. The school bag was filled with notebooks, pens, pencils and coloring pencils etc... My brother and I were very excited to use our new supplies when we went back to school. I am one of the best students in my class and I love to learn and go to school as my mother had always taught me about the importance of education. So, I was very happy to receive the back to school bag as my mother was finding difficulties in paying for our educational expenses and I was worried that I would have to drop out of school to help relieve our expenses.



Corporate Social Responsibility



GFD seeks to assist companies in planning and undertaking their CSR initiatives as well as bring new companies to adopt CSR as a policy and practice. The Foundation offers expertises to support companies implement sustainable development programs, engage them to establish volunteers programs for their employees, and encourage businesses to develop their sustainability reports. The program challenges businesses to mobilize their technical and financial resources, improve their CSR performance and have positive impact on the communities where they operate. This is in addition to developing and sharing CSR best practices and CSR tools to help companies strategize the CSR concept.

Figures:



8 PROJECTS

- Youth Career Development
- Future Builders
- Make a Difference
- Enhancing Greenhouse Agribusiness
- Egyptian Women: Pioneers for the Future
- Back to School
- 6/6 Eye Medical Caravans
- WAFAR



20,150 Beneficiaries



15 GOVERNORATES

"What's my lifelong ambition? Give my children a better life than I had"

"Patience, persistence and perspiration make an unbeatable combination for success."-Napoleon Hill. I heard this famous quote for the first time from one of my volunteered instructors during the entrepreneurial skills training course I attended from the CSR program at Gozour Foundation. At first, the phrase didn't affect me much, but then I started thinking about these traits and how I want to pass them on to my children. Looking back at my life, I have always struggled to become a strong and successful active member in my society. I was always told that my thoughts are very uncommon given the rigid norms of the community in which I live.

My name is Huda and I was born in Dar El Salam. Dar El Salam is one of Egypt's poorest districts with an extremely high illiteracy rate. I grew up in a family who had

always taught me that a woman's role lies solely in taking care of her household and raising her children. However, I was never convinced of that; I grew up full of ambition and I always imagined myself having a career, even though, my family has never allowed me to work. When I got married, I thought that my life would be different. Unfortunately, my husband disliked my ambitions; he feared that they might divert me away from the role he had restrained me in. Turning 30 was a turning point in my life; I had two boys and a girl.

My eldest son, aged 10 years old, worked part time alongside his studies while my other son, who's 8 years old, worked during school vacations to help us cover our expenses. I hated this situation as it soon started affecting their education. They were constantly tired, slept in their classrooms and didn't have enough time to study or play and enjoy their childhood. Life had gotten even more difficult when my husband got ill, causing our income flow to be irregular. To afford educating our children

and paying for their private lessons, we would ask our families some days to lend us money, but it was never enough. The last straw that broke the camel's back was when one day my daughter got home from school, extremely sick, feverish and could barely walk. I rushed to the nearest pharmacy to get her some medication, but didn't have any money at that time. I kept begging the pharmacist while my daughter was crying hysterically, to

give us the medication until my husband comes home. Thankfully he accepted, but at that moment I knew that I had to find a solution quickly and it was up to me to be the household's breadwinner. I started looking for work opportunities. The first job I found was at a stationery shop, but I couldn't continue working there for long, as I resented the fact that I was exposed to a range of people who were either rude or attempted to harass me. In addition, my husband was not very keen on the idea of me working. Henceforth, I decided to quit but I remained



resilient and strong-minded and I wasn't going to let circumstances get the best of me. The vocational training programs came at a much needed point in my life. A friend of mine encouraged me to join. Soon I decided to attend sewing training workshops to set the track for a more stable career path. I also attended the entrepreneurship training which greatly impacted my thinking. The trainings were taught by volunteers from an established bank; they were very helpful and gave me a new perception on life. Although, I had no prior experience in the sewing field; I was extremely dedicated and committed to the trainings. It landed me a job opportunity at a clothing factory. I was able to make my husband warm up to the idea of me

working when I began to actually contribute economically towards satisfying my household's basic needs and expenses. For instance, our house lacked some essential facilities such as a door, and with my salary we were able to continue furnishing our home. This increase in income has improved our standards of living and also guarantees a better education for my children. Both my sons have now stopped working and are focusing on their studies. They look up to me and are inspired by my dedication to my job. They have expressed to me that they would like to grow up and become independent and successful, which means the world to me.



“This increase in income has improved our standards of living and also guarantees a better education for my children.”



نساء مصريات رائدات المستقبل

جذور
مؤسسة
المشهرة برقم ٧٨٨٥/٢٠١٠



“ I now have a strong desire to reach and achieve my dreams. ”





“We all need to constantly improve ourselves”

My name is Nahla, I'm 21 years old. When I graduated, I felt like I was lost. I had no prior work experience; I was extremely stressed about entering the job market. My sister told me about the women empowerment program that Gozour Foundation offered in partnership with several multinational companies. She explained to me that, if I decide to join this project, I will receive a training that will help me build my self-confidence, inform me about work ethics, prepare me for interviews and provide me with job opportunities that I qualify for. I immediately felt like this was an opportunity that I can't miss. I applied and thankfully got accepted. The program lasted for 23 days. The first week was the hardest for me. I didn't know all the other participants and I was a bit shy. But afterwards, I got used to the environment. I started to talk with confidence and express my points of view in front of everyone, which was always very difficult for me to do. Even all the other girls commented that I looked more confident and sociable. This made me become committed even more to the program. I felt that each trainer was giving me different information that were very detailed and that I can apply in my life easily. One of the most important aspects that I appreciated from the training was that I was taught how to write a CV, which was something I never had any knowledge about.

After the training was over, when we all self-assessed ourselves; I could see how much I have changed and that I became a more sociable person who can think outside the box and that I had good persuasive skills that can be useful for me in the future. The foundation organized a job fair for all of the girls. Many reputable companies

took part and I had an interview with each one of them. After a few days, we received the companies' feedbacks. I was pleasantly surprised to hear that I was offered 3 positions in 3 different companies. After weighing my options, I decided to work at a French cosmetics company that is a world leader in beauty. The position attracted me because it is untraditional and wouldn't tie me to a desk.

Now that I have been working there for almost 3 months, it is safe to say that I like my job very much. It has a flexible schedule and I haven't faced any major difficulties so far. My main function consists of passing by a number of pharmacies on a monthly bases, which are relatively close to where I live in Hadaek El Maadi, and make sure that our products are displayed correctly, as this mainly increases the sales of these products. The first practical week was the toughest, because it was hard for me to memorize all the products, in addition, some of the pharmacies' owners were unwelcoming and did not appreciate or accept having a coordinator in place. However, by time and thanks to my communication and persuasion skills, I was able to win the customer's trust. I also found effective ways to deal with objections and attacks by providing advice quietly, until I managed to persuade many customers that my efforts can help them increase their sales. I now have a strong desire to reach and achieve my dreams. I also began working on developing my personal skills and decided to save a part of my salary in order to take a course to enhance my English language proficiency. I also started to effectively utilize my spare time and I'm interested in recycling and creating new products from waste material. Who knows, maybe one day I can establish my own recycling workshop.

"Surround yourself with those who can lift you higher"

My name is Najah and I'm 22 years old. I am the fifth of six children; two boys and four girls. All my brothers and sisters are educated. My father is a farmer, and my mother a housewife. I received my elementary education in a village in Upper Egypt before moving to Cairo. My siblings always told me that I have a strong personality and a very high drive. I am also a very sociable person, who truly enjoys interactions with humans. Having friends and socializing is of great importance to me. And not just one friend! I like having lots of friends around me to keep me pleased. And this was one of the important factors that affected and shaped my personality. My mother also played an important role in developing my personality. She is a wise woman who can work as a minister of economics if she wanted to. I have always admired her and try to follow in her footsteps. I also admire the pediatrician with whom I was trained during the training program that took place at Abou El Rish Hospital.

After joining the training program, I felt like my personality truly changed. And this enabled me to join the hospital where I work at right now. I feel that I do have a great importance now. I have learned to bear responsibility towards myself and others too, which are something I never, thought of learning... The training has enabled me to acquire technical skills, and taught me to deal with different types of personalities. I now have very good communication skills. Also the soft skills sessions that I received, made me gain more self-confidence. I understood that a woman is not to be judged by her personal appearance, but by her personality, her way of thinking and also the amount of knowledge and information she possesses. Throughout the training, I also learned






to deal with different types of personalities which additionally developed my social skills. After completing my training, I felt I had acquired a superior self-image. I've seen the best I can be when I succeeded and obtained my certificate. Success is one of the things that make me very happy and I think that work plays a major role in this. One of the easiest decisions I took was refusing a good suitor. I refused a very handsome and smart suitor for many reasons. One of which is that he cannot bear responsibility. But, I mainly refused him because he wanted me to stop working. This meant that I was going to abandon my dream of becoming a head nurse and I cannot defer that dream now. I want my future husband to be open-minded, convinced of my work and encouraging. When I get married and have babies, I want to teach my children honesty and dedication. They have to be well-educated, especially the girls to be able to defend themselves. The education of women is seen as a necessity now. And I think that a working woman can regulate or adjust her house chores and her work by organizing her time in agreement with her husband.

“After completing my training, I felt I had acquired a superior self-image.”

SUPPORT TO VULNERABLE GROUPS



To address the needs of refugees, GFD's assistance is focused on the areas of psychosocial support, social empowerment, education, livelihoods, integration and coexistence and basic needs provision.

We provide:

- Social Empowerment
- Psychosocial Support
- Coexistence and Integration
- Community Initiatives
- Education

Figures:



4 PROJECTS

- Building Youth Brighter Future
- Youth Making a Difference
- New Voices New Leaders
- Refugees Positive Pathway



2,880 BENEFICIARIES



15 GOVERNORATES





"I needed someone to put me on the right pathway"

My name is Ghithaa; I'm a 21-year-old girl. I was studying at the Institute of Health in Syria when the armed conflict started in Syria back in 2011. I could not complete my education as my family, consisting of my father, mother, brother and myself, were forced to move to Egypt. My father tried everywhere to help me complete my education in Egypt, but it was all in vain, it was very hard for me to cope with the curriculum. At the time, I was in despair, losing a dream where I always strived to become a doctor or pharmacist, have a car, and improve my family's income level. I consequently felt a void in my life in Egypt as I was neither able to complete my education, or find a job without holding a certificate. I always withdrew to myself, viewing myself negatively, as an introverted, anti-social, and a rather shy person with no self-confidence and less friends than the rest of my colleagues at the Institute. The people around me always saw me as a great girl, but I did not see myself as such.

I found about the program through a Facebook page for Syrian students in Egypt, but I was afraid at the beginning of my inability to really integrate, especially with Egyptians. However, I saw that it was a good opportunity to get out, learn and have a new experience. Nowadays, after receiving the training courses, I see myself positively. I am regaining hope and optimism, and have become able to mingle with those around me. The life skills development sessions and psychological support sessions made me believe in myself. I now believe that I can work to put my priorities right and in a way more in tune with the conditions I experience in Egypt.

I, therefore, decided not to put too much hope to completing my education in Egypt, changing my priority to working on developing the talent and skills necessary for graphic design and fashion. I actually began to actively take positive steps towards that agenda. I have begun using the Internet to search for fashion design companies and send my designs to them. I also effectively gained the skill of time management. My time in Egypt was largely wasted without any benefit, but now I have become more able to manage my time

***“ I was afraid at the beginning
of my inability to integrate,
especially with Egyptians. ”***

in an effective manner. The Photoshop training, in particular, helped me a great deal in developing my skills in graphic design and fashion. Previously, I used to draw on paper, but now I can convert my ideas from paper drawings into graphics. My current career goal is to become a fashion designer in five years' time. Moreover, the 'Business Management Skills' course guided me in thinking of a small project which will help me towards achieving my dream of becoming one of the owners of a well-known fashion brand. I used to believe that having educational certificates is of high importance in my life, but after attending the training courses I have realized that a scientific certificate alone is not enough and that it must be accompanied by learning from the experiences of others.



"Keep searching for the silver lining"

My name is Khawla and I'm 23 years old and have three siblings. My father worked as a trader in Syria, and my mother was a housewife. If I had to describe myself, I would say that I'm a previously dependent, introverted person who lacked self-confidence and was incapable of decision-making. It was always up to my eldest sister to make the decisions related to my life and determined my future. This was amongst the reasons that delayed my education. When my mother began to encourage me to complete my studies, I started studying at the Faculty of Theology. However, after the bombings in the town where we used to reside in, my father decided to seek refuge in Egypt. But fleeing to Egypt meant a step back for me in terms of my education.

My first shock, which weighed heavily on my psychological state, was my accommodation in

the area of 'Bait Al-Aila' in 6th of October City. The area, despite being peaceful and quiet, is widely known for incidents of harassment and theft. The living conditions forced me to wear the 'hijab' in an attempt to avoid incidents of harassment of Syrians in the area, particularly from Tuk-Tuk drivers. Another obstacle I faced, which also affected me psychologically, was my inability to complete my studies in Egypt, as we fled Syria without any official papers proving my high school education in Syria. Despite the numerous obstacles and problems I faced, I did not give up quickly and decided to seek work in Egypt. I was successful in finding a job as a secretary in one of the clinics in 6th of October City, but I was exposed harassment from my employer, so I had to leave work, in spite of my desperate need for money at the time. All those obstacles and events combined, contributed to and aggravated my frustrations, leading me to decide to stay at home and not go out in order to avoid any contact with the outside world. So I waited for any help to relieve me from the

consecutive crises that have occurred in my life since the events in Syria. I knew about the project through a Facebook page and so I decided to apply for this program. I believed that participating in this training was going to be a useful experience which will help me get away from my isolation, which had worsened after coming to Egypt. After joining the training program, I felt that not only had I become a much stronger person, I had also gained the skills necessary for an effective persuasion. I now describe myself as a very strong person who can make her own decisions. The psychological support sessions that helped me tremendously as I have become more able to establish some interpersonal relationships with my colleagues in the training sessions. Participation in the training courses has also allowed me to create relationships and friendships with other Syrians; the majority of whom are facing the same conditions as I am. This has helped me feel that I am not alone, and that there are others who can support me. Psychological support sessions

helped improve my psychological state as I was previously more concerned with those around me, rather than myself. Moreover, I am now able to put myself first, knowing that this is a more effective way of helping those around me. I feel that the psychological support sessions have both helped me towards healing internal wounds and has given me the courage to face these emotional wounds. In my opinion, one of the most important parts of the trainings was that I now have a CV, which contains my educational and practical experiences, which I believe will greatly help me in securing suitable employment. Another critical improvement in my opinion was acquiring the skills necessary for time-management and effective prioritization. Though I previously lacked mobility, I realized that I missed many opportunities because of lack of organizational and time management skills. I have now become an active volunteer in a Syrian organization, an opportunity which has allowed me to help other Syrians in Egypt.



“Networking and building relations is the key”

My name is Ahmed and I'm 24 years old. During the early stages of the project, we were asked to describe ourselves, I only saw myself as a lost soul. I experienced a difficult transition while coming to Egypt from Syria. But, throughout the project, I forgot about my worries, concerns, and past. I was able to make a family with all the other participants of the project. Such projects or initiatives help us connect. We are brothers and sisters, we are a family and this is what we all need to focus on. All of the sessions were beneficial for me but the most needed at that time was the psycho-social

“ Now, I am smarter with the choices and decisions I make as I am weighing all options, thinking rationally and not emotionally. ”

support because it was a safe place for me to talk, express, and expose myself, my feelings, and fears to the world. I had gotten to a point where I thought I had lost my identity. But, the sessions refreshed everything and made me feel like a rejuvenated young man who is ready to embark on his journey.

I am now more open, sociable, and focused in my life. I am satisfied and have high hopes for building my future. It's true that I am still not where I thought I would be, but I am building myself to become the person I should be and it all started at this project. Today, I work 16 hours a day and make 2,000 LE, a considerable amount given the average wages in the country. I work as an

electrician and enjoy passing on my knowledge to my co-workers. Networking and building relations with Egyptians and Syrians have helped me set my career path.

I am still determined to travel to Norway so I am giving myself one year to work hard, gather the money and start a life there with a friend of mine. But at the same time, I am keeping my options opened here in Egypt, something that was not part of my way of thinking this time last year. I was very close to illegally migrate to Europe last year but was short on finances. Now, I am smarter with the choices and decisions I make as I am weighing all options, thinking rationally and not emotionally. I opt to become a business man working in different disciplines, such as running a café or opening an electric appliances store. For the first time, in the longest time, people see something in me and because of that I have an adrenaline rush which keeps me going.





Board of Trustees



Ali Mokhtar *Chairman*

Mr. Mokhtar has more than 25 years of international development experience. His postgraduate studies at the Cranfield School of Management in Bedford, England focused his early career on economic development, particularly in relation to small and micro-enterprise development. Mr. Mokhtar provided technical assistance to different national and international organizations. He is experienced in complex program coordination with large agencies, whether in planning, management, or evaluation phases.

Passinte Isaak *Secretary General*

Ms. Isaak has more than 14 years of professional experience in development work. She authored several research papers and guides, conducted regional training workshops, and participated in the editing of several publications. She completed her post-graduate studies in the field of Corporate Social Responsibility at Nottingham University, UK. Her professional experience coupled with her academic qualifications give her expertise in establishing partnerships to achieve development goals, with emphasis on engaging the private sector in development.

Ahmed Abdel-Aziz *Treasurer*


Mr. Abdel Aziz, Treasurer at Gozour Foundation since 2010, is responsible for office financial tasks concerning all monetary transactions. His field of work includes the supervision of all accounts, expenditure control and cost allocations. He prepares and updates sound financial policies and presents financial reports to donors. Mr. Abdel Aziz also conducts financial assessments and internal controls for NGOs in different governorates to help them comply with donor regulations.

Milad Moawad *Board Member*

Mr. Moawad is a multi-skilled photographer and he documents all of Gozour's activities throughout the years. Mr. Moawad oversees the artistic design of Gozour and its clients' visual communication tools and printed materials. He is in charge of formulating layout designs and copy writing for visual communications media for publications. He generates ideas for visual communications, and for maintaining and strengthening ties with various clients.

Rawya El Fouly *Board Member*

Mrs. Fouly is an experienced administrator that has more than 25 years of experience, serving as an office manager, executive assistant, executive secretary, and translator. Most of her career has been providing administrative and logistical support for chief executive officers and senior management. She has been working in the field of development for the past 20 years.



Staff

Hesham Kahlil

Executive Director

Mr. Khalil is senior development practitioner with more than 20 years of experience in the field of development in Egypt and the Middle East. His competencies include strategic planning; program development and management; program implementation, monitoring and evaluation; qualitative research and impact assessments; people management; provision of capacity building and technical assistance activities in various development and humanitarian fields. Mr. Khalil holds a PhD in social anthropology from the University in Hull, UK and a Master's degree in political science with specialization in professional development from the American University in Cairo.

Hesham Salah

Education Project Manager

Mr. Salah has worked as a training specialist and project manager in several organizations in the education sector. Mr. Salah is working with Gozour Foundation on several projects related to capacity building of schools and child education development. He has a bachelor's degree in Arts (English Language) from the Faculty of Arts, Tanta University as well as a bachelor's degree in Physical Education from the Faculty of Physical Education, Alexandria University.

Hend Ahmed

Senior Program Specialist

Ms. Ahmed has over 17 years of professional experience in community development and participatory community research combining qualitative and quantitative anthropological tools, methods and techniques. Ms. Ahmed is experienced in managing projects and designing training manuals and materials especial in the area of youth economic empowerment. In addition, she has experience in budget handling and dispersing as well as documentation and reporting of development projects.

Sherif Abdel Moneim

Senior Program Specialist

With over 15 years of professional experience in urban community development, Mr. Abdel Moneim has implemented projects particularly in the field of NGO capacity building, education, and micro-credit, SMEs and youth development. Throughout his career, he has worked extensively on community and institutional needs assessment utilizing participatory research methodology.

Injy Salem

Program Specialist

Ms. Salem is a program specialist at Gozour Foundation. She holds a Bachelor degree in Economics from The American University in Cairo (AUC). Throughout her studies, she has developed research skills on several economic development topics. She has gained experience through working as an investment analyst at an investment banking firm prior to joining Gozour Foundation. Ms. Salem assists in developing concept papers and project proposals, as well as supporting the development and implementation of project plans.

Kari Ibrahim

Program Specialist

Ms. Ibrahim provides support in the implementation of many projects at Gozour Foundation as well as assisting in research, report and proposal writing. She coordinated a variety of workshops and vocational training as well as human development trainings. Ms. Ibrahim focused her early career on educational development, working with children with learning disorders in private schools and has volunteered for several development associations. Ms. Ibrahim holds a bachelor degree in Spanish Translation from the Faculty of Al Alsun, Ain Shams University.

Staff



Manal Karout

Program Specialist

Ms. Karout first joined Gozour Foundation as a trainer for 6/6 Eye Medical Caravans. She has extensive experience in the field of development, reaching more than 10 years. She has also worked with children and youth with a special focus on skills development. She co-facilitates and is a trainer in several other projects as well. Ms. Karout has experience in several fields such as Law, Science and Handicraft making.

Enas Soliman

Program Officer

Ms. Soliman co-facilitates and insures the implementations of several projects. She has extensive experience in Handicraft making. Ms. Soliman is also a skillful trainer, who provides training sessions for several of Gozour Foundation's women economic empowerment projects. Ms. Soliman has vast experience in the employment field where she supports job placements for youth and organizes job fairs.

Mina Nabil

Program Specialist

Mr. Nabil is a program specialist, trainer and a facilitator in various projects for Gozour Foundation. These projects fall under different sectors such as supporting marginalized groups, health and community awareness. He has also attended various trainings. Mr. Nabil holds a Tour Guidance Diploma from Helwan University and a Bachelor degree in fine arts

Mazen El-Shahed

Senior Accountant

Mr. El-Shahed has over 10 years of solid experience in the accounting field. Mr. El-Shahed holds a diploma in financial analysis enhancing his financial expertise. He has a full range of financial and administrative tasks in Gozour Foundation such as financial management, statements, cash flows, auditing and managing procurement systems. He worked with various NGOs, international organizations and government on financial statements, monthly accounts and budgeting.

Azza Ashour

Program Officer

Ms. Ashour works at Gozour Foundation as a program specialist. Her tasks include outreach to potential beneficiaries and partners. She co-facilitates and insures the implementation of all field-related activities. Ms. Ashour's work focuses on the women economic empowerment projects in particular.

Sally Samir

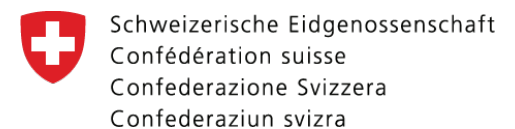
Admin officer

Ms. Samir is the Admin Officer at Gozour Foundation. She assists GFD with office management duties. She also facilitates and coordinates operations such as employee training, office equipment and supplies, maintenance schedules and supplies, building security, and safety.





OUR SUPPORTERS



Financial Statements

BALANCE SHEET AS OF DECEMBER 31, 2016

	Note	31/12/2016 LE	31/12/2015 LE
ASSETS			
Long Term Assets			
Fixed Assets (Net)	3	14,200	15,411
Total long term assets		14,200	15,411
Current Assets			
Debtors and debit account	4	123,100	31,363
Cash	5	8,109,799	7,612,051
Total Current Assets		8,232,899	7,643,414
Current Liabilities			
Accounts payable and other	6	566,813	796,169
Deferred income		7,266,249	6,464,288
Total Current Liabilities		7,833,062	7,260,457
Working Capital		399,837	382,957
Net Assets		414,037	398,368
Net Assets			
Deficit (Surplus) brought forward		398,368	373,987
Surplus (deficit) year		15,669	24,381
Total Net Assets		414,037	398,368

INCOME STATEMENT AS OF DECEMBER 31, 2016

	2016 LE	2015 LE
Revenue		
Carryover Revenue	6,464,288	1,932,909
Program Income	11,320,232	14,753,224
Contributions & Other	107,110	65,190
Bank Deposit Interest	33,735	-
Total Revenues	17,925,365	16,751,323
Less		
Deferred Revenue	(7,266,249)	(6,464,288)
Add		
Foreign Exchange Gain	414,397	
Net Revenues	11,073,513	10,287,035
Deducted Expenses		
Salaries	734,550	565,672
Benefits	242,648	151,506
Audit	16,500	15,000
Consultants	39,755	65,030
Training Supplies	3,237,672	1,174,411
Rent	59,440	97,300
Utilities	22,245	1,336
Transportation & Communication	1,795	1,540
Program Expenses	6,685,977	8,060,401
Grant	-	95,00
Depreciation	9,942	11,209
Foreign Exchange Rate	-	20,434
Bank Fees	7,320	3,815
Total Expenses	11,057,844	10,262,654
Total Surplus (deficit) Year	15,669	24,381



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