

# ملتك Silatech

*Young People...Enterprise...Employment...*



## ANNUAL REPORT 2017 | 2018



**TEN YEARS**

of combating unemployment, extremism,  
and the marginalization of youth and women



# ANNUAL REPORT 2017 | 2018

The name Silatech is  
derived from the Arabic  
word

**“Sila”**

which means connection.

Silatech's mission is  
to connect youth with  
job opportunities and  
empower them to develop  
their societies



# A brief on achievements July 2017 - July 2018

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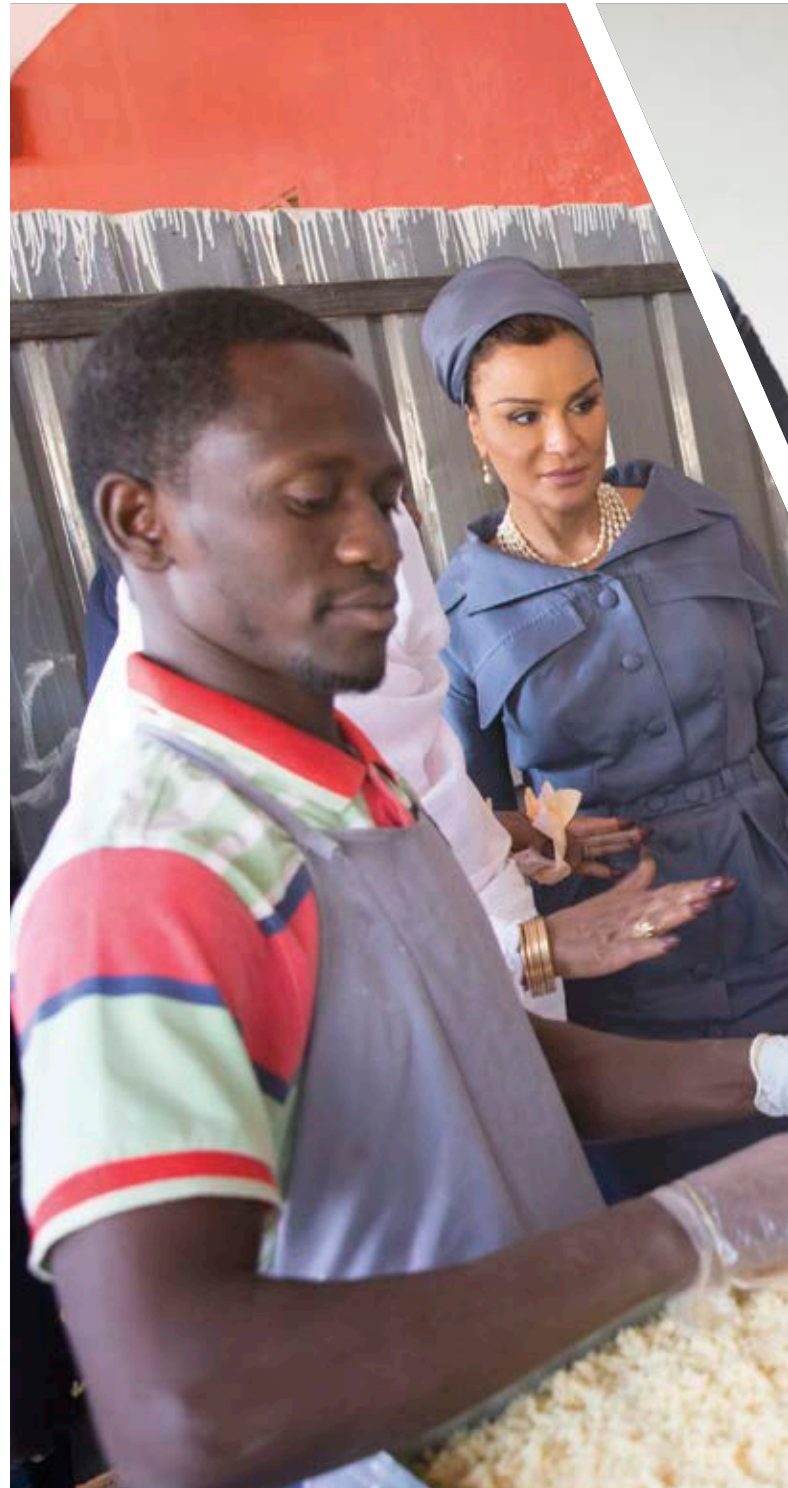


## Our Journey

In a turbulent world of political conflict and social unrest, young people have fallen prey to poverty, unemployment, and marginalization. In the midst of all this, it has become essential to find innovative solutions to the problems youth are facing. There is an urgent need to not only prevent the problems but to eliminate them entirely in order to help young people take control of their future and influence their communities positively.

Silatech was formally launched at the Alliance of Civilizations Forum in January 2008 by Her Highness, Sheikha Moza Bint Nasser. With youth at the center of her vision, Silatech's mission is to empower youth to act as agents of change to build a better future for the coming generations.

The name "Silatech", which comes from the Arabic word "Sila" meaning connection, was inspired by Her Highness Sheikha Moza Bint Nasser. Silatech remains true to its name as it continues to connect youth with employment opportunities.



By investing in the youth, Silatech is investing in the security of our nations as only secure and confident nations can build alliances based on mutual respect and common objectives. We have talked enough, now we have to take action.

Her Highness Sheikha Moza Bint Nasser, Founder and Chairperson of the Board of Trustees  
2008

Only when we connect the hopes  
and dreams of our youth with  
the tools to realize them will we  
build the strong Arab economies  
of tomorrow

Her Highness Sheikha Moza Bint Nasser,  
Founder and Chairperson of the Board  
of Trustees  
2017





# A Message from the Chief Executive Officer

A decade ago we committed ourselves to fighting unemployment, marginalization, extremism and their profound consequences. We are gratified by the fact that Silatech has contributed to securing decent livelihoods for more than one million youth and their families across 17 countries.



None of this would have been realized nor would we have reached this milestone without the support of all those who believed in the cause and our commitment since Silatech was founded by Her Highness Sheikha Moza Bint Nasser in 2008.

2018 is a landmark year for us as we celebrate our achievements with over 300 strategic partners contributing over 377 million US Dollars towards Silatech's innovative youth employment programs; partners who share our belief that youth play a vital role in achieving sustainable development and have the ability to contribute towards the prosperity of their national economies.

## Together we've secured one million jobs for young women and men.

This is not merely a number; it represents real people. We see a young man, who was once unemployed, marginalized and struck by poverty, now owning an income-generating enterprise that has enabled him to achieve his ambitions and social stability for himself and those around him.

Women have become dynamic players in achieving security, stability and socio-economic development. The results of our women-centric programs have served as powerful indicators of the role women play in the development of societies.

We still have a long way to go and we are fully aware and prepared for the challenges that we have yet to face. However, the results, the faces behind the stories, and the lives we have changed give us the strength and perseverance to expand on our successes and extend the reach of our programs to millions of young people waiting for their chance, their opportunity to live with dignity and realize their dreams.

**Sabah Ismaeel Al Haidoos**  
CEO

### Our Identity

Silatech is an international social development, non-profit, non-governmental organization that focuses on empowering youth by connecting them with employment opportunities and facilitating access to resources to set up and sustain successful enterprises. Silatech works through a large network of national, regional and international partners to make this possible.

## Scope of our work

Silatech operates through three major pillars:

- **Enterprise Development**  
Support the establishment and growth of micro and small enterprises
- **Employment**  
Direct employment through technological solutions and through training for employment
- **Policy and Research**  
Supporting programs and partners through research

Silatech's operational model works with and through partners

In 2017/2018, Silatech's operations spread to 17 countries in the Middle East and Africa

**We seek to gauge the opinions  
of youth and ensure that their voices are  
heard by decision makers**

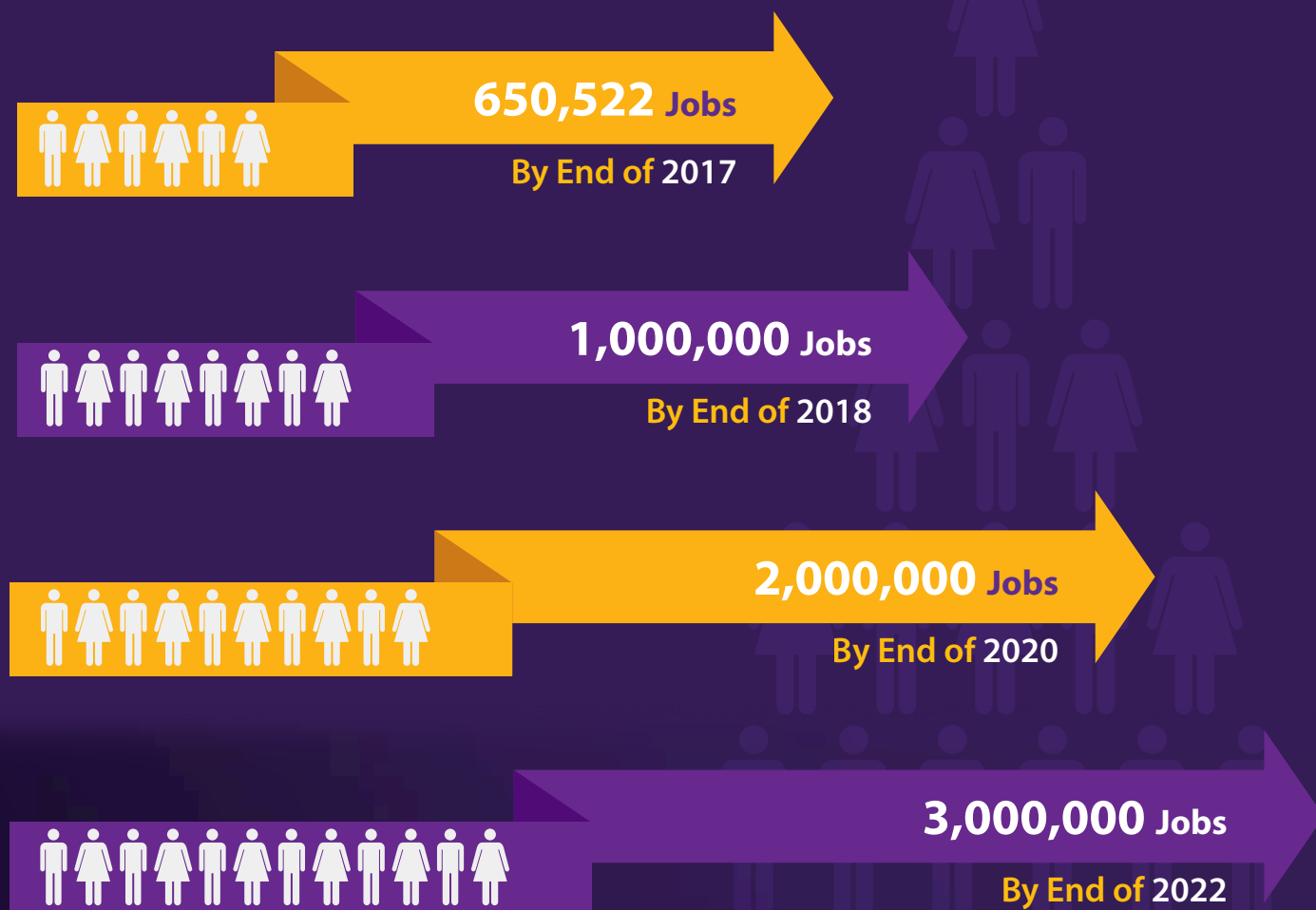


### **Chorouk Bueiry Al Bab from Morocco:**

a beneficiary of the Bodour program in partnership with Attawfik Microfinance institution in Morocco and owner of the Aluminum Carpentry Supplies Store.



## Outcomes and commitments



## TEN YEARS

of combating unemployment,  
extremism, and the  
marginalization of  
youth and women

## Our Accomplishments



Trained & Guided

**143,149**

Youth through our programs

**17** in  
Countries

**+300** Partners

International, Regional, &  
Local Partners

Knowledge  
Capacity

**984**

Certified  
Counselors

**57**

Research  
Studies

**272**

Academic  
Institutes

The Bedaya Center for Entrepreneurship and Professional Development is a joint initiative between Silatech and Qatar Development Bank that provides a wide range of services for youth in Qatar including career guidance, self-evaluation and skills development for employment and entrepreneurship. The Center also provides volunteering opportunities, practical training and networking opportunities



**Qatar**

## Centers Established with the Support of Silatech & Partners



**MENA Youth Policy Research Center  
MYPRC**

An independent research center in Tunisia conducting academic and policy studies related to issues of economic empowerment, employment and unemployment in the Arab world

**Tunisia**



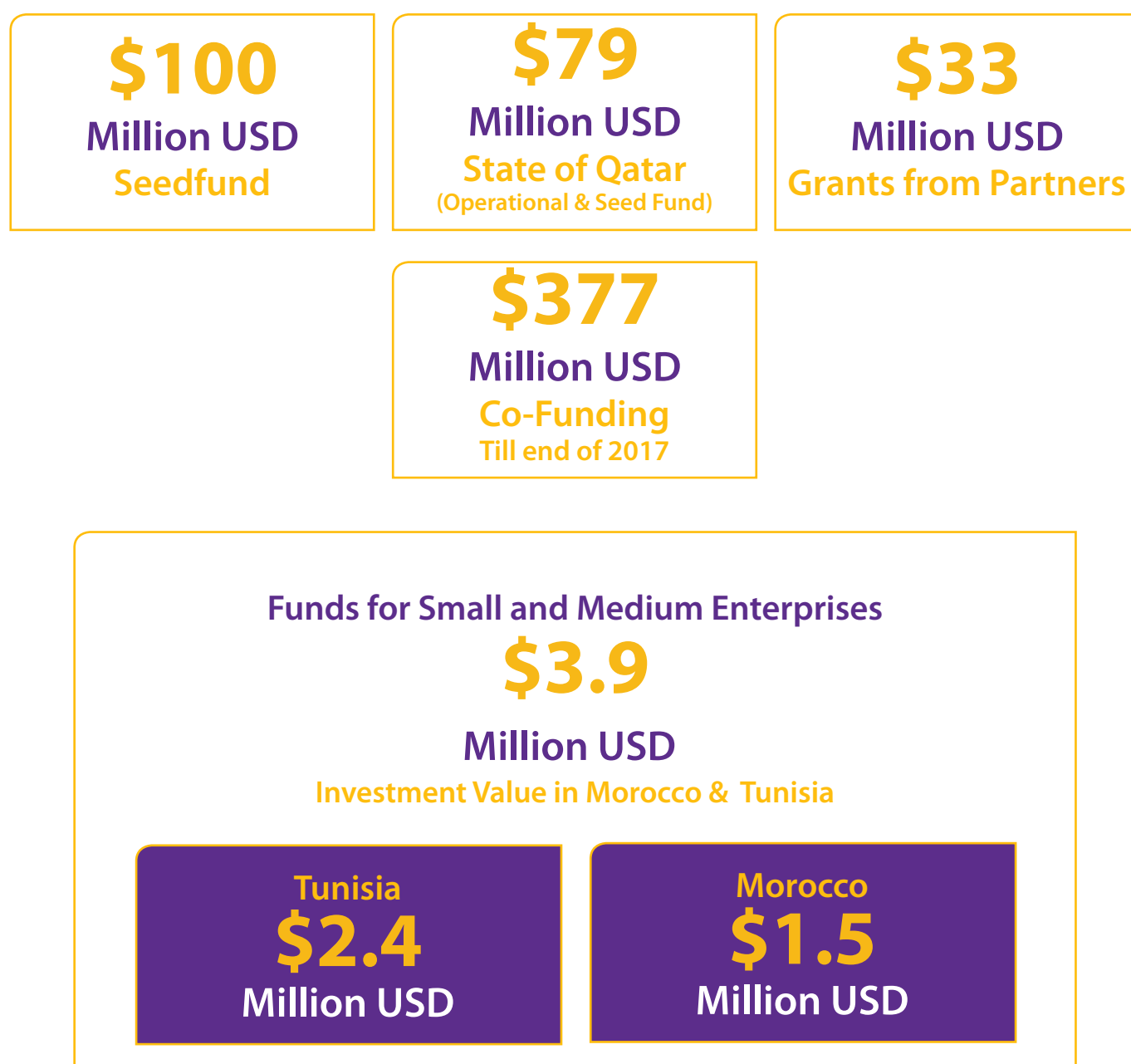
Huloul is a social enterprise that combines the power of data, design, and journalism to create evidence-based visual content in Arabic and English on the most pressing economic and social challenges in the Arab world

**Lebanon**

## Finance

Since inception, Silatech has built on the generous financial support of its founder Her Highness Sheikha Moza Bint Nasser, amounting to US \$100 million. This seed fund, in addition to US \$79 million contributed by the Government of the State of Qatar, has been used to mobilize funding for the organization's programs dedicated to youth empowerment and community development.

The financial model is based on several sources of funding, the most important of which is co-financing - the provision of at least \$3 of partner funding for each dollar raised by Silatech. The organization has succeeded in exceeding its co-financing target in accordance with the the 3:1 formula and reached a ratio of 8:1 in 2017. Silatech's achievements have encouraged regional and global partners to increase their participation and funding to expand economic opportunities for youth and provide them with decent livelihoods. By the end of 2017, co-financing amounted to US \$377 million. Financial grants are another source of funding that amounted to US \$33 million by mid-2018.







# Enterprise Development

Silatech works on empowering youth and supporting income- generating enterprises by facilitating access to financial services. It provides technical support and various types of innovative financing instruments to encourage financial and microfinance institutions to lend to youth to start and/or sustain income generating enterprises. It also supports financial institutions in designing youth focused loan products and marketing their products and services. Silatech also provides credit officers with focused training programs that enable them to implement best practices for the benefit of youth and to strengthen the capacity of their institutions.

## Challenges faced by young entrepreneurs and Silatech's innovative solutions in Enterprise Development

**Financial Exclusion**  
Youth are unable to receive loans due to a lack of collateral



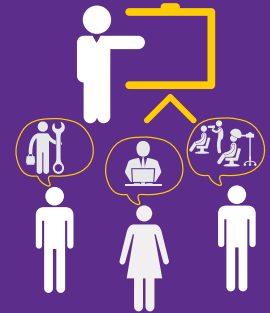
**Loan Guarantees**  
Encourage financial institutions to lend to youth through loan guarantees

**Social Marginalization**  
Scarcity of financial and non-financial services for youth outside urban cities



**Mobile Banking Vehicles**  
Innovative mechanism to provide loans and banking services in rural and remote areas

**Sustaining a Successful Enterprise**  
Lack of experience and skills needed to run and sustain income-generating enterprises



**Technical Assistance**  
Capacity building of national financial institutions, enabling them to support youth enterprises as well as training youth in entrepreneurship

### Rami Al Kharoubi from Palestine:

Rami's father owned a small contracting company in the Gaza Strip, which was the sole source of income for the family. However, due to the siege and difficult economic conditions, they had to close the company, which forced Rami to quit university and work in a contracting company. Rami approached 'The Palestine for Credit & Development – Faten initiative, supported by Silatech and received a \$3,200 loan he needed to buy new equipment and restart his father's company. As his business progressed, with the help of two of the workers he was able to employ in the company, Rami managed to resume his university studies and support his family.



# Overview of Enterprise Development Programs



## Graduate Fund

### Savings & Social Development Bank, Sudan

The aim of the project is to provide financial services and technical support to youth graduates to help them start and develop their enterprises. The project has created 37,878 jobs for youth since inception.



## Youth Entrepreneurs in Sudan

### Agricultural Bank of Sudan (ABS)

The project aims to promote Islamic microfinance and support youth entrepreneurs in North Kordofan and other cities across Sudan. Silatech provides financial and non-financial support to expand the youth portfolio, and through this project has created 62,690 jobs.



## Youth Economic Empowerment Project in Tunisia

### Zitouna TAMKEEN and Tamkeen for Development

Silatech has partnered with Zitouna Tamkeen and Tamkeen for Development on an ongoing UNDEF project in Tunisia named "Entrepreneurship for Participation and Inclusion of Youth in Tunisia"

The "Entrepreneurship for Participation and Inclusion of Youth in Tunisia" initiative aims to economically empower youth to build their confidence and commitment to participating in the democratic process, which would in turn deter them from participating in illegal activities such as trafficking, terrorism and money laundering.

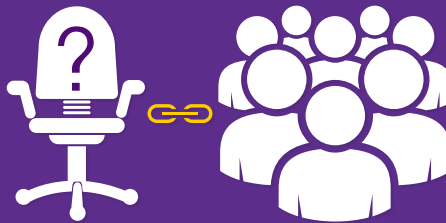


# Employment

Silatech supports youth by providing them with access to jobs, vocational training, and career guidance. Silatech also leverages innovative technological platforms, builds the capacity of local institutions, and connects employers with young job seekers.



Silatech works with training providers to equip youth with the technical skills that employers seek in entry-level recruits



Provide youth with the necessary skills and experience to ensure their readiness to successfully transition into their work lives



Develop programs and mechanisms to connect job seekers with jobs

## Main Pillars of Employment



# Overview of Employment Programs



## Supporting Employment of Syrian Refugees in Turkey

**QFFD (Qatar Fund for Development), The Syrian ACU (Syrian Assistance Coordination Unit)**

In keeping with Qatar's efforts to support Syrian refugees through the QUEST initiative (Qatar Upholding Education for Syrians Trust) in partnership with QFFD (The Qatar Fund for Development), this project has been launched in 2018 and aims to train 44,000 Syrian youth and place 24,000 Syrian youth (between the ages of 18 and 35) into jobs over a period of 3 years.



## Emploi Habilité

**IYF (International Youth Foundation), Ministry of Tourism, Morocco**

This train-to-place initiative provides youth in Morocco with life skills training as well as training in the hospitality and tourism sector. Upon completion of training, they are provided access to employment opportunities in Morocco's growing hospitality and tourism sector.

This training program is provided in the Ministry of Tourism's training centers across Morocco, and it seeks to strengthen the ministry's ability to offer integrated life skills training. The initiative aims to train and place young graduates in relevant tourism sector jobs.



## Supporting Entrepreneurs through the Tamheed Psychometric Assessment

**The Public Authority for SME Development (Riyada)**

Silatech has developed a tool to screen and assess entrepreneurial potential and trainability based on studies on entrepreneurial character traits. Using the Tamheed Assessment, trainers will be able to identify these traits and provide the screened entrepreneurs and their initiatives with further support. This project aims to train and support 1,500 Omani youth.



## Tamkeen Project

**The Palestinian Centre for Youth Economic Empowerment (CYEE)**

This project aims to achieve increased employability for students from vocational training centers in the occupied Palestinian territories by providing them with access to specialized training opportunities and connecting them with employment services. The project is expected to train 1,500 youth and place 1,100 youth into employment.

## Policy and Research

The Policy and Research program's activities have covered a number of areas, including supporting youth research and advocacy, entrepreneurship research and development, bringing youth issues to the international arena and conducting research that can inform policy and programming by Silatech and its partners.

Two projects have been completed in the area of measuring and enhancing entrepreneurship. In collaboration with a Moroccan university, and as part of the GEM (Global Entrepreneurship Monitor) project, a report based on interviews and past research has been produced. Small surveys among Omani entrepreneurs were conducted in order to support an Omani youth entrepreneurship development organization to understand the challenges and opportunities facing youth entrepreneurs.

Silatech, supported financially by Canadian International Development Research Centre (IDRC Canada), helped in creating a youth advocacy platform dealing with Arab youth and a Middle East youth research center in Tunisia, which has produced several research reports.

Silatech attributes special importance to bringing youth employment and employability issues and initiatives to the international arena. In a number of UN, among other, events, Silatech presented papers and interventions highlighting challenges faced by youth in conflict-affected and fragile countries (which constitute the main focus of Silatech activities).

The presentations focused on explaining the root causes of violent extremism, the ways to counter them and highlighted the importance of economic and social empowerment of youth as effective tools in creating stability and peace in their countries and globally.

A number of Country Situation Analysis (CSA) reports have been produced that cover a wide range of socioeconomic development issues (such as economic growth, human development, education, poverty, labour markets, youth employment and employability, business environment and micro and small enterprises development). CSA reports inform Silatech and its partners of the socioeconomic conditions and challenges faced in a country, with a view of developing effective interventions.

Two other research projects have been dedicated to directly support Silatech's programming. A project conducted in some of the current priority countries aims to understand the challenges faced by micro financial institutions and identify areas that may be more effective (in terms of employment generation and livelihood improvement) for micro investment. The other project, also covering some of the priority countries, endeavors to identify economic activities that have high growth potential but cannot be taken advantage of due to a lack of appropriate skills. This information helps Silatech and its partners in training young men and women to fill the skills-gap in these sectors.





## The Youth Age Category

Compared to developed countries, developing countries tend to have faster population growth rates, where young people under the age of 30 make up the largest segment of the population.

Due to the slowing economic growth rates being experienced by many developing countries, young people are disproportionately affected and suffer from much higher unemployment rates than adults. This creates significant obstacles against these countries' economic and social development.

Therein lies the issue of defining the 'youth' age category, which is a key component of designing policies and interventions that are designed to benefit young people both economically and socially.

In real terms, there is no agreed upon definition for 'youth', as it has many dimensions and has changed over time depending on its users' perspectives and intentions. The International Labour Organization (ILO) has defined youth as people between the ages of 15 and 24 for statistical reasons (and this has been stressed). However, a number of organizations and many developed and developing countries have used this definition literally.

However, we found that the Youth Envoy to the United Nations Secretariat General has asked for a revision of the upper limit of the definition to be extended to 35. Other examples include the United Nations Human Settlements Programme, which defines 'youth' as between 15 and 30 years of age; the Commonwealth of Nations, 15 to 29; the European Commission (Youth Strategy), 13 to 30; and the African Union, 15 to 35 years of age.

It is without question that there are a number of factors that determine when adulthood is reached, that go alongside an individual's psychological, social and economic independence. These factors do not only vary between countries, but inside them as well, as different countries around the world reflect varying levels of socio-economic development. This situation of unequal development within the same country is characteristic of developing countries more than others, not only because of a failure to grow economically, but also because of wars and conflicts that hinder access to education and economic opportunities. Taking this into consideration, it is vital to define the term 'youth' with a lot of flexibility to avoid the unnecessary exclusion of certain age groups from this category, which could lead to their being deprived of programs and interventions targeting young men and women.



# Towards Enhancing Employment and Employability in Sudan: Some of Silatech's Research Findings

Silatech undertakes research and publishes reports covering its countries of operation. The purpose of the Country Situational Analysis (CSA) reports is to provide concise and relevant information to inform Silatech's programs and policies. The analysis is also useful to our partners, whether they are local authorities or donors.

The reports assess socioeconomic conditions, changes and policies, business environment, education and skill development; labour market situation, micro and small enterprise development; and how they impact employment levels. The segment below represents a summary of the employment and employability section of the Sudan Report.

## Employment and Employability: Major Findings

The status of employment and employability in Sudan depicts a challenging situation:

- Low labor force participation rate among female population (28.9%);
- Overall unemployment rate of 18.5% with wide disparities in distribution: 37.0% among women, 43.7% among urban women, 33.8% among youth, 49.5% among urban youth and 57.9% among female youth.
- High unemployment among the educated (with higher or tertiary education) at 23.3% (of which 70.7% were urban, and of this 74.4% were females) suggesting inadequate availability of jobs for those with higher education; mismatch between higher education graduates and labor market needs; gender discrimination.
- High illiteracy rate in the labor force (overall 34.7%; 45.7% among females; 45.9% among rural-where close to two thirds of the labor force resided), resulting in low employability and low human development situations.
- Overwhelming majority of labor working in far from descent working conditions, with the youth and women suffering the most.
- Disadvantaged labor market segments as per the data are: women (versus men), youth (versus adults), formal sector (versus informal sector), and rural (versus urban).





## Policy Recommendations

The policy recommendations draw on the overall assessment of the socioeconomic situation, including economy, poverty, education and employment.

- The challenges faced by Sudan's socioeconomic development call for a comprehensive pro-poor, pro-employment and pro-industrialization economic strategy. A pro-poor, pro-employment economic strategy ensures growth with equity, which is the way to achieve accelerated human development and guarantees sustainability of growth.
- Employment promotion and employability-enhancing programs to prioritize the more disadvantaged: Women, youth and rural population.
- Reducing the gender gap is a major development policy challenge in Sudan. Education is a critical factor in reducing both poverty and gender discrimination.
- The imperative focus on education has been defined as part of the policy priorities entailed in accelerating human development, poverty alleviation and economic growth. The need is to expand the resources directed to education development and may be attained through re-prioritizing current government expenditure. For example, with 15% of children who have never attended school, and the large number of illiterate population, allocating 1% of total public recurrent education spending to literacy programs may not be adequate and appropriate.
- Industrialization spearheaded by manufacturing is necessary for economic structural transformation. Sudan must diversify the economy away from dependence on the production and exportation of primary products.
- Economic structural transformation led by industrialization can never be successful without presence of a strong scientific and technical human resource base. With technical secondary schools receiving 1% of public expenditure and with under-resourced vocational training centers and technological education representing only a small segment of higher education, economic structural transformation may never look attainable.
- Establishing a well-functioning Labor Market Information System is a precondition for efficient employment and labor market policy and decision making, as it is the only way to provide the right information to policy makers, employers, education and training institutions, workers, job seekers, students and trainees, and social development and welfare organizations.





# Somalia

## A Silatech Country of Operation



### Poverty

Poverty rate is estimated at 73%, or about 6.2 million people. Somalis need urgent humanitarian assistance



### Conflicts

For more than 25 years, Somalia has been plagued by local conflicts and violent extremism, which have had negative effects on all aspects of life



### Per capita income (PCI)

The average income in Somalia is less than \$500 per year, which is among the lowest in the world



### Education

One out of every two children in Somalia is out of school, and the rate of out of school children rises among the poor in rural areas



### Population

The current population of Somalia is around 15.2 million, with an annual increase of 3%. More than two thirds of them live in rural areas. More than 2 million are internally displaced people



### Youth

Nearly 62% of population is under 25, and 67% of youth aged 14-29 can't find a job, which is among the highest unemployment rates globally



### Economic Activity

Agriculture and livestock contribute to about two-thirds of GDP. Despite Somalia's long coastline, fisheries contribute only 1% to the GDP. Remittances from abroad represent an important source of income for about 20% of households

# Silatech's Work in Somalia

Silatech has been operating in Somalia since 2012 and employs a country manager to follow up on the progress of programs on the ground and their impact; in addition to exploring new opportunities and the potential expansion of existing programs with partners

**33,400 Jobs**

for Somali youth in collaboration with partners by March 2018

## Existing programs



### Youth Enterprises Fund in Somalia (SIEF)

Silatech, Kaaba-MFI, AFF/Shuraako and KIVA have established a revolving fund to finance high-growth enterprises run by youth in Somaliland.



### Somali Youth and Women Microenterprise Initiative

The existing partnership with Kaah Islamic Micro finance Services – KIMS since 2013- was expanded through creating a loan capital fund to support youth microenterprises. The program aims at creating 16,000 jobs throughout Somalia



### Farmers Development Program in collaboration with Horn Progress Initiative

Training of 7,500 youth in smart and sustainable agricultural practices: The initiative is expected to create 15,000 jobs for youth in the agricultural sector



### Fisheries Economic Empowerment in partnership with Yustan

A capacity- building program for 2,400 youth, 600 of which are young women, focuses on teaching proper fishing practices, marketing skills, learning the latest technology and becoming well versed in the industry

“Agriculture is a major source of employment and has strong potential to improve food security, livelihood economic growth and uplift youth and their families out of poverty and penury. This partnership with Silatech is part of our mandate of reducing productivity constraints in the agricultural sector. We are willing to pilot new practices, skills, and approaches of developing the largely undeveloped agriculture in the riverine areas to stimulate sector growth and create productive jobs for youth”

**Abdifatah Mohamud, Managing Director of Horn Progress Initiative**

# Palestine

## A Silatech Country of Operation



### Poverty

According to a 2017 survey, the poverty rate is estimated at 29.2%



### Political Scene

Palestine does not have economic sovereignty due to the Israeli occupation. The West Bank and Gaza are geographically separated



### Population

According to 2017 census, the population of Palestine in the Gaza strip, Jerusalem and the West Bank was 4.8 million



### Unemployment

The average youth unemployment rate from 2009 to 2018 reached 42% with a 50% increase at the beginning of 2018



### Economic Model

Nearly 65% of the labor force works in the private sector



### Youth

Approximately 75% of the population is under 35 years of age

# Silatech's Work in Palestine

Silatech's operations in Palestine were established in 2011. As Silatech's official representative, the country manager oversees all programs, follows up with partners and beneficiaries on the ground and works on developing new partnerships and expanding existing ones.

**11,500 Jobs**  
were created for Palestinian young men and women by March 2018

## Existing programs



### Taawon's Wajd Program in Gaza

The program provides life skills and vocational trainings to university students who are beneficiaries of the "Wajd" program - a program that supports orphans affected by the aggression on Gaza - and helps them transition into the labor market



### Faten's "Start With Us" Youth Loan activities

Silatech supports this initiative through establishing a funding portfolio for youth in the West Bank, Jerusalem and Gaza. The program offers loans to young people to set up new enterprises or to support the sustainability of existing enterprises and provides consultations and investment services. To date, 4,652 jobs have been created



### Tamkeen Program (vocational training) for youth executed by The Palestinian Center for Youth Economic Empowerment

The project aims to create job opportunities for the center's graduates by improving the image of vocational education and highlighting its importance; it's expected to create 1,100 jobs opportunities



# Encouraging Investment in Promising Sectors

## Trade Sector



### Palestine

**Vision:** To financially empower Palestinian women to bring stability and security to their communities.

**Partner:** Palestinian Food Industries Union (PFIU)



**Project Objectives:** To create profitable job opportunities for women in the Food Industry in Gaza and the West Bank.



**Action Plan:** Rehabilitate and train women (represented through women's associations) working in the food sector on proper safety and quality assurance, industrial ethics, food technology and packaging best practices so they can produce food products with precise specifications and standards and connecting them with industrial sectors and related factories.



**Outcomes:**

- Capacity-building training workshops of **15** women's associations.
- **1,000 young women** trained in basics of food manufacturing, certifications, storage and creating jobs at the associations.



### SUSTAINABLE DEVELOPMENT GOALS



## Tourism & Hospitality Sector



### Morocco

**Vision:** To benefit from the opportunities provided by the exponentially growing tourism sector.

**Partner:** Collaboration of the International Youth Foundation and The Ministry of Tourism in Morocco.



**Project Objectives:** The Moroccan tourism and hospitality sector has long been an important sector that exhibited strong growth over recent years in Morocco. The project aims to facilitate access for youth to in-demand technical and life skills training by employers and connect them with jobs in this growing industry.

**Action Plan:** Train youth on the skills needed by employers in the Tourism and Hospitality sector, create a network linking employers, and integrate life skills expertise into the official curriculum of the Ministry of Tourism.



**Outcomes:**

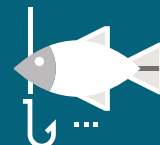
- Implementation of life skills program at **10 training centers** in the tourism sector.
- **3,109 young men & women** were placed into jobs.



### SUSTAINABLE DEVELOPMENT GOALS



## Fishery Sector



### Somalia

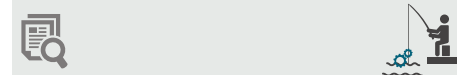
**Vision:** Revive the promising marine fishing sector in Somalia and create jobs for Somali youth to contribute to the food security of Somali society.

**Partner:** Yustan, a leading public seafood manufacturing company in East Africa with access to local, international and regional markets for more than **100 million** people.

**Project Objectives:** Raising fishermen's productivity and linking them to decent jobs, as well as promoting economic opportunities for females in a male-dominated fisheries sector.



**Action Plan:** Capacity building of young men & women on best fishing practices at the different stages of the processes. Provide intensive training in marketing, packaging, technical tools, certifications and the knowledge of appropriate markets for fish.



**Outcomes:**

- **2,400 fishermen** have been trained in Puntland and connected to sustainable livelihoods and reliable sources of income.
- **600 young Somali women** received intensive training in the various stages of the fishery process, **25%** of the beneficiaries were hired as part of the project.



### SUSTAINABLE DEVELOPMENT GOALS



# Silatech and the Sustainable Development Goals

## SUSTAINABLE DEVELOPMENT GOALS

Silatech contributes to achieving a number of the Sustainable Development Goals:



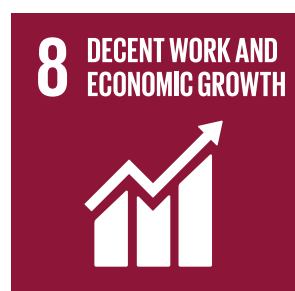
### Goal 1: End poverty in all its forms everywhere:

Silatech supports microenterprises by focusing on the most vulnerable groups amongst youth through the provision of loans, loan guarantees, training, facilitating employment opportunities and bridging the gap between academic and work life through several programs in line with the needs of youth.



### Goal 5: Achieve gender equality and empower all women and girls:

Silatech's programs target youth of both genders without discrimination, in addition to tailoring some projects to empower women in particular.



### Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all:

Silatech consistently employs new and innovative tools and programs to empower youth through employment programs that focus on career guidance and vocational training for direct employment. Silatech also works to support income-generating activities by collaborating with financial and microenterprise institutions. Its enterprise development program includes loan guarantees, training entrepreneurs, and building their capabilities through tailored programs developed in collaboration with international partners.



### Goal 17: Revitalize the global partnership for sustainable development:

Silatech works through international, regional and local partners to develop comprehensive programs aimed at economic empowerment of youth. These programs are implemented through local partners to sustain performance, transfer expertise and develop competencies. Silatech works with various types of partners from the private sector, donor organizations, governments, civil society and academia.

## Empowering Women

Gender equality and women's empowerment are among the most crucial aspects of the United Nations 2030 Sustainable Development Plan as women continue to suffer discrimination and violence around the globe. According to the United Nations, rural women suffer more than men due to discrimination and widening gender disparities, making rural women and girls more vulnerable to poverty, particularly with regards to access to land, natural resources, infrastructure and services, decent work, and social safety and security. They are also more vulnerable to environmental and climatic changes.

Silatech has sought out opportunities for young women to secure decent employment opportunities through providing them with training, counselling, as well as financing their businesses. This brings about not only economic but also emotional stability and security for them and their families.

Silatech attaches great importance to greater equality in rural and conflict-affected areas where women suffer from poverty and marginalization. Silatech encouraged and supported the Gum Arabic Agricultural project in North Kordofan in Sudan, which led to women, who were victims of gender discrimination, getting a proper education.



Silatech has cooperated with the UN Women to economically empower women, especially urban, peri-urban and rural women and girls in Sudan who were deemed most vulnerable. It included women with disabilities, survivors of GBV and women living in refugee and IDP camps in the Red Sea and Khartoum State of Sudan. The program was developed in the context of Sudan's current efforts to end poverty and actively engage women in the promotion of social cohesion, stability and security through building their capacity in establishing and developing enterprises.

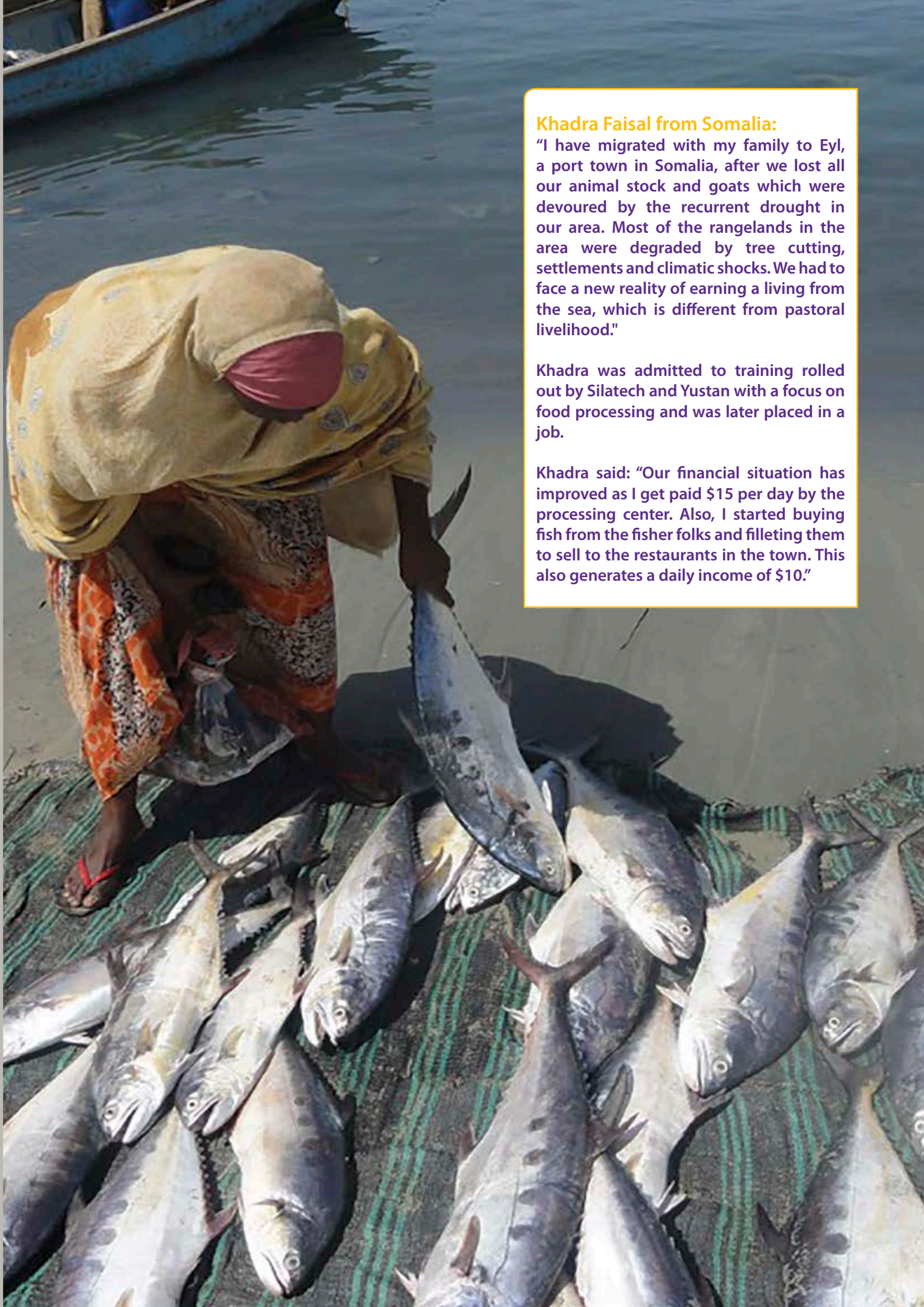


United Nations Entity for Gender Equality and the Empowerment of Women

"The partnership between Silatech and UN Women will create project interventions where the capacity of women will be enhanced to set up cooperatives and unions, provide access to use of new technologies and financial services and markets. The program will enable women to contribute to sustainable development."

**Mr. Darren Peters, Regional Operations Manager at UN Women – Sudan Country Office**





**Khadra Faisal from Somalia:**

"I have migrated with my family to Eyl, a port town in Somalia, after we lost all our animal stock and goats which were devoured by the recurrent drought in our area. Most of the rangelands in the area were degraded by tree cutting, settlements and climatic shocks. We had to face a new reality of earning a living from the sea, which is different from pastoral livelihood."

Khadra was admitted to training rolled out by Silatech and Yustan with a focus on food processing and was later placed in a job.

Khadra said: "Our financial situation has improved as I get paid \$15 per day by the processing center. Also, I started buying fish from the fisher folks and filleting them to sell to the restaurants in the town. This also generates a daily income of \$10."



# Securing Decent Lives for Refugees and Internally Displaced People

According to the latest statistics of the Office of the United Nations High Commissioner for Refugees (UNHCR), nearly 68.5 million people worldwide have been forced to flee their countries. Out of which an estimated 25.4 million are refugees. This is the highest recorded level of migration since the establishment of the UNHCR. More than half of the refugees are under the age of 18. Syrian refugees numbering 5.5 million constitute the largest group among refugees around the world. Turkey hosts the highest number of refugees, having taken in 3.5 million, according to the latest UNHCR figure.

With refugees and internally displaced people facing major obstacles in terms of restrictions placed on them by host countries and challenges they face when moving to these countries, international organizations and governments have begun to cooperate to develop solutions to help them. Silatech made important interventions by sharing its experiences in creating successful and innovative programs that create opportunities for displaced youth and young refugees in host countries. Silatech has focused on the key objective of working to providing decent

work for them in addition to achieving sustainable development. Effective measures to creating decent employment for young displaced people and refugees are taken into consideration in cooperation with local country partners, regional partners and international organizations.

Silatech had the opportunity to present and share its solutions and innovative programs during its participation in two events held in Germany. The first event was a panel discussion entitled "Employment and Integration Opportunities for Youth and Refugees" organized in cooperation with the Embassy of Qatar in Berlin and the German Agency for International Cooperation.

The second event was an expert meeting on "Creating Job and Economic Opportunities and Sources of Livelihood for Refugees in Host Countries" organized by the Federal Ministry for Economic Cooperation and Development and the United Nations Development Program (UNDP) in cooperation with the German Ministry of Foreign Affairs.

## Silatech studies confirm that:

- Most development organizations' definition of youth age group is in conflict with the reality faced by refugees and internally displaced people who have been forced to live in conflict-affected areas, where their normal stages of education and age to enter the labor market have been interrupted. It results in the exclusion of a large number of youth from employment and rehabilitation programs, which makes them vulnerable to poverty and marginalization. Most of the economic empowerment programs do not correspond to the reality of the displaced youth and young refugees who may reach the age of 35 and yet find no job opportunities.
- The results of Silatech's surveys to measure the voices of youth indicate that youth feel marginalized, they feel their voices are not being heard, they suffer from a lack of access to jobs or financial aid because they are inexperienced. Moreover, in remote and conflict areas youth are the victims of neglectful governments.







**Marwan Qaraja from Syria:**

Marwan, a Syrian refugee in Turkey, who speaks Arabic, English and Turkish, holds an MBA and has worked as a trainer and consultant. He moved to Turkey following the Syrian crisis but faced challenges finding a suitable job in a Turkish company. The Rizk Center, supported by Silatech, secured him a job as a library manager. Commenting on his experience, Marwan said, "Rizk Center staff are very professional; they reviewed my CV carefully and identified a job suitable to my qualifications. Their hard work allows them to connect refugees with employment opportunities. The opening of a center in Istanbul is a great step and I wish them every success."



# Utilizing Technology for Employment

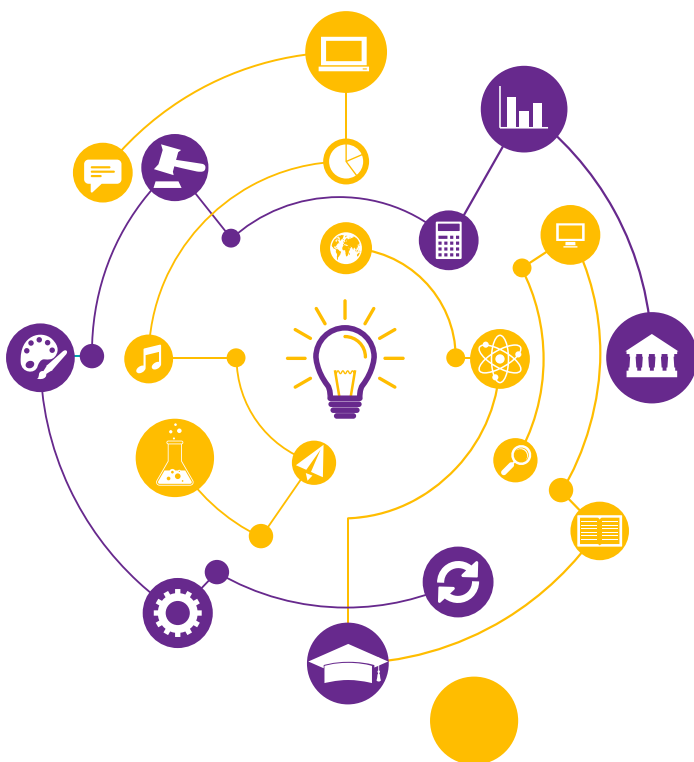
Silatech has been committed to supporting unemployed youth by developing programs and mechanisms to connect job seekers with jobs. The development process of the programs focused on three mechanisms: Firstly, understanding the psychology of youth and devising ways for them to achieve success. Secondly, providing young people with the necessary skills, training, and access to finance and markets. Finally, working to influence related policies to help the youth overcome obstacles and integrate within the economy.

Silatech has been building strategic alliances with key players to study and understand the issues at their roots and develop innovative methods to address them and address the unemployment problem.

Silatech has mobilized various resources for young people and brought together strategic partners to promote the creation of new jobs, develop and facilitate funding for youth projects and provide opportunities for them across the region for the purpose of giving them hope for a brighter future.

In its approach, Silatech has adopted "Innovation for Youth Employment" approach, which is closely linked to the organization's initiatives in the countries where it operates. It develops and adapts its approach according to the requirements and circumstances of each society.

Technology platforms support enterprise programs and employability. It also provides technological solutions to reduce cost and improve reporting and control processes.



**THE WORLD BANK**

**Chief Executive Officer of  
The World Bank praises  
Silatech's innovative work**



**Kristalina Georgieva**  
@KGeorgieva

How can we use technology to design & implement work programs for young people? Our friends from [@SavetheChildren](#) & [@Silatech](#) have some great ideas.



Using technology to promote youth employment: How to develop digital solutions

# Technology Solutions



Microsoft



**Silatech**  
Young People...Enterprise...Employment...

"Ta3mal" was launched by Silatech and Microsoft in 2012 and is the region's first employability platform that seeks to help young job seekers enter the job market

## Platform Languages

FRANÇAIS

ENGLISH

العربية

500k



Around 500,000 registered users



Local portals in 9 Arab countries



Direct linkages to jobs



Online career guidance



Provides more than 1000 e-learning program

## Other platforms



This program provides online psychometric assessments and career guidance as well as training and capacity building for career advisors. Employers can use the results of psychometric assessments in selecting candidates and match skills with the right jobs and internships



The Qatar Volunteer Network, "Tamm", is a national network that provides comprehensive services and solutions of voluntary work inside and outside Qatar



Narwi is a crowdfunding platform which allows donors to support micro-entrepreneurs start income-generating activities through "Islamic Micro-waqf"



# Silatech's Efforts in Fragile and Conflict-Affected Areas

Silatech was founded in 2008 to help address the youth unemployment challenge in the Arab region. At the time, the region's youth unemployment rate, at 24% was the highest in the world. Today, the challenge is even greater. The region's youth unemployment rate has risen to 30%. Armed conflict in many Arab countries has severely affected all aspects of life especially education and job opportunities. Weak local capacities to undertake post-conflict reconstruction risks not creating enough jobs when they are needed most, thereby perpetuating cycles of conflict in affected countries as well as despair and lack of purpose among youth. Thus, causing disruption in economic development, education and health, as well as the spread of poverty and the exacerbation of economic and social challenges.

In light of this reality and the lack of political stability in many countries in the region, Silatech's efforts have been directed towards combating unemployment in conflict-affected and fragile areas in its effort to spare youth from the dire consequences of unemployment. Silatech cooperates with governments and international organizations to create jobs and expand economic opportunities for youth in conflict zones and fragile areas by utilizing its core resources and the resources mobilized through its partners in a systematic manner.

As a result of its successful efforts in conflict-affected areas, Silatech was awarded a grant of €5 Million

from the European Union for the "Hope Project". Implemented in Yemen through Silatech's long-established partner Al Amal Microfinance Bank, the project seeks to achieve economic empowerment and financial inclusion for youth and women, the most vulnerable and marginalized groups in Yemen. Through innovative economic empowerment tools including capacity building and a grants fund, 10,000 Yemeni youth and women will be economically empowered in an effort to improve the current socioeconomic conditions, achieve stability, and improve the living conditions of young people in Yemen.

The project was conceived in response to the reluctance of financial institutions in Yemen to fund youth following the major losses incurred by the financial sector as a result of beneficiaries' inability to pay back their loans. Given the major economic recession caused by the ongoing war, Silatech aims to support financial institutions and strengthen the resilience of youth enterprises through training and the provision of financial grants.

In another fragile area, serving the internally displaced Syrians, Silatech has collaborated with Qatar Red Crescent and Qatar Fund for Development to implement the "Decent Living" program, which offers vocational training and creates employment opportunities within the construction and agricultural sectors.

Silatech coordinates its programs with counter-terrorism policies, one such example is the Al-Amal (Hope) program in alliance with the Sudanese government under the supervision of the Supreme Commission for Combating Extremism and Combating Ideologies of terrorist groups. The program aims to rehabilitate and reintegrate 400 young returnees who had previously fallen into the trap of extremism and terrorism and give them the necessary support to set up income-generating enterprise.

## 684,000

### Jobs

Silatech collaborated with Al Amana Microfinance to expand its outreach in Morocco and facilitate access to funding opportunities. This project will create 684,000 jobs for Moroccan youth.

# Silatech's Partnerships with the United Nations

Silatech has gained the trust of the international community owing to its field experience in working with youth. Silatech's cooperation with various UN agencies over the past ten years has leveraged its programs that empower youth. Silatech succeeded in linking them to job opportunities, which has resulted in qualitative and quantitative achievements in combating poverty, unemployment, extremism, and the marginalization of young men and women.

In January 2018, Silatech was awarded the advisory status to the United Nations Economic and Social Council (ECOSOC) in recognition of its role as a competent non-governmental organization engaged in the field of youth economic development. Silatech also signed a memorandum of understanding (MoU) with the United Nations Counter-Terrorism Implementation Task Force Office / United Nations Counter-Terrorism Centre (CTITF-UNCCT) to empower young people in fragile and crisis-prone countries.

Examples of Silatech's Partnerships with UN agencies include:



## United Nations Development Programme

In partnership with the UNDP and regional partners, Silatech has supported youth to establish their own businesses, contributing to the creation of jobs and the economic empowerment of women in Yemen, Syria and Comoros. In Morocco, several programs have been implemented, including the development of skills in the tourism sector.



## International Labour Organization

The objective of the partnership with the ILO was the development of a project to establish an employment observatory in Syria that seeks to monitor changes in the labour market in order to inform the parties concerned to take the necessary measures. However, the project was suspended due to deteriorating security conditions.



## United Nations Relief and Works Agency for Palestine Refugees (UNRWA)

Silatech continues to collaborate with the UNRWA through programs for the empowerment of Palestinian youth, which provide them with training opportunities and equip them with appropriate skills for the labor market. The programs also provide training to young entrepreneurs and help them connect with loan disbursing organizations to finance their projects with the support of Silatech and its partners.



## UN WOMEN

The partnership with UN Women includes the implementation of a project in Sudan to empower and support abused and internally displaced women in order to facilitate their integration into economic and social life.

# Silatech and the State of Qatar: An Active Partnership to Empower Youth and Abolish the Root Violent Causes of Extremism

Since the establishment of Silatech as an international social development organization for generating opportunities and jobs for young people at a time of economic crises and various global challenges, the State of Qatar has been its major supporter and strategic partner. Qatar has been actively supporting Silatech's objectives to educate the international community about the disastrous consequences of youth unemployment and the need to address them in addition to stressing the importance of mobilizing international efforts with the aim of empowering young people and linking them to economic opportunities.

Programs aimed at combating extremism and terrorism focus on supporting the economic empowerment of youth, linking them to training opportunities and jobs,

and financing microenterprises that provide a decent living for youth and their families.

The partnership between Silatech and the State of Qatar has focused on tackling extremism and terrorism by addressing their root causes. Unemployment, economic and social marginalization and extremist ideologies create violent extremism which results in young people resorting to terrorism. Financially independent people and youth with decent means of living are shielded from economic destitution – giving them hope for the future. They engage in work that is beneficial to them and are eager to contribute to the development of societies and hence have no reason to resort to extremism.



**Silatech signs a MoU with The State of Qatar and the United Nations Counter-Terrorism Implementation Task Force Office / United Nations Counter-Terrorism Centre (CTITF-UNCCT) that aims to counter extremism through youth empowerment**







QATAR FUND  
FOR DEVELOPMENT  
صندوق قطر للتنمية

## **Silatech and Qatar Fund for Development (QFFD) support neighboring societies in achieving development and stability**

### **Technical support project to implement training courses for youth and financing youth enterprises in Somalia:**

Silatech signed a memorandum of understanding (MoU) with the Qatar Fund for Development (QFFD) to expand its existing program with the Kaah Islamic Microfinance Services in Somalia through increasing its youth loan portfolio, providing technical support to implement training courses for youth, and financing youth enterprises in different Somali states. The program is expected to create 16,000 jobs during 2018 - 2019.

### **Research study to develop effective strategy in economic empowerment in Darfur:**

Silatech collaborated with QFFD to complete a study on the development sector in Darfur in general, and the microfinance sector in particular. A recommended intervention, resulting from the study, would be translated into a comprehensive action plan that sets out specific actions/measures to be undertaken to promote microfinance in achieving the economic empowerment of youth in Darfur.



## Some of our Partners

### Governmental Semi-Governmental Development Organisations



### United Nations Agencies



### Financial Institutions



### Non-Governmental Organisations



### Educational Institutions



### Private Sector Organisations



### International Memberships





# PARTNER WITH US

Silatech partners with local, regional and international institutions, government, not-for-profit as well as private entities that are already engaged or could engage in youth empowerment initiatives.

For more information please visit: <http://silatech.org/partner-with-us>

## Recent International Partners



Silatech received a grant of €5 million from the European Union following its unremitting efforts in conflict-affected areas, especially in Yemen, since 2012. The grant will be directed towards a project that will economically empower 10,000 Yemeni youth, in addition to providing training and enabling 5,000 youth to benefit from the loans provided by the grant.



Silatech is working with the UNCCT (within the Counter-Terrorism Implementation Task Force) and the Ministry of Foreign Affairs-Qatar to develop and implement projects to empower youth in fragile countries and countries affected by conflicts.

## Recent Local Partners

### Yustan-Somalia

Silatech and Yustan Food Processing Plc entered into a partnership with the objective of training 2,400 young Somali fishermen and women and connecting them with employment opportunities.

### Al Amanah-Morocco

The purpose of the partnership is to facilitate job creation for youth in Morocco through the development of a youth -tailored financial product that caters to both sustained and start-up youth MSMEs and leads to the expansion of Al Amana youth portfolio.

### Zitouna TAMKEEN-Tunisia

Silatech has partnered with this unique Islamic Microfinance institution in Tunisia to develop their youth portfolio and capture a large segment of the Tunisian youth. The partnership also covers Tamkeen for Development, building on an ongoing UN Democracy Fund (UNDEF) project.

# Silatech

*Young People...Enterprise...Employment...*

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