



**Finnish
Refugee
Council**

Strengthening Uprooted People's Resilience

Annual Report 2023

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Executive Summary

The Strengthening Uprooted People's Resilience (SUPER) programme 2022-2025 is implemented in three countries: Ethiopia, Myanmar, and Uganda, and its goal is *“To contribute to an inclusive, peaceful, and safe co-existence between people uprooted from their homes by conflict, violence, persecution, discrimination, poverty and climate change and host communities in protracted refugee crisis (Ethiopia and Uganda) and in fragile post-conflict (Myanmar) contexts”*. This goal will be achieved by strengthening the target groups' resilience (intermediate outcome) which is understood to consist of the individual's basic skills and knowledge (immediate outcome one), economic opportunities (immediate outcome two), and safe and peaceful living conditions (immediate outcome three).

2023 was the second year of the programme implementation and the programme was overall successfully implemented amidst challenging conditions in all three countries. Conflict and related violence, insecurity and access challenges continued in Ethiopia and further worsened Myanmar, while cuts and suspensions to international food and cash aid impacted the wellbeing and movement of refugees in Uganda and Ethiopia. The programme implementation was temporarily halted in both Ethiopia and Myanmar because of safety concerns.

Overall, the programme reached 29 665 people in 2023 (74 % women, 5 % persons with disabilities, 21 % youth, 76 % refugees or internally displaced persons) exceeding the annual target (25 836 people: 65 % women, 5 % persons with disabilities, 25 % youth, 80 % refugees/internally displaced persons). 18 203 were reached under immediate outcome one through FAL/EFA and life skills trainings, 1 715 under immediate outcome two through vocational or business studies, 1 713 through VSLA/CIGs, and 1 483 under immediate outcome three through activities on social cohesion. Overall, in 2023 78 % of the intermediate outcome, 77 % of the immediate outcome level and 80 % of the output level indicators either reached or exceeded their annual targets which is an improvement from 2022 and shows good progress towards the end of the programme targets.

The programme's global education work consisted of school visits, training of teachers and global educator volunteers, and the provision of training and awareness raising materials for schools reaching altogether 1 034 students and 42 teachers. Further, 14 738 people were reached through different communications and advocacy efforts across operating countries. Communications and advocacy work continued to be challenged both by the Finnish media spaces' focus on the war in Ukraine and the parliamentary elections, as well as the limited communications resources in the Country Offices. The programme focused on utilising FRC's own channels to publish articles and share information about the organisation's work abroad. General public was reached through FRC's webpage, social media channels and newsletters as well as FRC's podcast Welcome to My Backyard.

80 full and part time personnel were employed in the programme in 2023 across Finland, Ethiopia, Myanmar and Uganda. The programme expenses were EUR 3 796 375 with 64% of the costs covered by the Ministry for Foreign Affairs of Finland (MFA), 25% by other institutional donor funds and 11% by private donors. Budget realization rate was 95,5% with 84,8% spent on programme activities.

1. Introduction to the programme

1.1. Programme rationale

Finnish Refugee Council's (FRC) 2022-2025 Strengthening Uprooted People's Resilience (SUPER) programme was developed to respond to the existing challenges in the realization of the human rights of refugees, internally displaced persons (IDPs) and people affected by conflicts. The main challenges faced by the target group include poverty, food insecurity, human insecurity and inter and intra community conflicts, which are created by forced migration, lack of skills and knowledge hindering refugees' and IDPs' ability to cope in their new surroundings, and the negative impacts of climate change on conflicts and on refugees' and IDPs' ability to sustain themselves. Special attention is paid to women and persons with disabilities who are often the most disadvantaged amongst the forcefully displaced and those affected by conflicts. The programme assumes that people's enhanced resilience (i.e. the transformative process of strengthening the capacity of people, and communities, to anticipate, manage, recover and transform from shocks), and their consequent ability to shape their own development and future, are strongly associated with their capacity to take informed decisions and assume active roles at any social level.

2023 was the second year of the programme implementation. The SUPER programme is implemented in three countries: Ethiopia, Myanmar, and Uganda, and the **programme's goal** is *"To contribute to an inclusive, peaceful, and safe co-existence between people uprooted from their homes by conflict, violence, persecution, discrimination, poverty and climate change and host communities in protracted refugee crisis (Ethiopia and Uganda) and in fragile post-conflict (Myanmar) contexts"*. This goal will be achieved by strengthening key aspects of resilience (**intermediate objective**: *"Target women and men and girls and boys from refugee and host communities and target Community Based Organisations (Women groups, Common Interest Groups and VSLAs) have enhanced their resilience"*) which in the programme is understood to be built namely on individuals' basic skills and knowledge, their economic opportunities, and safe and peaceful living conditions. The enhanced individual resilience is further expected to strengthen the target group's networks and relationships and ultimately the effectiveness, inclusivity and peacefulness of wider societies. Changes in the different building blocks of resilience are tracked through progress against immediate outcome level objectives:

- **Immediate Outcome 1:** *Learners from target groups improved their capacity and skills by actively participating to diverse courses on functional adult literacy, small business management and financial literacy, language (other than mother tongue) and life skills.*
- **Immediate Outcome 2:** *Economic opportunities for target groups expanded.*
- **Immediate Outcome 3:** *Target groups and individuals supported to peacefully resolve inter- and intra- community conflicts.*

1.1.1. Implementation context

Ethiopia is the third largest refugee host in Africa sheltering more than 930 000 people in 2023¹. The SUPER programme is implemented in Addis Ababa and in Gambela Region in Ethiopia targeting urban and rural refugees and host community members. In 2023 recurrent conflicts between ethnic groups were encountered across the country including in Gambela where FRC operations were put on hold for two months (June-July) due to the

¹ Ethiopia Refugee Crisis: Aid, Statistics and News | USA for UNHCR (unrefugees.org) cited on 9.8.2024

violence. Besides the ethnically motivated conflicts within the country Ethiopia also continued to be affected by the external conflicts in Gaza, Ukraine, and the neighbouring Sudan. The war in Gaza and in Ukraine continued to affect the availability of food and the funds allocated for humanitarian response which continued to decline. Only 36 % of the Ethiopia Humanitarian Response Plan was covered in 2023² and Ethiopia was identified as one of UNHCR's 15 most underfunded operations of 2023³. The ongoing Sudan crises resulted in massive displacement to the neighbouring region with more than 35 000⁴ Sudanese refugees as well as returnee Ethiopians seeking refuge in Ethiopia further increasing the need for humanitarian response within the country.

Besides the internal conflicts the programme implementation in Ethiopia was challenged by the four-month long suspension of food aid starting from the end of May 2025 and affecting more than 20 million emergency relief food aid recipients across the country. The suspension decided by USAID and WFP was due to a widespread fraud which was discovered in the relief food aid distribution. The food aid cut severely impacted the affected households, including refugees, with more people pushed into extreme poverty, facing acute malnutrition and starvation, as well as increased temporary repatriation.

On the positive note the Government of Ethiopia reviewed its Refuge Proclamation (Proclamation 110/2019) in 2023 which resulted in the government starting to provide work permits for incentive workers in refugee camps and non-camp urban refugees who have attained skills training. This was an important step towards enhancing the economic opportunities of all refugees in Ethiopia and positively affects the ability of the refugees trained under the FRC programme to engage in employment in Ethiopia. Further the Government of Ethiopia gave pledges⁵ in the 2023 Global Refugee Forum on climate action, human settlement, inclusion of refugees into existing national systems, private sector engagement, access to land, digital connectivity, and access to documentation, which when implemented will further improve the rights of refugees in Ethiopia.

The SUPER programme is implemented in Kachin and Kayah States in **Myanmar** amongst internally displaced persons, returnees and host communities. The SUPER programme operations were extended to Kachin where FRC had already prior operations in 2023 due to the instable situation in Kayah State. Myanmar has a long history of ethnic-based and political conflicts and violence which have continued to escalate ever since the coup d'etat in 2021. The political instability remained persistent throughout 2023 amidst the escalation of armed conflicts across the country between the State Administration Council (SAC), People's Defence Forces (PDF) and the different ethnic armed organizations (EAOs). The military rule which was originally announced in 2021 was extended again in 2023. The prolonged violence and political instability continue to weaken the country's economy, the provision of public services and the public infrastructure. The humanitarian needs continue to increase with every new year of the unresolved conflict while due to the complex political context, the SAC implemented limitations on the civil society, including on the humanitarian and the development organizations, as well as the focus of the international community on the ongoing wars in Ukraine and Gaza, support from international actors is declining. In 2023 37 % of the

² [Ethiopia 2023 | Financial Tracking Service \(unocha.org\)](#) cited 3.5.2024.

³ <https://reporting.unhcr.org/underfunded-report-implications-underfunding-unhcr%E2%80%99s-activities> cited 3.5.2024.

⁴ [Ethiopia: UNHCR Operational Update, August 2023 - Ethiopia | ReliefWeb](#) cited 3.5.2024.

⁵ [2023 Global Refugee Forum - Government of Ethiopia Pledges - Ethiopia | ReliefWeb](#) cited on 9.8.2024

Myanmar Humanitarian Response Plan⁶ was funded while the number of IDPs passed 2 million for the first time in December 2023⁷.

In Kayah State, the security situation remained tense throughout the year with sporadic armed clashes between the SAC and the alliance of Karreni Army (KA), Karenni Nationalities Defence Force (KNDF), and People's Defence Forces. The most destructive attacks were witnessed in November 2023 as part of the "Operation 1111" a coordinated attack between the KNDF and other EAOs against the SAC. The attack and the fighting which followed forced FRC to evacuate its staff from Kayah State and to pause implementation and monitoring activities for the remainder of the year. The SAC systematically restricted the flow of food, goods, medicine, and aid items from Kayah State capital Loikaw to the more remote areas in the State throughout 2023 and imposed a martial law in selected townships in February 2023. The violent conflicts have claimed the life of civilians and more than 111 000 people are internally displaced within the Kayah State⁸ besides which both public and private infrastructure has been destroyed. Economic activity in Loikaw as well as farming in the countryside has been disrupted and the prices of basic food items have increased dramatically. Further the continued presence of armed groups and the ongoing violence negatively affect the delivery of humanitarian aid and the implementation of development initiatives. Security forces significantly increased the number of checkpoints and intensified security measures at the exit points of Loikaw in 2023 to maintain control over individuals entering and exiting the town. Both local and international humanitarian organizations encountered significant limitations and obstacles in carrying out their work due to the security situation, increased border control and inflation. INGOs and local CSOs continued to adopt a low-profile modality for their operations, but there were substantial gaps in the aid delivery.

The security situation in Kachin remained unstable in 2023 with random artillery fire and fighting between the Myanmar Armed Forces and the Kachin Independent Army. Two critical roads between Mandalay and Myitkyina were frequently blocked by the armed groups affecting the prices of basic commodities including food and fuel as well as severely hindering humanitarian access and assistance in most areas. Telecommunications and internet services were extremely unreliable, with limited or no access in some areas, hampering all communication, including between humanitarian partners. People in Kachin continued to face new and multiple displacements, with returns hindered by the presence of the armed actors, destruction of homes and property, presence of unexploded ordnance and security concerns. Increases in human rights and humanitarian law violations and forced recruitment were reported in areas most affected by the conflict and are expected to continue as civilians remain at-risk.

Uganda continues to rank as one of the world's largest refugee hosts with 1,6 million refugees and asylum seekers. In 2023 alone Uganda received around 119 500 new refugees and asylum seekers.⁹ Majority of the refugees arrive from neighbouring South Sudan and the Democratic Republic of Congo. The SUPER programme is implemented in refugee settlements and near-by hosting communities in Adjumani, Kikube, Isingiro, and Kyegegwa Districts in Uganda.

⁶ Myanmar: Humanitarian Response Plan 2023 - Year-End Dashboard (Jan - Dec 2023) - Myanmar | ReliefWeb cited 3.5.2024

⁷ 240122 Myanmar displacement overview.pdf cited 9.8.2024

⁸ 240122 Myanmar displacement overview.pdf cited 9.8.2024. In addition to this people from Kayah State are displaced outside the State.

⁹ 5.1.1 Annual Results Report (unhcr.org) cited 9.8.2024

Declining international development and humanitarian funding is one of the most significant challenges which continues to impact the refugees and host community members in Uganda. 35 % of the Uganda Refugee Response Plan 2022-2023 was funded by the end of 2023¹⁰. Like Ethiopia, Uganda was within the 15 most underfunded UNHCR operations in 2023.

The increasing refugee population together with the continued strain on wheat caused by the war in Ukraine exerts significant pressure on Uganda's food security. The situation was made even worse in 2023 due to the food and cash prioritization conducted by the World Food Programme together with UNHCR and the Office of the Prime Minister (OPM) in all Uganda's 13 refugee settlements as a response to the inadequate financial resources. Food rations and cash support were reduced, and the number of aid recipients was likewise cut because of the prioritization¹¹. The prioritization has reportedly increased temporary repatriation, thefts, and other negative coping mechanisms, even suicides, amongst the refugees. Further the changes in climate conditions continues to strain household level food security. Less rain than expected was received in 2023 which affected both the growing seasons and the well-being of livestock. The limited availability of farming land continues to be the negative consequence of Uganda's generous refugee policy. This creates even more challenges for the refugees' food security, and to peaceful coexistence within the settlements and between refugees and the host communities. Although the security situation in FRC operation areas remained relatively good during 2023 a number of violent and terrorist attacks were recorded across Uganda. Most of the attacks are related to the operations of the Allied Democratic Forces rebels in the Western part of Uganda.

2. Stakeholders

2.1. Right-holders

The SUPER programme targets refugees, internally displaced persons, and vulnerable host community members in the three implementing countries. Both women and men are targeted although in all activities special attention is given to the inclusion of women (target: 65 % of all participants are women). The programme further targets youth (18-24) who should make at least 25 % of all the direct participants. Adults (25-59) and elderly persons (60+) make up the remainder of the target group. Children benefit from the implementation indirectly through their parents' improved skills and economy. Other vulnerable groups such as persons with disabilities are also particularly considered in the implementation (at least 5 % of all participants should be persons with disabilities).

Refugees living in camps/settlements and urban settings

Majority of the people reached by the programme in 2023 were refugees living across Uganda and Ethiopia. In Uganda majority of the refugees the project has worked with were South Sudanese and Congolese, while in Ethiopia majority of the refugees were South Sudanese and Eritreans. The refugees have directly benefitted from functional adult literacy (FAL), English for adults (EFA), livelihoods, vocational and business skills

¹⁰ Uganda Country Refugee Response Plan (UCRRP) 2022-2023 - Q4 2023 Funding Update - Uganda | ReliefWeb cited 3.5.2024

¹¹ According to the prioritization policy refugees are assigned to three vulnerability levels where category 1 (the most vulnerable, consisting 14 % of all refugees) receive 60 % of WFP standard rations, category 2 (moderately vulnerable, consisting 82 % of all refugees) receive 30 % of the WFP standard rations and category 3 (self-sufficient, consisting 4 % of all refugees) receive no support.

trainings, the village saving and loans associations (VSLAs) and the common interest groups (CIGs) as well as from the work of the peace committees and leadership training. The different learners participated in deciding the training times and venues as well as building learning shelters from materials provided by FRC. The learners also participated in providing feedback on the courses and their trainers/facilitators. As part of FRC's FAL and EFA training model, the course facilitators were also refugees or host community members living in the target communities. In addition to conducting the trainings the facilitators participated in mobilizing trainees, developing teaching, and learning materials, and assessing the learners' progress. The programme also worked with refugee representatives and leaders including camp leaders, to identify training participants and facilitators as well as implementing locations, and to raise awareness on different activities and rights including the importance of education for adults. Further refugee leaders were trained under the Immediate Outcome area 3 on leadership and human rights.

Internally Displaced Persons

Majority of the people reached by the programme directly in Myanmar were internally displaced. In Myanmar the IDPs received vocational training and support for employment, as well as IDP youth groups were supported to organize themselves and to conduct small community development projects. The IDP camp committee members were involved in engaging youth to the youth groups and to support their work.

Host communities

20 % of all the direct participants should be from the host communities across the operating countries. Host community members, especially those from vulnerable groups, in Uganda, Myanmar and Ethiopia were included in the different trainings as learners, and as facilitators of the FAL and EFA courses in Ethiopia and Uganda. Host community members in Uganda also joined in the VSLA and CIG groups, the business skills groups, the peace committees and leadership trainings. Also, different leaders and representatives from the host communities were involved in the activity planning, participant identification, and awareness raising activities.

2.2. Local Partners

The SUPER programme is implemented partly with local partner organizations in all implementing countries. In **Ethiopia** the programme worked with Opportunity Industrialization Center-Ethiopia (OIC-E) to deliver vocational training on hairdressing and beautification, with Sr. Yemisrach TVET to deliver to vocational training on home-based care, and with Cool design to deliver fashion design and tailoring training to refugees and vulnerable host community members in Addis Ababa. In **Myanmar** the programme worked with a local non-governmental organization (NGO)¹² to conduct 21st Century skills trainings to the target youth groups and to support the operations of the youth groups. The programme also partnered with another local NGO and private professionals to provide vocational education on construction, sewing, handicraft, and computer and office administration. In **Uganda** activities related to enhancing social cohesion were implemented together with the Justice and Reconciliation Project (JPR). JPR is responsible for implementing and monitoring activities around peace committees and community dialogues.

¹² The names of the partner organizations in Myanmar are not shared in the public report for safety reasons

2.3. Other Key Stakeholders

Central and Local Authorities and government institutions

Different central and local authorities and government institutions were the SUPER programme's key stakeholders in all the implementation countries. In **Ethiopia** the programme worked with the Ethiopia government's counterpart to UNHCR Ethiopia, the Refugee and Returnee Service (RRS) for permits to operate in the refugee camps and host community kebeles and ensuring license to construct learning facilities, for security, and for coordinating the response in the camps. RRS also conducted monitoring on the SUPER programme implementation, provided technical guidance and support for vocational activities conducted in Addis Ababa, and helped to facilitate meetings with refugee representatives. The programme also worked with the Refugee Central Committee (RCC) in the different camps to raise awareness on the upcoming trainings, select programme participants, recruit facilitators and child minders for the trainings, identify learning spaces, and to ensure the safety of FRC staff and programme participants. In Gambella the programme worked with the Gambella Education Bureau and the Gambella education college to review, contextualize and validate the FRC FAL and EFA curricula for use in Ethiopia, as well as to translate and contextualize learning materials such as storybooks. The programme also collaborated with the Gambella Region Education Office, the Gambella College of Teacher Education and the Health Science to revise the financial literacy component of the FAL curriculum. Further in Gambella the programme established a relationship with the Metu Hospital for medical assessments to provide assistive devices for relevant programme participants. In Addis Ababa the programme worked with the Bureau of Labor and Social Affairs to select participants for the vocational trainings and to facilitate background discussions with host community representatives. In **Uganda** one of the key stakeholders is the Office of the Prime Minister (OPM) which coordinates and monitors all the work in the refugee settlements. The programme also worked with the District Local Governments for coordination and planning and monitoring, especially for agricultural activities. District Governments were also partnered with for coordinating different interventions in the settlements and ensuring that the programme activities are in line with the district and national plans. In the settlements the Refugee Welfare Councils were one of the key partners for planning and monitoring field activities. In **Myanmar** the programme worked with the State Government to acquire permits to implement vocational training in Kayah as well as with a formal education institution¹³ to acquire state level approval for FRC vocational operations in Kachin State.

NGOs, INGOS, CBOs, UN agencies

In all countries the SUPER programme participated in thematically relevant coordination and working groups at local and national/regional/state levels including education, livelihoods and protection coordination and working groups usually led by UN agencies or government instances. In **Ethiopia** one of the key partners was UNHCR who the programme collaborated with for technical support, monitoring, and coordination. The programme collaborated also with Plan International and Save the Children to access learning spaces for the FAL and EFA trainings as well as with OXFAM for the installation and maintenance of water points in the learning venues. Further the programme worked with HelpAge to provide training on protection to the childminders and facilitators supporting FAL and EFA learners with children as well as with Danish Refugee Council and Natural Resource Development and Environmental Protection to provide tree seedling

¹³ Name not shared for security reasons in the public report.

to FAL and EFA graduates and instructors. Through consortium with the Danish Refugee Council and Humanity Inclusion the programme has expanded the activities in Gambella. UNHCR also played a critical role in the programme implementation in **Uganda** mainly through their role in coordinating interventions in the settlements. The programme also worked with UNHCR's lead partner on environmental issues in Kyangwali settlement, Nsamizi Training Institute of Social Development, in acquiring trainers and resources on building energy saving stoves, in briquette making and apiculture as well as providing tree seedlings for CIGs. In **Myanmar** the programme worked with local organizations to provide internship opportunities for vocational learners in computer and office administration, as well as with Disabled Persons Organizations (DPOs) to share knowledge about the vocational training amongst persons with disabilities.

3. Results

3.1. Impact: To contribute to an inclusive, peaceful, and safe co-existence between people uprooted from their homes by conflict, violence, persecution, discrimination, poverty and climate change and host communities in protracted refugee crisis (Ethiopia and Uganda) and in fragile post-conflict (Myanmar) contexts.

Indicators	Baseline	Programme target
At country level refugees and host communities have improved access to their rights and livelihoods opportunities	<p>Myanmar: % of population living under the poverty line</p> <p>Number of newly displaced people.</p> <p>Uganda: Changes to food ratios to refugees.</p> <p>% of refugees and host community members living under the poverty line</p> <p>Ethiopia: Refugees have restricted rights to work and livelihood opportunities¹⁴</p> <p>Dependence on food aid is high</p> <p>Reduced food aid ratios</p>	Positive changes in the baseline situation
Development in target countries towards SGD 2030 targets	NA	Positive change considering the national progress against SDGs 1,2,3,4,5,6,7, 8,9,11,12,13,14,15,16).

Table 1. Impact indicators.

The SUPER programme aims to contribute to *an inclusive, peaceful, and safe co-existence between people uprooted from their homes by conflict, violence, persecution, discrimination, poverty and climate change and host communities in protracted refugee crisis (Ethiopia and Uganda) and in fragile post-conflict (Myanmar) contexts* by enhancing the uprooted and host community members' resilience through the improvement of their

capacities and skills on literacy, financial literacy, business management, and life skills, expansion of their livelihood opportunities, and through strengthening their ability to peacefully resolve inter- and intra- community conflicts¹⁵.

The programme's achievements at the impact level will be monitored using the impact level indicators (table 1) at the end of the programme in 2025. However in comparison to the baseline situation there were reductions to the food aid provided to the refugees in Uganda and temporary pause to the food aid provision for refugees in Ethiopia in 2023 as explained in chapter 1.1.1. which have worsened the refugees access to livelihood opportunities and weakened the general realization of their rights. Dependency on food aid also continues high especially amongst the refugees in Ethiopia. On a positive note there was some improvement in the access to formal employment opportunities for refugees in Ethiopia because of the Government of Ethiopia reviewing its Refugee Proclamation in 2023 (see chapter 1.1.1. for more information). In Myanmar the number of internally displaced persons continued to rise especially after the Operation 1111 in November 2023 (see chapter 1.1.1.). The country's economic situation continues dire because of the insecure political and safety situation and the international sanctions.

At the national level the programme contributes to the implementation and achievement of several government and other official plans and policies. In Ethiopia, the programme contributes especially to the implementation of the Comprehensive Refugee Response Framework, and the Gambella Regional State strategic objective of improving literacy and numeracy skills. In Myanmar the programme contributed particularly to the implementation of the third strategic objective of the 2023 Myanmar Humanitarian Response Plan "At least 2 million displaced, returned, stateless and other affected people have safe, tailored, timely and dignified access to essential services and support to ensure their survival and prevent deterioration of their humanitarian needs" through the programmes work on promoting secure livelihoods amongst IDPs. In Uganda the programme contributes to the implementation of the Office of the Prime Minister's Settlement Transformation Agenda (STA) II (2022-2027) which aims to achieve self-reliance, local settlement for refugees and promoting social development in refugee hosting areas, while protecting national and local interests. The STA II has six pillars looking at: land management, sustainable livelihoods, governance and the rule of law, peaceful coexistence, environmental protection, community infrastructure and access to social services, most of which the SUPER programme contributes to.

Besides the results under the SUPER programme which can be fully attributed to the MFA funding, and which are reported in chapters 3.2. to 3.5., **FRC has achieved the following results in 2023 which the MFA funding has contributed to** through the use of joint personnel as well as joint teaching and other programme implementation resources:

In Myanmar FRC worked with a local women's right NGO to mitigate the impacts of gender-based violence (GBV) in a UNFPA funded project by **providing GBV prevention and response services** such as 21st century life skills training, referrals, safe housing, mental health protection and support services, and awareness raising, **to 4 949 people** (4 301 women, 57 persons with disabilities, 218 young persons and 3 141 IDPs) in Kayah and Kachin States in 2023.

¹⁵ Progress against all the impact, intermediate and immediate outcome and output level indicators at programme and country level can be viewed in Annex 1 to this report.

In Uganda FRC provided financial literacy (FLT) and management training to 61 121 people (32 264 women, 51 329 youth, 266 persons with disabilities) receiving cash support from WFP in a WFP funded project in 2023.

3.2. Intermediate Outcome: Target women and men and girls and boys from refugee and host communities and target Community Based Organisations (youth groups, Common Interest Groups and VSLAs) have enhanced their resilience.

Indicators	Baseline	Target 2023	Result 2023	Programme target	Cumulative result ¹⁶
Overall number of participants	Not applicable	25 836 <i>Women: 65%</i> <i>Youth: 25%</i> <i>PWD: 5%</i> <i>Host: 20%</i>	29 665 <i>Women: 74 %</i> <i>Youth: 21 %</i> <i>PWD: 5 %</i> <i>Host: 24 %</i>	79 880	53 230
Programme participants showing signs of empowerment in their increased resilience capacity related: 1. aspect of life skills 2. social and cultural aspects, communication. 3. psychological aspect, e.g. self-confidence and self-esteem; 4. economic aspect, e.g. improved access to livelihoods opportunities	Participants at level 0 of PoE	55- 70 %	51 - 90%	55-70 %	66 – 87 %
Recorded improvements in social cohesion (inter/intra communities' social interaction)	Not applicable	N/A	Examples provided in the narrative	N/A	Progressing as planned
% of participants to programme activities equipped with skills to improve their economic resilience at the end of the programme	Not applicable	60 %	84 %	At least 60 %	91 %
% of participants to programme activities able to get access/improve income opportunities minimum 6 months after training	Not applicable	40 %	60 %	At least 40 %	60 % (Not measured in 2022)
% of CBOs /community groups supported throughout the programme still active and operational	Not applicable	75 %	Not measured	75 % of 305 CBOs	100 % (in 2022)
% of participants recording Increased meaningful and active participation in their	Not applicable	25 %	88 %	At least 25 %	83 %

¹⁶ Average or total of the 2022 and 2023 results

communities (e.g. to local committees, and the like)					
% of CI group members who adopt climate-smart technologies and practises in their livelihood enterprise.	18 %	50 %	87 %	50 %	87 %
% of participants who put in practice climate adaptation/mitigation measures/practices	28 %	30 %	59 %	30 %	56 %

Table 2. Intermediate Outcome indicators.

The SUPER programme's intermediate objective is that *“Target women and men and girls and boys from refugee and host communities and target Community Based Organisations (youth groups, Common Interest Groups and VSLAs) have enhanced their resilience”*. Progress towards this objective is monitored through nine indicators across the three operating countries (table 2).

In 2023 the programme reached altogether 29 665 people (74 % women, 5% persons with disabilities, 21 %¹⁷ youth, 24 % host community members) through interventions under the three outcomes focusing on improving adults' literacy, numeracy and language skills (immediate outcome one), expanding livelihood opportunities through vocational education, business training and climate-smart agriculture and livelihoods support (immediate outcome two), and ensuring the peaceful resolution of inter-and intra-community conflicts (immediate outcome three). The overall reach includes 971 people (668 women, 576 refugees/IDPs, 105 persons with disabilities) reached through three other programmes in Uganda, Ethiopia and Myanmar that shared costs with the SUPER programme¹⁸ and 1400 (709 women, 13 persons with disabilities) people reached for emergency lifesaving cash assistance in Kayah Myanmar as a result of the intensified fighting after the Operation 1111 in November¹⁹ (see Annex 2 for a separate report on the lifesaving assistance). The programme exceeded its annual target (25 836) due to more people than planned reached in Uganda and Ethiopia. In Ethiopia more FAL and EFA learners were enrolled in the 2023-2024 cohort than planned to make up for the delayed start of the implementation in 2022 while in Uganda the programme reached more people than planned through the community dialogues implemented by leaders trained for improved social cohesion (see chapter 3.5.). The refugee settlements in Uganda held leader elections in 2023 which also affected the number of leaders to be trained by the programme. Besides meetings its annual target the programme is also progressing well in comparison to its end of the programme target for its overall reach (79 880). There are some variations from target in the disaggregated target groups which will be addressed in more detail in chapter 3.6.

The programme assumes that the three immediate outcome areas represent key aspects contributing to resilience, namely individuals' skills and knowledge, economic opportunities, and peaceful living conditions. The programme's theory of change therefore assumes that the successful implementation of activities under all the three immediate programme outcomes leads to the strengthened resilience of the target groups i.e. their improved abilities to cope with and recover from shocks and this in turn contributes to a

¹⁷ Age disaggregation was not captured for the FAL and EFA learners in Ethiopia

¹⁸ 500 through funding from the Bureau of Population, Refugees, and Migration (BPRM) in Ethiopia, 28 through Livelihoods, and Food Security Fund (LIFT) in Myanmar and 443 through a private major donor in Uganda.

¹⁹ See chapter 1.1.1. for more information on the Operation 1111. Part of the programme funding was reallocated for the lifesaving assistance with the donor approval.

more inclusive, peaceful, and safe co-existence between forced migrants and host communities. The main ways for the programme to monitor its effect on resilience is to look at the positive changes in the different aspects of the direct participants' lives namely their life skills, social and communication skills and practices (social and cultural aspect), as well as in their psychological and economic well-being. These positive changes are measured and monitored through an observation-based tool developed by FRC called the Pathways of Empowerment (PoE) where progress in the different aspects is recorded as per the participants own reflections and implementing staffs and volunteers' observations on how the programme has affected the target group's life. According to the PoE observations in 2023 **51 %- 90 % of the direct participants showed signs of empowerment in the four aspects (target 55- 70 % show signs of empowerment)**. Projects collect end of the year PoE data on all the direct participants using different levels of empowerment, the highest of which are: level three (attitude change), level four (behavior change) and level five (sustained change) marking what percentage of the participants have attained change on the highest of these levels for all the aspects. The highest attained level of empowerment depends on the length of the programme activities. The range of the achieved change in 2023 is somewhat wider than target in that both more people than planned have experienced positive change in the highest scoring aspects (90 % on average have experienced positive change on the highest scoring aspects in comparison to the target of 70 %) and slightly less people have experienced positive change in the lowest scoring aspects (51 % on average have experienced positive change on the lowest scoring aspects in comparison to the target of 55 %). In comparison to the 2022 results as well there seems to be more variance in the range of change experienced on average (in 2022 75-84 % showed signs of empowerment). The decline in the lowest levels of change in 2023 was due to the low figures reached for the economic empowerment aspect amongst the participants in Myanmar (only 25 % showed signs of economic empowerment at level 3), the vocational learners in Ethiopia (46 % showed signs of economic empowerment at level 5) and the business skills participants in Uganda (49 % showed signs of economic empowerment at level 5) as well as for the self-esteem changes for the vocational learners in Ethiopia (31 % had experienced positive change). Overall, across the different countries and participant groups the least people recorded change in the economic empowerment aspect (on average 63 %). The PoE endline data is collected immediately after the end of the activity implementation which is often too soon for the vocational and business skill learners to experience significant change in their income levels and economic empowerment. Further the low results in the economic empowerment can reflect the challenging economic conditions in the different contexts as caused by the conflicts (in Myanmar), the food aid cuts (in Uganda), and the limited access to work permits and start-up capital especially for the refugee vocational learners in Ethiopia. In 2023 the highest levels of empowerment were recorded on the self-esteem of the refugee and host community leaders and peace committee members who were trained on leadership and social cohesion (100 % indicated having improved self-esteem). Across the countries and participant groups the PoE aspect on which most participants experienced change was the participation and social cohesion aspect (on average 81 % had experienced positive change) followed by the life skills aspect (on average 79 % had experienced positive change).

Under the **life skills** aspect the participants are expected to show positive changes related to personal health, hygiene and nutritional knowledge and practices because of the new literacy skills (FAL and EFA), new knowledge gained in the functional literacy training, positive peer pressure, and increased income generated from the CIGs, vocational and business training. The life skills aspect also captures the changes in the knowledge and

understanding of the trained refugee and host community leaders and peace committee members on human rights, rules of law and legal obligations. Both the trained leaders and the peace committee members showed significant improvement in their understanding of human rights, legal obligations, rule of law and problem-solving skills from an average of 28 % who were aware of these at the baseline to the on average 80 % who indicated being aware of these at the end of the year. The most typical changes recorded in the life skills aspect of FAL and EFA learners both in Ethiopia and Uganda were the learners' improved ability to correctly interpret medical prescriptions, vaccination cards and to read medical appointment information as well as to understand expiration dates and the causes of typical diseases. For example, 83 % of the FAL learners in Uganda could read and understand medical prescriptions at the end of the course (baseline 17 %). Parents also mentioned how their improved literacy skills had allowed them to support their children's education more as they were now for example able to correct their children's homework. Many of the rightsholders also showed changes in their personal hygiene. In Myanmar 89 % of the young vocational skills trainees started to regularly wear clean clothes and had clean hair and hands as the activity implementation progressed. Further 66 % of the monitored CIG members in Uganda had constructed pit latrines or drying racks and 96 % had started their own vegetable gardens because of the programme implementation.

Under the **social and cultural aspect**, the participants are expected to become more active citizens as well as to show improved social cohesion, and reduced violence within families, and within and between different ethnic groups because of the collaboration skills learned from participating in the different programme activities with people from different backgrounds, the increased knowledge on rights and conflict resolution, and improved self-confidence. The social and cultural aspect also captures changes in the participants' attitudes and behavior related to negative cultural practices or traditions as well as changes in gender roles. In 2023 some of the women FAL, EFA and vocational learners mentioned that they had been able to take on new responsibilities around livelihoods at home because of their new skills and improved self-confidence. A female member of a peace committee in Uganda also shared how training women as part of the peace committees had impacted the role of women in the community: *"Before our role as peace committee members, women have never had chance to stand up and talk on issues of marriage in our community, that is a no-go zone for a lady, but now with the training we have women who are part of peace committees and can make a conclusive decision on any matter."* The FAL, EFA and vocational skills learners also showed positive changes in 2023 in their pursuit of different leadership positions and their level of activity in community engagements. There was an improvement in how different participant groups related to each other as well. For example, in Ethiopia several of the Eritrean vocational skills participants mentioned the importance of meeting both other Eritreans and creating friendships with Ethiopians through the course.

Within the **psychological aspect** the participants are expected to feel more confident about themselves and their abilities as well as more hopeful about their future because of the new skills gained and the relationships created through the programme activities. The group aspect of all the trainings has been observed to provide the participants, especially those affected by violence, the opportunity of receiving peer support as well as the feeling that they are doing something concrete and positive for themselves, their families and communities. One of the notable changes in the vocational skills participants in Ethiopia in 2023 was that many mentioned an improved sense of hope for the future because of the training. The situation of urban refugees is challenging in Ethiopia given the cultural bias and administrative and language challenges. Many of the FAL and vocational training

participants also mentioned how the new skills had helped them to become more independent and self-confident. It was notable that all the supported peace committee members and trained refugee and host community members in 2023 mentioned improvements in their self-confidence. The changes recorded amongst them related for example to the level of confidence the peace committee members showed in public discussions and events.

Under the **economic aspect** the participants are expected to have an increased standard of living and to be able to meet their basic needs by utilizing the numeracy, vocational and business skills and knowledge they have received through the different courses and trainings as well as the improved saving practices and climate-smart agricultural knowledge gained by the CIG members. As a result of the improved numeracy skills that the FAL and business skills learners gained in Ethiopia several of them mentioned now being able to save money, as well as being able to correctly record sales and purchases. The ability to understand numbers has a significant impact on many of the refugees' financial situation as they are less likely to be cheated in the markets. For example, 77 % of the EFA learners mentioned now being able to sell their agricultural products with correct price also in English language.

Besides some of the positive changes mentioned above in the social and cultural aspect of the target group's empowerment the programme **recorded also other improvements in social cohesion i.e. the positive social interactions between and within different community groups during the programme implementation in 2023**. For example, in Uganda the rightsholders noted a reduction in conflicts within and amongst the communities and an enhanced appreciation of peaceful co-existence during the year. One of the main origins of conflict in Uganda is the limited land resources which often puts the refugees at a disadvantage. During 2023 it was observed that the host community members were more willing to share some production resources such as land with modest costs with the refugees which is an important improvement from the social cohesion, peace, food security and income generation perspective for both refugees and host community members alike.

Most of the programme's target groups have had limited social engagement in their communities either due to prevailing gender practices, prejudices against different ethnic groups or the lack of proper skills and resources. **In 2023 88 % of the programme participants recorded increased meaningful and active participation in their communities as measured through the PoE and partner self-assessments (target 25 %)**. The variance from the target comes from changes in counting the indicator since the programme planning phase. Originally the indicator was meant to be counted as the change in the meaningful and active participation whereas the indicator has been monitored for the proportion of people engaged in meaningful and active participation. The overall target will be revised accordingly to reflect the change in the monitoring. The indicator shows positive development from 2022 when 78 % of the programme target group recorded meaningful and active participation in their communities. In Uganda the target community members had increased their attendance to community development activities, taking up leadership positions in the community as well as women had taken up new decision-making roles within their households. Especially the new language skills and the self-confidence gained from the FAL and EFA courses and the course related discussions around gender roles helped to enhance the target groups' participation at household and community levels. In Myanmar the vocational education learners as well as the youth group members reported engaging more (regularly) in community meetings

(from 21 % who did not attend to community meetings at all at the beginning to 3 % who did not attend to community meetings at all at the end). The youth also indicated participating more actively to the decision-making in the community meetings. In Gambela Ethiopia the FAL and EFA learners likewise indicated taking more active part in community meetings and in voting because of their improved reading and writing skills.

Besides the positive impacts the SUPER programme's training and capacity strengthening activities have had on the community level participation and active citizenship the programme also aims to strengthen the civil society through supporting the establishment and operation of different community groups such as the VSLAs/CIGs and peace committees in Uganda and the youth groups in Myanmar. The programme aims to monitor **the percent of the supported groups that are active and operational** after the end of the programme-related support to assess the groups' sustainability. However, the situation of the youth groups established and supported in 2022 were not monitored in Myanmar in 2023 due to different issues. Based on informal assessment with the supported youth groups they however have not been able to find additional funding to continue community level operations since the SUPER programme support ended in 2022. The situation of the VSLAs, CIGs and peace committees supported in 2022-2023 were not monitored yet in 2023 as activities with the same groups continued until early 2024.

The programme improves the targeted IDPs', refugees' and host community members' economic resilience through developing their capacities on literacy, numeracy, financial, business, vocational and other professional skills. **In 2023 84 % of the participants to programme activities under outcomes one and two were equipped with skills to improve their economic resilience (target 60 %).** This figure includes those who have graduated from the FAL and EFA training²⁰, those who have completed the vocational and business skill training, as well as those VSLA/CIG group members with improved financial assets or income as the programme assumes that both the basic reading, writing and numeracy skills as well as the business, vocational and other professional skills improve the right-holders ability to manage their personal finances as well as increase their opportunities around sustainable income generation. Although the indicator has exceeded its annual target the results have dropped from 2022 when as many as 97 % of the programme participants were equipped with skills to improve their economic resilience. This drop in the results is related to the decline in the FAL and EFA graduation level in Uganda (further discussed under chapter 3.3. Immediate Outcome 1) and to more projects reporting the progress on this indicator in 2023 than 2022²¹.

Although there was a decline in the graduation level from the FAL and EFA courses in Ugandan in 2023 the course graduation levels still exceeded the annual targets in both Uganda and Ethiopia with 66 % of the FAL learners graduating in Uganda, and 73 % in Ethiopia, 76 % of the EFA learners graduating in Uganda and 75 % in Ethiopia. There was some variance in the FAL and EFA course completion rate between the disaggregated groups especially in Ethiopia with less men graduating from EFA and more men graduating from FAL than women. All the variances in the results between different participant groups will be addressed in detail in chapter 3. 6.. The business skills course completion rate continues high with 93 % of the learners in Uganda and 88 % in Ethiopia having completed their courses. The business skills course is the shortest of the courses

²⁰ Including from the BPRM funded courses in Ethiopia (65 %), the LIFT funded vocational courses in Myanmar and the computer training learners in Uganda funded partly a private donor.

²¹ FAL and EFA courses in Ethiopia are reported under this indicator in 2023 whereas the results were not yet captured for Ethiopia in 2022 due to the delayed start of the course implementation.

provided under the SUPER programme lasting from three to three and a half months which also positively contributes to the high completion rate. There was a significant difference in the business skills course completion rate between the different disaggregated groups in Ethiopia, with men and persons with disabilities indicating notably lower completion levels than their comparison groups. As many as 96 % of the vocational course learners in Ethiopia and 94 % in Myanmar completed their courses in 2023 further indicating an improvement in their skills to improve their economic resilience. Although the vocational course completion rate exceeded the annual target for all the disaggregated groups in Ethiopia there was a notable difference in the course completion rate of persons with disabilities (77%) and between the host community members (93 %) and the refugee learners (98 %). Although the vocational course completion percentage was high in Myanmar the number of vocational course participants itself was lower than planned due to the worsened security conditions in Kayah State and the suspended operations with one of the government-linked partners. Like in Ethiopia in Myanmar as well there was some variance in the vocational course completion across the different participant groups although the results exceeded the annual targets for all the groups. For example, men's course completion was lower than women's (88% for men and 97 % for women) and persons with disabilities' completion rate was lower than those without disabilities (75 % for persons with disabilities and 95 % for persons without disabilities). Besides the variances in the results between the different participant groups there was also some variation in the course completion between the different course types in Myanmar where the lowest completion rate was for the basic construction course participants (86 %) and the highest was for the basic handicraft course (100 %). This variance is further connected to the above-mentioned variance in women and men's course completion as all the basic construction learners were men and all the basic handicraft course participants were women.

Besides the skills provision through the different trainings in Ethiopia the SUPER programme also supported refugees' employment opportunities by assisting the refugees who acted as peer facilitators for the FAL and EFA courses in Gambela to acquire work permits in Ethiopia. Altogether 20 supported refugees received work permits which will allow them to take up employment outside the refugee camps. The programme team in Ethiopia also supported 46 urban refugees who graduated from the vocational training course in 2022 to receive residential permit IDs which will help them to access formal employment. In Uganda on average 89 % of the people who enrolled to the CIGs had increased access to quality agricultural inputs and technologies, owned productive assets, were running their own businesses or income generating activities, and had the ability to meet sudden expenses from their own savings. The CIG groups have registered high yields in both livestock and crop enterprises because of the adoption of the CSA practices and other good livestock practices which in turn benefit the individual members. For example, 30 % of the poultry and 60 % of the rabbits had been sold by the Adjumani groups by the end of the year with an average profit of 37 500²² Ugandan shillings per unit that is to be divided by the group members. Overall, it was observed that the CIGs involved in crop enterprises performed better than those engaged in livestock as feeding the livestock requires additional investments from the groups and some groups were tempted to sell their livestock before they reached full maturity to cut on the feeding costs. The groups working with livestock will from 2024 onwards undergo more detailed assessment to ensure their ability to maintain livestock and where possible supported to produce food for the livestock themselves.

²² On estimate 9 €.

The SUPER programme also tracks the real changes in the vocational and business skills learners' employment situation as one way of monitoring the economic impact of the programme activities. **60 % of the 2022 and 2023 vocational learners in Myanmar had been able to improve their income opportunities minimum 6 months after completing the training (target 40 %).** The indicator was not yet measured for the vocational learners in Ethiopia in 2023 nor with the business skill learners in Uganda. Although the indicator was not measured yet for the 2022 or the 2023 trainees in Ethiopia it was found that 13 % of the 2023 graduates had been employed or self-employed in business related to the vocation they were trained in and another 14 % had been employed or self-employed in other businesses within a few months after the training ended. 47 % of the graduates sampled in Myanmar had been employed or self-employed in jobs relevant to the vocational training they had received, 28 % had been self-employed in small businesses in general and overall, 60 % had been able to improve their income level. Amongst the programme monitoring data there was a significant difference in the graduate women's and men's improved income with 44 % of the men and 65 % of the women recording improvement, although the result exceeds the annual target for both groups. Also, more of the trained women (50 %) than men (39 %) got employed or self-employed to the vocations they had been trained in by the programme. The reasons for the variance between the genders will be further discussed under chapter 3.6.1.

Most of the vocational trainees who had been employed or self-employed to the vocations they received training in were from the computer and administration course (58% of the women who participated in the course got employed in the sector but none of the trained men did). Further 56 % of the learners trained in basic construction were employed or self-employed in the related fields (all trainees were men) and 49 % of the sewing training graduates found employment or employed themselves in the sector (all trained were women). The employment and income results are particularly good given the very challenging employment and financial situation in Myanmar, and especially in Kayah State from where the graduates were from. The main business sectors in Kayah, agriculture, hospitality and tourism, have been largely affected by the ongoing war and job opportunities are limited besides which the general downsizing is causing especially the entry level salaries to decrease. Access to business financing is likewise challenging due to the limited availability of microfinancing institutes. Although finding sustainable employment in the target locations is challenging for the IDP youth the programme learnt in 2023 that most of the youth are not willing to move for work to neighbouring States for better employment opportunities but prefer to stay close to their families. With the declining salary levels and limited job opportunities illegal and unsafe jobs such as jade mining, sugar cane mining and rare earth mining are becoming more popular amongst the youth, especially men in general, because of their potential for high income.

Besides increased incomes the programme also considers that the adaptation of climate smart technologies in farming activities and at home are also key in creating sustainable economic resilience at community and household level. **87 % of the members of the 60 Common Interest (CI) groups supported in Uganda in 2022 and 2023 are currently adopting climate-smart agriculture (CSA) technologies and practises in their livelihood enterprises (target 50 %).** Besides exceeding the annual target, the indicator also shows great progress from 2022 when 40 % of the members of the same groups indicated using climate-smart technologies and practices in their livelihood enterprises. This achievement shows that the different trainings and material support provided by the programme have been successful in increasing the use of CSA technologies. The technologies adopted by the members include practices such as mulching, intercropping,

and the use of drought tolerant crop types and varieties. **Further, 59 % of the FAL, EFA and business skill learners in Uganda have put in practice climate change adaptation/mitigation measures/practices at home (programme target 30 %).**

Besides exceeding the annual target, the 2023 result shows good progress against the annual baseline (average 28 % for the Uganda learners). The learners reported using briquettes or energy saving stoves as well as planting a variety of at least three types of seasonal vegetables in their own kitchen gardens as examples of climate change adaptation or mitigation measures. The indicator was not yet monitored in Ethiopia in 2023. Climate adaptation and mitigation measures are incorporated into the FAL and EFA trainings through different examples in the reading, writing and numeracy exercises, and the programme also provides training and materials for establishing joint kitchen gardens and training in briquette making.

3.3. Immediate Outcome 1: Learners from target groups improved their capacity and skills by actively participating to diverse courses on functional adult literacy, small business management and financial literacy, language (other than mother tongue) and life skills.)

Indicators	Baseline	Target 2023	Result 2023	Programme target	Cumulative result
Number of participants to the diverse courses provided by the programme disaggregated by refugee/host, gender, age, disability.	Not applicable	8 590	18 203	32 344	38 697
% of learners who have acquired new functional skills (basic ability to read, write and make simple calculations in in their own or other language, i.e. English, small business, rights literacy, life skills etc.)	Not applicable	60 %	71 %	60 %	76 %
% of learners attending more than one course provided by the programme	Not applicable	30 %	13 %	At least 30 %	7 %

Table 3. Immediate Outcome 1 indicators.

The first immediate outcome objective is that *“Learners from target groups (have) improved their capacity and skills by actively participating to diverse courses on functional adult literacy, small business management and financial literacy, language and life skills”*. The outcome objective is intended to be achieved through four outputs: output 1.1. raising awareness on right to education and functional education to primary and key programme stakeholders, output 1.2. revising and tailoring learning material or curricula for learners’ needs and requests, output 1.3. training voluntary peer facilitators/instructors to deliver courses independently, and output 1.4. providing disability and gender inclusive education courses for target people of concern. The activities under the outcome are implemented in refugee settlements/camps and hosting communities in Gambela, Ethiopia and in Adjumani, Kikube, Isingiro, and Kyegegwa Districts in Uganda as well as with IDPs in Kachin and Kayah States in Myanmar. Progress against the outcome objective is

measured through three indicators (table 3). Overall, the programme has progressed well against the immediate outcome one 2023 and the end of the programme indicator targets.

18 203 people (14 644 women, 4 433 youth, 1 006 persons with disabilities, and 14 242 refugees/IDPs²³) participated to the diverse courses provided by the SUPER programme in 2023 (target 8 590) in Ethiopia, Myanmar, and Uganda. The participants consist of the 17 839 first time²⁴ Functional Adult Literacy (FAL) and English for Adults (EFA) learners as well as 334 computer training learners, 245 peer facilitators, and 824 community leaders engaged in mobilizing the learners and facilitators in Ethiopia and Uganda, and the 85 life skills training recipients and 9 community facilitators in Myanmar. The FAL and EFA courses are intended to help illiterate adults to gain functional literacy and numeracy skills either in their local languages or in English for improved resilience and independence. In 2023 FRC provided FAL training in 17 languages (2 in Ethiopia and 16 in Uganda²⁵). The FAL and EFA trainings last from 9 to 11 months and are implemented by FRC trained local facilitators. In 2023 the most learners were reached in Uganda where 15 005 people participated to the FAL and EFA courses while 2 500 learners participated to FAL and EFA courses in Ethiopia. The programme reached more people than planned in Ethiopia to compensate for falling short of the annual targets in 2022 due to delayed start of the programme. More people than planned were also reached in Uganda due to the high demand of the FAL and EFA courses. In Myanmar less youth were trained on life skills than planned because of changes to the local context and Country Office plans during the year (195 learners against targeted 300). The food aid cuts in Uganda and Ethiopia had significant impact on the FAL and EFA course implementation and on the learners' attendance to the courses as refugees used more of their time in searching for alternative sources of income and food with some even returning to their countries of origin for better food and income. The course implementation was further halted for 45 days around Q3 2023 in Ethiopia because of the increased violence between ethnic groups in Gambela. All the planned lessons were however completed by the end of the reporting period. Besides the contextual challenges the high turnover of the peer facilitators continued to be a challenge for the course implementation in both Uganda and Ethiopia due mostly to the low remuneration provided to the facilitators. In Ethiopia the programme trained assistant peer facilitators who shadowed and supported the main peer facilitators in the course delivery as one way of mitigating the effects of the facilitator turnover. The long distance from the learning centres located in the refugee camps was observed to be another obstacle for the host community learner's attendance in Ethiopia. To respond to this issue the programme has adopted a community-based approach for setting up temporary learning shelters closer to the target communities in 2023 in comparison to conducting lessons in established buildings further away from the learners.

13 % of all the learners attending to trainings under Outcome 1 attended to more than one course provided by the programme (target at least 30 %). The indicator tracks the percentage of learners who have enrolled to more than one training implemented under the SUPER programme during the lifetime of the programme meaning that the learners can have participated to other courses either in 2022 or have participated to multiple trainings provided by the SUPER programme in 2023. The indicator has progressed from 2022 (1 % of all learners attended to more than one training) as anticipated but is still behind both the annual and the programme targets. The indicator

²³ Data on youth not collected in Ethiopia. Likewise facilitators have not been disaggregated by host/refugees.

²⁴ First time meaning that they are part of the cohorts that started in 2023. The cohorts typically go across two years (first cohort of the programme extending from 2022 to 2023 and the second cohort from 2023 to 2024).

²⁵ Nuer as a training language in both countries

progress is expected to improve gradually until the end of the programme. Most of the learners who have participated to multiple courses are former FAL learners who having gained the basics skills in numeracy and literacy in their native language join the EFA or business skills courses as the FAL course provides necessary basic skills often required in learning foreign languages as well as working with numbers.

71 % of the FAL and EFA learners acquired new functional skills in 2023 (target 60 %) in Ethiopia and Uganda. The indicator is measured by counting the percentage of enrolled learners who graduated from the learning courses. This figure also includes the FAL learners who graduated under the BPRM funded project implemented together with Danish Church Aid and Humanity and Inclusion in Ethiopia. Of these 500 learners 65 % graduated from the course. Although the indicator exceeded the annual target the result has dropped from 2022 when 81 % of the learners graduated. This difference is mostly because of rolling out a standardised end of course examination to the FAL learners in Uganda which affected the FAL learners' graduation in Uganda. In previous years the FAL instructors have each given their own end of course examinations to their learners but as of 2023 a standard examination was developed by an external consultant to further enhance the reliability of the monitoring data. Even though the graduation level dropped in Uganda from 2022 the graduation level for both FAL (66 %) and the EFA (76 %) courses were still however well above the annual target (60 %). There was some variance between the graduation from FAL and EFA courses in both Uganda and Ethiopia with the graduation level for EFA learners being somewhat higher in both countries although in Ethiopia the difference was not significant (73 % of FAL and 75 % of the EFA learners graduated in Ethiopia). This can be partly explained by the higher level of motivation of the EFA learners as many of the EFA learners are previous FAL learners who have wished to continue learning a second language. There were also significant differences in the graduation level of women and men in both countries in that men had a higher level of graduation from FAL courses in Ethiopia (100 % of men and 73 % of women graduated although it should be noted that only 2 % of the 2022-2023 FAL learners were men), while graduation level was higher for women than men from the EFA courses in Ethiopia (62 % for men and 76 % for women). Still on the contrary graduation level was higher for men than women from the EFA courses in Uganda (74 % for women and 80 % for men). There was also a significant difference in the graduation of different age groups in both EFA and FAL courses in Uganda in that youth had a higher graduation level (70 %) from the FAL courses than adults (64 %) and the elderly (65 %) while the elderly had a clearly lower graduation level from the EFA courses (69 %) than the youth (77 %) and adults (76 %). The reasons for the differences between the results of different groups will be further discussed in chapter 3. 6.. However, given the food aid cuts in both countries as well as the worsened security situation and temporary pause in course implementation in Ethiopia the fact that the graduation level for all learners in both countries exceeded the annual target is significant and indicates that the FAL and EFA courses are considered highly relevant and important by the target community members, and paints a positive picture of the training quality. Indeed, despite the high turnover of the peer facilitators 84 % of the peer facilitators in charge of the course delivery were able to deliver the courses independently based on a range of quality criteria (73 % in Ethiopia, 94 % in Uganda) as observed in the regular programme monitoring.

3.4. Immediate Outcome 2: Expanding livelihoods opportunities

Indicators	Baseline	Target 2023	Result 2023	Programme target	Cumulative result
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Number of participants to vocational/technical short courses	Not applicable	450	486	2044	932
Number of individuals who benefited by trainings and support via Common Interest Groups (CIGs), Village and Savings Associations (VSLAs) and related peer facilitators.	Not applicable	2570	1 716	7 360	1 958
Number of participants in business skills training	Not applicable	950	1 226	4000	2 081
Percentage of graduated business skill learners able to diversify their income source / meet sudden expenses due to emergencies (crop failure, covid, theft, fire, sickness), disaggregated by refugee, host community, gender, age, disability.	Not measured	40 %	58 %	40 %	59 %
% of loans disbursed by VSLA group for investment purposes	Not applicable	50 %	64 %	50 %	63 %

Table 4. Immediate Outcome 2 indicators.

The second immediate outcome objective is to “*Expand (the) livelihood opportunities*” of the target refugees, internally displaced persons, and vulnerable host community members. The outcome objective is intended to be achieved through output 2.1. Developing and applying market-oriented competence-based short vocational courses, output 2.2. Providing basic/advanced vocational short courses to vulnerable groups in Addis Ababa Ethiopia and in Kachin State Myanmar together with technical vocational education training (TVET) specialist organization and institutions and business skills training to rural refugees in Adjumani, Kyangwali, Nakivale, Kyaka Uganda and Gambela, Ethiopia, output 2.3. Supporting and mentoring the TVET graduates and business skills learners to establish/enhance small businesses and income generating activities as well as supporting Common Interest Groups (CIGs) to start village loan and saving associations in Adjumani and Kyangwali Uganda, and through output 2.4. Training the CIGs in climate smart agriculture practices and supporting the establishment of climate smart agriculture enterprises in Adjumani and Kyangwali settlements in Uganda. Progress against the outcome objective is measured through five indicators (table 4). Overall, the programme has progressed well against the immediate outcome level two indicator 2023 and end of the programme targets.

486 people (298 women, 14 persons with disabilities, 366 refugees/IDPs) participated to vocational/technical short courses in Ethiopia and Myanmar in 2023 (target 450).

This result also includes 18 professionals who the programme trained in Myanmar to deliver the vocational training courses as well as 28 vocational skill learners reached through cost-sharing with a LIFT funded vocational education project in Myanmar. In Myanmar all the learners were IDPs and most had additional vulnerabilities such as living in hard-to-reach areas, having impairments, or living under the poverty line. In Ethiopia, majority of the learners (67 %) were refugees originating from Eritrea, the Democratic Republic of Congo, Burundi, Sudan, and Yemen. Although the 2023 programme target was met the programme fell short of its country specific target in Myanmar (108 trained in

Myanmar against planned 200). This variation was caused by challenges related to the overall security situation and related changes in the Country Office budgeting and planning. The project implementation area was extended in Myanmar to cover Kachin in addition to Kayah State in 2023 in response to the increasing armed clashes and economic instability in Kayah State. The implementation in Kayah State was further hindered by the State Government's decision to withhold its approval on FRC's application to conduct vocational education training in Kayah with previous programme partner²⁶ due to FRC's pending registration. FRC engaged with a new partner towards the end of 2023 to implement vocational education training as well as continued to partner with local private professionals. The launch of Operation 1111 in November in Kayah State brought the programme implementation to a halt as all FRC staff, trainers and trainees had to flee from the operation area. The last training batch of the year (computer training) was left unfinished, and the post-training theory and practical tests could not be completed for the 20 (10 women, 1 person with disabilities) remaining learners. However, the programme team decided to certify the learners for the completed five out of six competence areas as re-organizing the remaining training and tests would have been very challenging and risky given the security conditions. In Ethiopia by contrast the programme was able to enrol more vocational learners than planned (360 instead of targeted 250) in 2023. The programme provided training in five different vocations in 2023: computer and office administration (Myanmar), construction (Myanmar), fashion design and tailoring/sewing (both countries), home-based care (Ethiopia) and hairdressing and beautification (Ethiopia). The vocations were selected based on market assessments conducted in both countries by the programme teams. In Ethiopia the trainings were provided by professional vocational education training institutes Sr Yemisrach TVET, OICE and Cool Fashion design training service. The trainings lasted from three to four months besides which the trainees in both countries were provided with life skills and business skills training, and apprenticeship opportunities. Selected learners also received start up grants after their graduation to help them to start their own businesses. Besides the technical and vocation support, psychosocial support and career counselling were also made available to all interested learners in Myanmar to support learning and employment.

Besides the vocational learners, **1226 people (820 women, 62 persons with disabilities, 995 refugees, 365 youth) participated to business skills trainings in rural refugee settlements and camps and the surrounding host communities in Ethiopia and Uganda (target 950)**. Most of the training participants were former FAL graduates who were supported to improve their income by providing business skills and financial literacy skills training to either start or further develop their existing small businesses. The trainings lasted from three to three and a half months and was implemented by trained local facilitators. The training topics ranged from identifying business opportunities and developing a business plan, to financial management and marketing. More people were reached in the trainings than planned due to the higher demand for the business skill training than anticipated.

The programme also supported income generation and climate resilience by providing training to Common Interest Groups on climate smart agriculture and animal husbandry as well as supporting the groups to establish Savings and Loans Associations in Uganda. **1716 individuals (1234 women, 299 youths, 1191 refugees, 44 persons with disabilities) benefited from trainings and support via the CIGs and the VSLAs in 2023 in Adjumani and Kyangwali settlements and surrounding host communities**

²⁶ Partner names in Myanmar not shared in the public report.

(target 2 570). The participants include the CIG and the VSLA group members, the group leaders and VSLA agents. Most of the members of the 60 Common Interest Groups/Village Saving and Loans Associations that were supported in 2023 were the same as those supported in the first year of the programme implementation in 2022 as per the programme plan. 33 of the supported groups operated in Adjumani and 27 in Kyangwali settlements and hosting communities. The different training and material support provided to the groups is intended to enable them to establish climate smart income generation activities as well as to enable easy access for group and individual business loans, and to support household level resilience against sudden economic shocks through improved saving practices. The programme reached less people through the CIGs and VSLAs than planned in the first two years as rather than establishing new groups the programme builds the capacity of existing groups for greater sustainability and the selected 60 groups had less group members than was originally estimated. During 2022 and 2023 altogether 35 of the supported 60 groups registered at the subcounty or district level which allows them to benefit from the financial services provided by banks for businesses and from other business development support available in the area. In addition to the VSLAs started by the Common Interest groups 620²⁷ of the FAL and EFA learners in Uganda have likewise started their own VSLAs some of which the programme has been able to support with VSLA start up kits. Saving is one of the topics taught to the FAL and EFA learners and a number of learners each year show willingness to start a group with the other learners.

58 % of the graduated business skill and vocational education learners and CIG/VSLA members were able to diversify their income source / meet sudden expenses due to emergencies in 2023 (target 40 %). The target was met in most of the countries with 53% of the business skill learners in Ethiopia, 61 % of the vocational learners in Myanmar, and 96 % of the CIG members in Uganda being able to meet sudden expenses or diversify their income. However, only 21 % of the business skills graduates in Uganda were able to do the same. The indicator was not measured yet with the vocational skill learners in Ethiopia. The indicator shows that for the most part the target groups have been able to either generate adequate income or save money from their income to manage in the face of financial shocks. This is an important factor in protecting the households from falling (deeper) into poverty and in improving their resilience. The programme supported the target group's ability to diversify and improve their income for example by linking the vocational skills learners in Ethiopia and Myanmar with job opportunities and by providing the graduates with startup capital or kits.

In Myanmar graduates of different vocations seemed to be as likely to diversify their income or meet sudden expenses although there was a significant difference between the ability of men and women to do the same with more women (65 % of women) than men (50 % of the men) being able to generate better income. The differences in the performance of different groups will be discussed under chapter 3. 6.. In Ethiopia there was also a notable difference in the ability of men (73 %) and women (52 %) business skill graduates to diversify their income/meet sudden expenses. In Uganda the business skill training was shortened from five to three and half months in 2023 for budget reasons and it is possible that the shorter implementation time has affected the low performance of the business skill learners on this indicator. Further there was a significant difference in the ability of women (26 % of the women) and men (18 % of the men) business skill learners as well as the Ugandans (34 % of the Ugandans) and the refugees (19 % of the refugees)

²⁷ These VSLA group members are not included in the indicator reporting as the SUPER programme does not provide VSLA training to these groups.

to diversify their income sources. The good performance of the CIG/VSLA group members on this indicator however can be contributed to the improved level of income and the improved saving practices amongst the group members, as well as in general the availability of affordable credit through the savings groups (13 % of the group members were able to diversify income or meet sudden expenses at baseline in comparison to 96 % at the end of 2023). Besides the capacity training on climate smart agriculture and saving practices the CIGs were supported with livelihood inputs such as piglets, rabbits, and improved seeds and crop varieties. As an example of the improved income and financial resilience, in Kyangwali, 17 of the supported 27 VSLA groups shared out altogether UGX 234,065,600²⁸. The highest amount shared out per group was UGX 25,000,000²⁹ and the lowest UGX 1,797,500³⁰ with an average share out per individual at UGX 482,609³¹. In comparison the average monthly salary in Uganda is between UGX 1,000,000³² and UGX 2,500,000³³. Overall, the VSLA groups saved more than in 2022 which indicates that despite the food assistant cuts and the challenging climate conditions the groups have been able to improve their income.

To show further improvement on the VSLAs 64 % of the loans disbursed by the groups were taken for investment purposes (target 50 %). This is in keeping with the 2022 result when 62 % of the disbursed loans were taken for investments. The proportion of loans taken for investment purposes is expected to grow gradually as the VSLA group members are able to save and generate more income to cover for basic household needs that are currently covered through loans. Therefore, the percentage of the loans that are taken for investment purposes indicates both the group members' ability to save and generate adequate income for basic needs as well as their interest in becoming increasingly financially self-reliant. The overall amount of loans taken in both Adjumani and Kyangwali was UGX 475 672 000³⁴, and the overall savings generated UGX 414 049 000³⁵. Out of the two areas less loans were taken in Adjumani and fewer of the loans were also directed for businesses there (50 % in Adjumani, 73 % in Kyangwali) despite more groups operating in Adjumani than in Kyangwali. This is due to the geographic and cultural differences between the areas where Kyangwali has better soil and rain patterns for farming than Adjumani as well as being a semi-urban area with better business opportunities. Also, most of the South Sudanese refugees in Adjumani are dinkas who are used to pastoralism instead of farming.

3.5. Immediate Outcome 3: Target groups and individuals supported to peacefully resolve inter- and intra- community conflicts

Indicators	Baseline	Target 2023	Result 2023	Programme target	Cumulative result
Overall number of individuals reached.	Not applicable	911	1487	3480	1581

²⁸ Approximately 299 787 EUR

²⁹ Approximately 6 073 EUR

³⁰ Approximately 436 EUR

³¹ Approximately 117 EUR

³² Approximately 250 EUR

³³ Approximately 650 EUR

³⁴ Approximately 113 000 EUR

³⁵ Approximately 102 000 EUR

Improved awareness about human rights and legal obligations among targeted refugees and host community members	Not available	60 %	Not measured ³⁶	60 %	Not measured
% of leaders who put into practice their acquired knowledge and skills by the end of the training cycle (e.g. leadership & dispute resolution & communication skills)	Not applicable	60 %	93 %	55 %	97 %
# of conflict cases mediated or referred to other respective referral systems by peace committees	Not applicable	80	107	300	107
Number of youth groups showing signs of empowerment	Level 0 in PoE	7	7	30	12

Table 5. Immediate Outcome 3 indicators.

The third immediate outcome objective is that “*Target groups and individuals are supported to peacefully resolve inter-and intra-community conflicts*”. The outcome objective is intended to be achieved through output 3.1. Capacity and networking of supported youth groups enhanced which is implemented in Kayah State, Myanmar, with a local implementing partner, and output 3.2. Social cohesion and intra- and inter-community dialogues facilitated which is implemented in Adjumani, Uganda, together with the Justice and Reconciliation Project (JRP). The programme anticipates that training the VSLA/CIG leaders, EFA/FAL facilitators and host community and refugee leaders (1 619 were engaged with and trained in 2023) enhances their capacity as active citizens and community peacebuilders thus also contributing to the realization of the immediate outcome objective although work with these rightsholders is monitored under outcomes one and two. Progress against the outcome objective is measured through five indicators (table 5). Overall, the programme has progressed well against the annual and end of the programme targets. There was no activity implementation under the outcome in Uganda in 2022 and the start of the programme implementation was delayed in 2023 for five months due to delays in the partnership agreement and implementation plan adaption process. Although the programme was able to catch up with many indicators in 2023 the delays still affect the indicator progress towards the end of the programme targets which will be revisited with the 2025 annual planning.

1 487 persons (875 women, 955 refugees/IDPs, 339 youth, 47 persons with disabilities) were reached under the Outcome in 2023 exceeding the annual target 911. The people reached directly in 2023 consist of 84 youth group members (48 women, 1 person with disabilities, 57 youth, 84 IDPs) and 10 community facilitators (3 women) the programme worked with in Myanmar as well as 100 trained refugee and host community leaders (35 women, 77 refugees, 3 youth and 5 persons with disabilities), 78 (40 women, 37 refugees, 8 youth, 7 persons with disabilities) members of the supported peace committees as well as 1215 participants to community dialogues organized with the programme’s support in Uganda. The annual target was exceeded due to more than planned community members joining the community dialogues organized by the peace committees in Uganda.

³⁶ The indicator will be measured for the leaders trained in 2022-2024 during an internal midterm evaluation at the end of 2024 and then at the end of implementation.

The programme trained the cluster, block, settlement, and local council leaders as well as elders in Uganda on FRC's civic education and leadership content to enhance their leadership, and conflict mitigation and response skills. Likewise altogether 16 community facilitators and youth group leaders (4 women, 16 IDP, 8 youth, 1 person with disabilities) were trained on leadership skills in Myanmar. **93 % of these trained leaders were observed to put into practice the knowledge and skills they had acquired through the trainings** against the target of 60 %. As a result of the training in Uganda the leaders were better able to identify and document different conflict and violence cases in their communities and to mediate or solve cases that fell under their jurisdiction. The leaders also became more active in lobbying for support from other official authorities and institutions for handling conflicts in their communities and for having mobile courts in their communities. The trained leaders also organized altogether 67 community sensitization and awareness sessions to raise awareness in their communities on the different rights and laws concerning refugees and Ugandan's as well as conflict resolution reaching more than 500 community members. Although the leader training progressed well in 2023 some challenges were faced especially related to the food prioritization which affected especially the refugee leaders' ability and motivation to join the different trainings as well as to organize the community sensitization and awareness raising sessions. Further, access to the training locations was a challenge for many of the leaders who mainly travel on foot between the settlements. The programme has responded to this issue by providing transportation from pre-set pick-up points for those leaders living the furthest off training centres. The election of new refugee leaders during 2023 was also a challenge for the programme implementation in Uganda as some of the leaders in the training were not re-elected for their positions and new leaders had to be included to the training in the middle of implementation. In Myanmar the trained youth group leaders were responsible to leading their respective groups in planning and executing different community development activities. During the year the leaders showed good problem solving and conflict solving skills, as well as became more confident in their leadership skills and roles.

Besides the improved leadership the programme also aims to enhance social cohesion in northern Uganda through the work of local peace committees. The peace committees are grass-roots level groups whose task is to document, manage and prevent conflict cases in their respective areas including through the facilitation of community dialogue meetings. In 2023 JRP supported the work of four peace committees which **mediated or referred overall 107 conflict cases in 2023** (target 80). Of these cases 92 were mediated and resolved by the peace committees themselves and the remaining 15 were referred to the management of other actors and authorities. The programme was able to raise awareness on the work of the peace committees through a radio show produced by local channel, Radio Aulogo FM. The high level of awareness on the groups' activities as well the good capacity of the groups themselves enabled the programme to exceed its annual target on the number of cases handled by the peace committees. The cases included for example land conflicts and trespasses, assaults, thefts, burglaries, domestic violence, murder, and attempted suicide. As part of the case mediation the peace committees arranged altogether 15 community dialogues with refugee and host community groups. As a result of the dialogues some community bylaws were enforced and for example animal movement was restricted by permits to prevent animal thefts and the damage done by stray animals to crops.

All the seven youth groups that were established and supported to implement community development plans in Kayah, Myanmar, showed signs of empowerment in 2023 (target 7). The programme helped to establish and to build the capacity of the seven youth groups in seven IDP camps in the target area through the work of the local

implementing partner and their FRC trained community facilitators. The programme supported less youth groups than originally planned in 2023 due to internal budget revisions (target 20). The groups were trained on 21st Century Skills and project management to support them in implementing community development activities in their respective IDP camps. The three-week Life Skills training consisted of five topics: my potential, communication, diversity, social inclusion and critical thinking. The 6 913 people (3 270 women, 83 persons with disabilities) residing in the IDP camps benefited from the different community development projects such as community hall and water reservoir constructions and the establishment of community libraries. Implementing the community development projects enhanced the empowerment of the youth group members many of whom are struggling with the lack of formal education and employment opportunities as well as the other insecurities and hopelessness caused by the continuing armed clashes and prolonged displacement. The youth's empowerment was observed by assessing the behaviour and attitudes of sampled youth group members (42 % of all members) on four key aspects of empowerment: communication, participation, social cohesion, and self-confidence. On average 95 % of the sampled youth showed positive changes in the four aspects. The changes were observed at level three of empowerment (changed behaviour) on the FRC PoE tool. The most change was observed in the youth's communication with 100 % of the youth showing changes in their communication skills. At the beginning of implementation, the youth were in general shy and reluctant to speak in public. As the programme progressed the youth were observed to communicate clearly and confidently also with the camp leaders, and some of the youth also delivered lectures in the camps based on the 21st Century Skills trainings they had themselves received. The least change was observed in the social cohesion aspect where 91 % of the sampled youth showed changes in their level of social cohesion such as being able to create relationships and networks across ethnic groups, with youth from other IDP camps, and with other members of their IDP camps. 94 % of the youth showed changes in both their level of community participation such as their ability and willingness to join community activities, as well as in their level of self-confidence and hope for the future.

3.6. Cross-cutting objectives

The SUPER programme has three cross-cutting objectives: promoting and strengthening gender equality, the reduction of inequality, and enhancing climate resilience and sustainability. Progress towards these objectives during 2023 is discussed below.

3.6.1. Gender equality

In all the programme implementation countries women face disproportioned and gender-based obstacles to enjoy their rights and to participate in community or programme activities. Women in the target areas typically have lower levels of education including literacy and language skills, and fewer opportunities for independent income generation. Further to their lower skill levels women's role as primary caretakers also limit their participation in many community activities besides which the different cultural and gender norms guide women's behaviour which in some cases limits their participation in activities involving men. The main way for the programme to promote gender equality is to ensure that majority (target at least 65 %) of all the programme participants are women. This is done by targeted marketing of the programme activities as well as by providing support to

ensure the participation of women for example through childcare for vocational and FAL/EFA students. Women are also consulted in the selection of the training times and locations, especially in the refugee camps and settlements, to enable their participation. Gender equality is further promoted by considering response to and prevention against gender-based violence for example by integrating GBV and gender role discussions into the FAL/EFA curricula. The programme also shares information with the vocational education students in Myanmar about GBV and referral channels.

In 2023 the programme was overall successful in reaching women through its different activities (**74 % of all direct participants were women against the target of 65 %**). This is a slight increase from 2022 when 72 % of all the participants were women. Most women were reached under outcome one where 80 % of all the first time FAL, EFA, life skills and computer course learners, facilitators and community leaders were women. Majority of the refugees in Ethiopia and Uganda are women which explains why more women were reached than planned especially for the FAL and EFA courses. The least women were reached under outcome three (59 % of all participants were women). Looking at individual activities 59 % of the vocational trainees in Ethiopia, 52 % of the youth group members in Myanmar, 51 % of the peace committee members and only 35 % of the trained community leaders in Uganda were women. The low enrolment of women leaders under the trained community leaders is explained by the general low rate of female leaders in the target communities. The proportion of women peer facilitators for the EFA and FAL courses also remains low (27 %) due to the lower level of education amongst women. The programme has attempted to improve the proportion of women peer facilitators especially in Ethiopia by engaging female assistant peer facilitators to learn the required facilitation skills through apprenticeship. Besides lack of education and cultural norms, low self-esteem continue also hinders many women from seeking leadership roles in the implementing countries.

Some of the positive changes recorded during the year in women's empowerment include women's improved self-confidence and related increased or more active participation in programme and community activities especially amongst the FAL and EFA learners in Ethiopia and Uganda, and the empowerment of the women CIG and VSLA members. The women started to become more vocal in the CIG and VSLA group meetings which also affected the group decisions on how group harvest was used. Most of the men had opted for selling the harvest immediately whereas the women preferred to store the harvest to sell later at higher price which was then done. Women have also been deliberately targeted for VSLA leadership training for gaining experience on low threshold group leadership. All the VSLA groups had a women holding at least one of the key positions in 2023 although less than 50 % of those positions included chairperson or secretary.

There were significant differences in the gender specific results on some programme indicators. In Ethiopia the graduation level for women business skills and EFA learners was higher than for men (89 % of the women business skill learners graduated against 64 % of men, and 76 % of the women EFA learners graduated against 62 % of men). However more men than women graduated from the FAL courses in Gambela (100 % for men and 74 % for women). Overall, in Ethiopia women consisted of 95 % of the FAL, EFA and business skill learners which partly contributes to these differences. It is also possible that the worsened food security situation in Ethiopia has affected especially the mobility of men, forcing them as main household providers to seek food through alternative channels and increasing drop-out rates for some courses. Amongst the vocational education learners in Addis Abeba men seemed to be doing better than women in accessing different livelihood opportunities after completing the FRC courses. 82 % of the men who graduated

from vocational training in comparison to only 36 % of the women had accessed job opportunities, while 72 % of the male business skill graduates in comparison to 52 % of the women business skill graduates had diversified or improved their income opportunities. It is likely that the gendered expectations on income generation as well as household duties have contributed to these results. Likewise, more of the women have been trained on lower income generating vocations such as fashion design and care work which can also have contributed to the differences in results. In Uganda more men (80 %) than women (74 %) graduated from the EFA trainings. English is the official language used by different agencies and government offices, and as culturally men are expected to represent households in official meetings rather than women this might have contributed to the higher motivation of men to complete the course. However, the women business skill graduates were in a somewhat better situation on diversifying their incomes (26 % of the women graduates had diversified their income) while only 18 % of the men graduates had been able to do the same. The figures are quite low for both groups which is explained by the short period that had lapsed from the end of the implementation before the data collection. The difference in the results of men and women can possibly be explained by the fact that fewer women had existing business or income generating opportunities to start with, but the matter requires more investigation. Based on the 2022 graduate post-monitoring results in Myanmar 44 % of the graduated men against 65 % of the graduated women had been able to improve their income while 39 % of the men against 50 % of the women had been employed or self-employed to the vocations they were trained in. Men are more likely than women to be drafted to the ongoing war besides which many men as culturally the main providers have been tempted or forced to seek for riskier and higher paying employment. Less men than women also graduated from the vocational training course in 2023 in Myanmar although the level was still very high (88 % of men, 97 % of women).

3.6.2. Reduction of inequality

The SUPER programme considers several possible factors for discrimination or vulnerability namely having a disability, being a refugee or an internally displaced person, and being a young (18–24-year-olds) or an elderly person (over 60). The different country projects can also consider other context specific vulnerabilities besides these. These vulnerability factors are considered in selecting the programme participants, and in monitoring the programme progress to ensure that all vulnerable groups are benefitting from the programme equally. Some special support is also provided to vulnerable groups to enable their programme participation. For example, the programme set up wheelchair ramps to learning facilities, and used large fonts in learning materials for those with visual impairments. Some learners with disabilities have also been supported with medical treatment costs or with supporting equipment, such as eyeglasses. The programme also trains the programme and partner staff as well as peer facilitators on key vulnerabilities such as disability. In 2023 altogether 227 FRC and partner staff members and peer facilitators were trained on how to engage with and include persons with disabilities into programme activities. The programme has established good cooperations with Organization of persons with disabilities (OPD) networks especially in Myanmar where the connections have helped the programme in disseminating information about the different programme activities, job placements for persons with disabilities and in providing assisting devices.

Overall, the programme managed quite well in the inclusion of vulnerable groups. **5 % of all participants were persons with disabilities against the target of 5 %, 21 % of the**

participants were youth (target 25 %)³⁷ and 24 % of the participants belonged to the host community (target 20 %). The results are similar than in 2022. As in 2022, most persons with disabilities were reached as part of the FAL and EFA courses in Ethiopia (13 % of the enrolled EFA and FAL learners were persons with disabilities in 2023). Besides the FAL and EFA courses in Ethiopia typically 3 % of the activity participants were persons with disabilities across the countries indicating that the programme is still behind its target for most activities. Washington group short set of questions were used to identify persons with disabilities. There was some improvement in the enrolment of persons with disabilities to the programme activities across the countries and especially in Myanmar (3 %) in comparison to 2022 (1 %). The FRC Myanmar office hired a Disability Specialists in 2023 who has supported the country programme in improving its disability inclusive approach and partnerships with OPDs. Besides the general improvement in the enrolment of persons with disabilities some challenges remain. Engaging peer facilitators with disabilities for example remains a challenge because of the general low level of education amongst persons with disabilities. Likewise, the challenging security and mobility conditions in Myanmar are often especially hindering the participation of youth with disabilities whose parents are reluctant to allow them to join trainings far from home. The programme will continue to improve its disability inclusive work and capacities across the country offices in 2024 through different staff trainings and partnerships with organizations of persons with disabilities. On the other vulnerabilities most, youth were reached in Myanmar (64 % of all direct stakeholders) and the least, expectedly, through the peace committees and leadership trainings in Uganda (6 % of all). Many of the people who the SUPER programme considers youth are still in school in the programme implementation areas in Uganda which explains the low level of youth in the peace committees and to the leadership trainings. Most host community members were reached under the social cohesion activities in Uganda (36 % of the community leaders and peace committee members were from the host community) followed by the vocational training participants in Ethiopia (33 % from the host community) and the least in Ethiopia (19 % of the FAL and EFA learners were from the host community).

There were some significant differences in the vulnerable groups' indicator results. In Ethiopia 77 % of the vocational learners with disabilities graduated from the courses in comparison to the 95 % of persons without disabilities and in Myanmar also persons with disabilities had a lower graduation level from the vocational courses (75 %) in comparison to that of the persons without disabilities (95 %) although only 4 of the 108 learners in Myanmar were persons with disabilities. Again, in Ethiopia, only 76 % of the business skill graduates with disabilities graduated in comparison to the general 88 % graduation rate. Some of the reasons identified for the lower graduation rate of persons with disabilities have to do with the labour intensity of the vocational courses which can be challenging as most of the targeted persons with disabilities have little previous education. There was also a significant difference in the persons with disabilities' access to job opportunities (11 % had accessed opportunities) in Ethiopia compared to those without disabilities (55 %). Many persons with disabilities still struggle to enter employment due to the negative attitudes and assumptions of employers and the limited availability of suitable job opportunities as well as the limited accessibility of workplaces. The SUPER programme will in 2024 work with the Association of Ethiopian Women with Disabilities in Ethiopia to provide vocational graduates with disabilities with entrepreneurship training to try to enhance their economic empowerment through entrepreneurship rather than only through

³⁷ The indicator process data was not disaggregated by age for most indicators in Myanmar and Ethiopia in 2023 which affects the total result and limits the ability to analyse age specific results. The programme will aim to collect age disaggregated data from all activities in 2025.

employment. Besides social and cultural barriers persons with disabilities have also been observed to have lower self-esteem and to feel highly dependent on others which can hinder their willingness to participate in programme activities.

In Uganda there was a difference in the graduation rate of youth (70 %) and adults and elderly (64 % and 65 % respectively) from the FAL courses, as well as a slightly lower graduation rate for the elderly (69 %) from the EFA courses in comparison to the youth and the adults (77 % and 76 % respectively). The EFA courses are more demanding and require more motivation and dedication than the FAL courses which might affect the lower graduation level of the elderly. Likewise, the food prioritization is more likely to have affected the participation of adults more than youth and the elderly in their search for additional income and food. During the year the peace committees collected information from the youth on their obstacles for community leadership and participation. The main obstacles included lack of information, unemployment and financial struggles, lack of skills training as well as increasing gender-based violence especially towards orphan teenage girls. The peace committees will continue to work with the youth in the settlements to promote their interests through different dialogues and activities.

Besides the above there were also some differences in the results between the host community and IDP/refugee participants across the countries. In Ethiopia 88 % of the host community women graduated from the vocational courses in comparison to the general graduation rate for women (95 %), while 83 % of the host community members graduated from the business skill courses against the 90 % of the refugee business skill course graduation rate. The reasons for these variances require more investigation but the differences might be related to the wider options and engagements that the host community members have outside the training courses in comparison to the refugees. In Uganda as well more of the host community business skill graduates (34 %) had been able to diversify their income sources while only 19 % of the refugee graduates had been able to do the same. The rural refugees in Uganda like in Ethiopia have fewer income generation opportunities than the host community members. Likewise, the food prioritization in Uganda has affected the incomes of the refugees and is likely to have significantly worsened their ability to also diversify their incomes.

3.6.3. Climate resilience and sustainability

Climate resilience and environmental sustainability is considered across the SUPER programme implementation. All the target groups are affected by the negative consequences of climate change and natural catastrophes, as well as diminishing natural resources. In Uganda in particular landownership is one of the main conflict issues between refugees and host communities. The peace committees were able to promote bylaws and practices that protect land for excessive grazing and tree cutting which also create conflicts in the communities and reduce local natural resources. Besides the activities under the climate-smart agriculture project component in Uganda (see results under Immediate Outcome 2) the programme promotes climate resilience and sustainability by considering climate related topics as part of the FAL and EFA courses in Uganda and Ethiopia, and in the vocational education course in Myanmar. The FAL and EFA learners have been supported to establish joint kitchen gardens to both improve food security and to learn more sustainable farming methods. Likewise, all the CIG and VSLA members in Uganda were trained in the making of briquettes and energy saving ovens to reduce pollution. Over 50 % of the CIG members were observed to engaged in these activities by the end of the year. The Natural Resources Development and Environmental

Protection together with the Danish Refugee Council provided 850 tree seedlings for the learners and peer facilitators in Ethiopia and the National Forestry Authority and District forestry offices in Uganda likewise provided the CIG/VSLA participants with 2390 tree seedlings to contribute to the carbon absorption and for food security. In Myanmar the youth group's pipeline and water reservoir construction activities are also expected to impact the local environment positively. Five water reservoirs and one pipeline were constructed across the seven IDP camps by the youth groups (see output 3.1. for details). The youth groups were supported to use local materials in the different construction activities to reduce the environmental impact and to enhance the accessibility to materials.

On the operational side the programme currently considers recycling as much as possible. For example, in Uganda both teaching materials and furniture from old learning centres is reused, when possible, with new groups. The country offices also observe travel planning as a way of limiting unnecessary travel and use solar panels for energy.

4. Monitoring, Evaluation, Accountability and Learning

4.1. Monitoring and Evaluation

The SUPER programme monitoring was conducted mostly as planned in all implementing countries. In addition to regular field monitoring conducted by country MEAL officers and assistants, programme managers, and technical specialist, 1 monitoring and PoE capacity strengthening visit from the FRC Headquarters was conducted to Uganda, and 1 to Ethiopia by the MEAL advisor and Programme Specialist, and 1 monitoring visit to Uganda by the Head of International Programme. Key observations with recommended action points from all the visits were shared with relevant staff members in debriefing meetings and through field visit reports. In Myanmar monitoring of the vocational training participants could not be conducted in person as planned due to the security risks. Instead, the programme used self-assessment tools and observations and feedback on the learner progress from the vocational trainers. The programme also struggled contacting some of the rightsholders for regular and post-training monitoring because of the IDP mobility and internet and phoneline cuts. Likewise, in Gambela regular in-person monitoring had to be stopped during the tightened security situation and the FAL course delivery and the work of the facilitators was temporarily monitored remotely through phone and conference calls. There were also some changes to MEAL staff in 2023 which impacted some of the data collection. The MEAL officer for the social cohesion activities in Uganda left towards the end of the year. The project MEAL activities have been taken up by the MEAL officer in charge of the CIG/VSLA project monitoring. The MEAL officer placed in Ethiopia resigned in June 2023 and was replaced later in October 2023. As the country offices only MEAL officer the lengthy gap between the MEAL officers affected some of the monitoring activities as well as the flow of information on data to be collected for the programme. Since the arrival of the new MEAL officer the gaps in the data collection have been attended to.

During the year revisions were done to the end of implementation PoE data collection specifically for the EFA and FAL courses in Uganda and Ethiopia and for vocational training PoE monitoring in Ethiopia as well as for business skill learners. The new tools have been piloted and rolled out gradually starting from the last quarter of the year.

4.2. Accountability

The SUPER programme has ensured accountability and transparency to the target communities by organizing orientation sessions and community meetings to provide information on FRC, the SUPER programme and its objectives and activities, its timeframe, and the target group of the proposed action, as well as the participant selection criteria. The orientation sessions have been conducted in person to allow community members to raise questions on and provide suggestions for the implementation. In addition to the orientation sessions each SUPER country team has organized regular review and feedback meetings with key stakeholders and participants to monitor the programme progress and to identify possible challenges and needs for revision. Information on the country specific community feedback and complaints mechanism were shared with programme and partner staff as well as with the target communities. The actual complaints and feedback mechanisms used vary in each country and location from suggestion boxes, hotlines and complaints emails to community complaint committees amongst others. Three cases of abuse were reported under the programme in 2023. The FRC Feedback and Complaints Mechanism Policy and Procedure was under revision during 2023, and the revised version will be submitted to the FRC board's approval in 2024. The SUPER programme provided training to relevant staff and volunteers and to the target communities on (P)SEAH. In addition to the above, FRC's involvement in different coordination groups as well as partnerships with key stakeholders have also been important in ensuring the SUPER programme's accountability to the target communities (see description of the work with key stakeholders in chapter 2).

4.3. Learning

During the reporting year the SUPER programme ensured internal learning through regular staff training and reflection meetings. Programme staff have been trained on key organization policies and practices and project management as well as on thematic topics such as disability, and different requirements and standards related to inclusive functional adult education, livelihoods work and protection. These trainings have mostly been conducted in country by local staff members. Programme implementation teams in countries have conducted annual reflections on the programme implementation partly facilitated by the programme specialists in FRC Headquarters to capture key changes, challenges, lessons learned, successes and best practices that have also been reflected in the 2024 planning of the SUPER programme. The feedback collected from participants is also considered in FRC staff and programme meetings for improved operations. The key lessons captured during the year include:

- Purchasing programme related materials as locally as possible in both Myanmar and Uganda to minimize transport related delays and the impact of inflation,
- Setting up exchange visits for vocational trainees in Myanmar to industry sites to get more exposure to different workplaces and working conditions,
- Partnering with local small businesses rather than bigger/international companies and organizations in Myanmar for internship placements as local companies have lower educational requirements and have more flexible organizational policies around internships,
- Setting up temporary learning centres and utilizing community structures closer to the village and block levels in Ethiopia instead of setting up permanent, but better equipped, structures further away from the settlements to reduce the distance to FAL/EFA learning to increase attendance, programme efficiency and visibility,

- Setting up a satellite office closer to the refugee camps in Gambela to better manage (remote) monitoring when travel to the camps and near-by-areas is prohibited due to safety issues,
- Reducing the FAL and EFA courses from 11 to 9 months in Ethiopia by increasing the number of weekly lessons in response to allow learners to attend to their children better during school leave periods,
- Establishing a platform for peer facilitators to share experiences, challenges and best practices amongst themselves in Ethiopia to enhance the capacity of peer facilitators,
- Supporting the CIG groups in Uganda to grow maize to save money from having to buy maize bran (main food component for poultry) to reduce costs,
- Preparing group specific sustainability plans for the CIG/VSLA groups in Uganda to ensure their continuance after the end of the programme activities,
- Administering monthly and quarterly examinations to FAL and EFA learners for more close monitoring of their learning progress (previously only endline examination was conducted).

FRC also established thematic cross-country working groups in 2023 for programme specialists on GBV prevention and response, and livelihoods. The aim of these groups is to share lessons learned and best practices across country offices as well as to produce standardized trainings, guidelines and implementation and monitoring tools for enhanced staff capacity and quality of implementation.

4.4. Sustainability

The SUPER programme successfully strengthened the different aspects of the programme' sustainability during the operating year.

As one key feature of sustainability, the programme has tried to ensure **the local ownership** of the programme activities both by the engagement of host community and refugee leaders as well as other representatives in the programme planning, implementation, and monitoring, as well as for example engaging volunteers from the implementing locations as facilitators for FAL/EFA/business skills training. Local leaders play a key role in the enrolment of the FAL/EFA course participants and in identifying learning facilities and peer facilitators, and the programme arranges regular feedback meetings with the leaders on the programme progress. Local leaders also active in requesting FRC to start operations in their domains. Working in areas that FRC has accessed via the community's own invitation further strengthens also the motivation of the stakeholders to collaborate with FRC. The FAL/EFA and business skills trainings are typically organized in community-owned structures such as churches or community halls which has also been observed to increase the community's sense of ownership towards the programme. The FAL/EFA and vocational education components have included the learners in the selection and monitoring of the facilitators, the course learning times and dates, and where relevant also to construct new learning centers/shelters. Further the FAL curricula and business skills training materials in Ethiopia have been developed and translated into local languages in consultation with the regional education bureau and Gambela teachers also to ensure that they are well contextualized. The programme also prefers to work with existing peace committees and VSLA/CIG groups to strengthen their capacity rather than establishing new groups. In Myanmar the youth group-led community-based activities were developed by the groups themselves in consultation with the local communities, who are also involved in the maintenance of the constructed/renovated infrastructures.

The programme activities have also been mostly **socio-economically sustainable** as is evidenced by the successful enrolment of vulnerable groups and their level of benefitting from the programme (see more details in chapters 3.6.1. and 3.6.2.). Some more work needs to be done to identify and address the underlying reasons for the variances experienced by some of the socio-economic groups on the programme results and to improve the participation of persons with disabilities. The programme activities are developed in consultation with the target groups to be as relevant as possible, and the programme regularly collects feedback from the participants to ensure its effectiveness and quality.

The SUPER programme's focus on the enhancement of different skills is a way of strengthening **the technical skills and capacities** of the direct and indirect target groups. As evidenced by the high graduation and completion rates of the FAL/EFA, business and vocational skills courses as well as for example the post-training employment monitoring results from Myanmar (see chapter 3.2.) it seems that the participants as well as the peer facilitators have been successful in gaining new (basic) skills. Some of the trained facilitators have even started providing their own literacy courses as ways of generating income, as well as started to work for other organizations in the area or gained new leadership positions in the community due to the skills gained as facilitators. The programme has also provided leadership training and experience to the leaders, peace committee members and CIG/VSLA leaders in Uganda as well as to the youth group leaders in Myanmar. In Myanmar and Ethiopia, the programme also successfully partnered with the local professionals and training institutions to support their capacity on inclusive quality vocational education training provision.

The programme has **competent and experienced staff** in place at all the implementing locations. The programme utilized existing materials and resources in implementation across different countries. The programme has also set up cross-country professional exchange for different thematic topics to ensure the sharing of best practices, lessons learned and materials across countries which is planned to be further strengthened in the future.

The programme has had positive impacts on the environment through the changed attitudes and behaviour of the target group and the operational considerations as detailed in chapter 3.6.3. thus, contributing to its **environmental sustainability**.

5. Programme risks

The SUPER programme's risk management was conducted as planned in 2023. The programme managers and country directors in implementing countries had the overall responsibility of risk management with the director of the international programme in charge of the overall risk management. Project level risk matrixes were used to guide risk management and risk response, and the matrixes including the risk categories and risk likelihoods, and impact levels were assessed at least on quarterly basis (see Annex 3 for detailed updated programme risk matrix). In addition, the director of the international programme conducted regular meetings with the country directors to receive and share updates including on risks and risk mitigation and response.

FRC considers three categories of risks: contextual, programmatic, and institutional. In 2023 the main risks which were realized were the **contextual risks**. The realized risks

included the increased violence and the project activity interruption due to the armed conflicts both in Myanmar and in Ethiopia, as well as the movement and communication restrictions in Myanmar. As a response to the increased violence FRC teams in Myanmar and Ethiopia formulated and followed remote monitoring and implementation practices as long as possible, but both offices needed to be closed temporarily. FRC is currently contemplating on moving its' Kayah offices to Southern Shan where many of the Kayah IDPs are also staying. Further on contextual risks the likelihood of the IDP camp closure increased in Kachin during the year as the SAC started to collect information on IDP households and the IDP camps in preparation of the closures. Together with other organizations FRC needs to prepare for responding to the new support needs that might be generated by the camp closures.

Under the **programmatic risks** the low attendance of right-holders was realized both in Uganda and Ethiopia especially for the FAL and EFA courses because of the deteriorating food security in both countries and the worsened security situation in Ethiopia in particular. In Ethiopia the FRC team conducted an internal assessment to better understand the impacts of the ethnic violence on the target communities and to identify plans to facilitate the return of the learners to the FAL and EFA courses. The high inflation also affected the programme budgeting, and some adjustments needed to be made into implementation because of it. The inflation together with the food aid cuts in Uganda especially resulted in an increase in thefts and other negative coping mechanisms.

No significant **institutional risks** were realized in 2023 besides the above mentioned three abuse cases which were reported under the SUPER programme.

6. Global education, communications, and advocacy

6.1. Global education

Indicators	Target 2023	Result 2023	Programme target	Cumulative Result
Number of youth reached	500	1034	2000	1594
Number of teachers reached	30	42	120	84
Number of representatives of different communities (e.g., companies) reached	40	0 (no resources) ³⁸	160	0
Voluntary Global Educators	30	15	120	66
The amount of marketing posts	6	6	24	11
Amount of distributed new material (teachers' guide)	No numeric target set	208 (Educa fair: 100, FRC Webpage: 108)	No numeric target set	208
The number of workshops	25	31	100	49
The amount of support meetings for global educators	1-2	1	4	2
Target groups report that their motivation to help or promote refugees' rights increased.	80%	78 % (Global educators 83% Youth 73%)	80%	89 %
Target groups got information about ways to help or promote refugees' rights.	80%	80 % (Global educators)	80%	85 %

³⁸ The target to reach new audiences such as companies was dropped from the 2023 implementation due to lack of resources for global education (target 40).

		83% Youth 83% Teachers 75%)		
Target groups received useful tools and materials.	80%	94 % (Global educators 100% Youth 88% Teachers 94%)	80%	92 %

Table 6. Global education indicators.

The SUPER programme aims to improve young persons' and teachers' understanding of and interest to promote the rights of refugees and migrants, to create positive attitude change, as well as to foster active citizenship in Finland through global education. In 2023 this was done through school visits, training teachers and volunteer global educators, and providing new teacher materials.

The programme trained 14 new volunteer global educators in 2023 who in addition to one previous global educator were engaged in planning and conducting school visits (target 30 global educators). The new volunteers were reached through marketing posts in social media, volunteers' newsletter and FRC webpage (**6 marketing posts against the target of 6**) and trained to their roles by FRC (**1 support meeting against the target of 1-2**). Due to lack of employee resources at FRC no more than 14 global educators could be trained in 2023. The global educator training itself was successful as **83 % of the trainees reported that their motivation to help or promote refugees' rights had increased and that they had gotten new ideas and tools for promoting refugee rights** (target 80 % for both indicators). All the global educators found the FRC teaching materials very useful which shows that the teaching material revision had been successful.

The global educators and FRC Global Education Specialist **conducted altogether 31 workshops** at schools around Southern Finland in 2023. **1034 youth were reached through these school visits** exceeding the annual target (500). Most of the school visits were done in person but FRC continued to offer online school visits as well, which enabled the global educators to reach more remote schools as well. According to the pupils' feedback **the school visits were successful in increasing their understanding of forced displacement and gave them new perspectives and ideas on how to actively support refugees**. 73 % of the youth were motivated to promote refugee rights, 83 % got information about ways to help or promote refugee rights and 88% found the materials useful (target 80 % for all). Pupils were especially impressed with FRC teaching methods such as videos and exercises based on refugees' stories. Compared to previous years, more schools contacted FRC for school visits which indicates that with more staff resources even more youth could be engaged.

The programme **trained 42 teachers and future teachers through 5 different workshops** (target 40 teachers) to strengthen their capacity on forced displacement. Four of the teachers' trainings were organized in cooperation with Fingo and the global education network. This cooperation was crucial in reaching the targeted number of teachers around Finland. Teachers were also reached through the 2023 Educa fair, through school visits and FRC webpage. The new teachers' guide was advertised in Facebook, Twitter and LinkedIn and promoted at the Educa fair. **100 copies of the new teachers' guide were distributed at the Educa fair**, in addition to which **108 copies of the guide have been downloaded from the FRC webpage**. **94% of the teachers found**

the FRC materials very useful confirming the need to produce and update quality material about forced displacement (target 80 %).

6.2. Communications

Indicators	Target 2023	Results 2023	Programme target	Cumulative result
Number of people (over 20 years old) reached in programme countries and in Finland who are interested in development cooperation and global responsibility	780.000	14 738 8,129 (Uganda, through comms materials) 421 (Myanmar, through comms materials) 6 188 (Ethiopia, through comms materials)	3,12 million	1.28 million
Number of posts on FRC's webpages, social media channels and newsletters	50	77 (15 articles on website, 45 posts on social media, 7 mentions in newsletters, 9 mentions in donor letters, 1 podcast)	800	123
Number of Expert Presentations	4	6	16	7
Number of people reached with its international programme related communications	80.000	55 925 (4,797 webpages, 10,878 newsletters, 21 865 social media posts, 18 344 donation letters, 41 podcast listeners)	320 000	120 625
Number of people reached through press releases, articles and interviews	700 000	30,000 (story about FRC beneficiary in Uganda newspaper New Vision which daily circulation is over 30,000) 836 (website articles)	No programme target set	1.23 million

Table 7. Communications indicators.

The objective of the SUPER programme communication is that “People in programme countries and in Finland have received reliable information on refugees and on the environments, progress, challenges, and results of development cooperation with refugees”. Overall, approximately 100 000 people were reached through different communications and advocacy efforts in 2023.

In 2023, the communication messages focused on strengthening resilience, improving livelihoods, and increasing functional literacy and the capacity of the civil society in refugee communities. Also, gender-based violence and disability inclusion were part of the themes raised by the programme communication. The situation of the most vulnerable groups as well as the implementing countries' political issues and their effects on the refugees and FRC's employees were also highlighted through communications.

Like in 2022, the media space in Finland in 2023 continued to be mostly dominated by Russia's attack to Ukraine but also strongly by Finland's internal politics and the 2023 parliamentary election. Particularly towards the end of the year, the only topic of discussion in the Finnish media was Finland's eastern border, and the asylum seekers arriving at the border and internal security. In addition, the Gaza-Israel situation was strongly covered by the Finnish media. For these reasons it was extremely challenging to conduct media

pitching about FRC's SUPER programme as planned and consequently most of the communications related targets especially on earned media space were not met. Instead, the programme focused on utilising FRC's own channels, including fundraising letters, to publish articles and share information about the organisation's work abroad. Altogether **77 different posts** (target 50) **were published** on FRC's international programme through FRC's webpage, social media channels and newsletters **reaching 55 925 people** (target 80 000). In 2023, SUPER programme work in Uganda and Ethiopia was also covered in FRC's podcast Welcome to My Backyard. During the year FRC produced 15 articles; they focused on adult education, functional literacy, financial literacy, climate smart agriculture and empowering refugees and the host community through sustainable development. **30 000 people were reached through articles** in the FRC webpage and through a newspaper article in a Ugandan newspaper on FRC's work (target 700 000). A positive change observed was that the FRC website was visited more in 2023 (4 797 visits) than in 2022.

During 2023, **we reached almost 15 000 people who were interested in development cooperation and global responsibility** (target 780 000) through different kinds of communication materials such as banners, leaflets and ads. Reaching more people have been difficult because of the country situations (e.g. Myanmar) and the lack full-time communication persons. More efforts were therefore placed in expert presentations to create interest in development and global responsibility and on FRC work. **6 presentations** (target 4) were conducted in 2023: in FRC's podcast, "Welcome To My Backyard", we discussed about FRC's work in Uganda and Ethiopia, and in stakeholder meetings about the work and achievements of FRC Uganda. The challenging safety situation in Myanmar limited the programme's opportunities to share information about FRC's work and results in Myanmar. Also, the lack of a full-time communications person at the Ethiopia Country Office has hindered the production of communication materials from Ethiopia.

In 2023 the communications team started working on a communication and advocacy strategy in Uganda. This will also guide the upcoming strategy work in Ethiopia and Myanmar. FRC's internal communication processes were further developed during the year to utilise the human resources in the programme countries better and to focus on finding the right target groups for communications efforts in the programme countries. Effective and strong communication cooperation between Finland and Uganda continued as planned. Two communications and advocacy advisors visited Uganda in 2023 to collect communications materials as well as to develop the communications and advocacy strategy for Uganda country office. Monthly communications meetings between Helsinki office and programme countries reinforced the cooperation even further. Although the communication cooperation with Ethiopia and Myanmar was not as consistent as with Uganda due to the lack of resources in the countries, the programme were able to hire a local service provider and collect beneficiary stories and photos from both countries towards the end of the year.

6.3. Advocacy

Indicators	Target 2023	Results 2023	Programme target	Cumulative result
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Number of decision makers and influencers reached in 2023	10	250	40	280
Number of meetings and materials in 2023	6	4	24	22
Number of decision-makers and influencers who report increased knowledge levels	8	Not measured in 2023	32	7

Table 8. Advocacy indicators.

The objective of the SUPER programme's advocacy is that Finnish Refugee Council participates in the program, policy development and global education-related social debate if necessary.

In 2023 the programme actively participated in networks and working groups with both NGO's and governmental and parliamentary actors including the Women, Peace and Security national monitoring group and the Ministry for Foreign Affairs (MFA) and Ministry of Education led Education in Emerging Countries Coordination group, gave statements, and commented new law proposals in Finland. In all statements and advocacy materials the goal was to increase decision makers' knowledge on the global refugee crisis and the urgent need for action, cooperation, and long-term solutions to build a sustainable future.

Our **policy recommendations** for the next government of Finland including a section on Finnish developmental policy **were sent to 250 decision-makers** and to all the parties running in the elections thus allowing FRC to exceed the annual target (10 decision makers and influencers reached). In autumn 2023, FRC also commented on the Finnish government's proposed budget for development cooperation and humanitarian aid. Due to limited HR resources and changes in key personnel at FRC the number of decision-makers and influencers who reported increased knowledge levels was not measured in 2023.

7. Resources

7.1. Personnel

39 full-time personnel were employed under the MFA Programme Based Support (PBS) funds in 2023: 2 in Helsinki, 27 in Uganda, 4 in Myanmar and 6 in Ethiopia. Additionally, in total 41 staff members worked partly under the SUPER programme: 11 in Helsinki, 5 in Uganda, 12 in Ethiopia and 13 in Myanmar. Besides two expatriate country directors³⁹, all the staff members in Uganda, Myanmar, and Ethiopia country offices are hired locally. The national staff consist of professionals such as adult education, community development, livelihood, and other technical experts and support staff such as finance and administration, logistics, and security.

The staff in Finland working either full time or partly under the SUPER programme in 2023 were:

1. International Programme Director (full time)
2. Advisor, Education (full time)
3. Advisor, M&E (partly)

³⁹ For Ethiopia and Uganda. Country Director for Myanmar is hired locally.

4. Head of Humanitarian Operations and Global Grants (partly)
5. Director of Administration and Finance (partly)
6. Finance Officer (partly)
7. HR Manager (partly)
8. Administrative Coordinator (partly)
9. HR & Administrative Assistant (partly)
10. Special Adviser, Communications (partly)
11. Communications Intern (partly)
12. Director of Communications and Marketing (partly)
13. Advisor, Global Education (partly)

The Head of Humanitarian Operations and Global Grants worked closely with the Helsinki Programme team as well as with the Country offices. Three (3) staff members from the Communications Department, five (5) from the Finance and Administration Department and one (1) from the Domestic Department in Finland supported the SUPER programme implementation and its global education component as part of their overall duties.

There were no major changes to staff positions in 2023 against the annual plans. However, the high employee turnover caused challenges to the project implementation especially in Uganda's livelihood project as well to the M&E processes in Ethiopia. Thanks to the complementary funding from other sources both in Ethiopia and Myanmar the share of PBS funds used for salaries was less than planned for many positions. Whereas in Uganda the salaries of two additional people were covered with PBS funding for a couple of months. For details of staff under PBS funding see Annex 4.

International FRC staff days were organized in May 2023 in Helsinki. Country directors, programme managers and Finance managers/officers from Ethiopia, Myanmar and Uganda joined the week-long meetings and trainings. The purpose of the staff days was to strengthen the overall capacity of FRC offices, and the SUPER programme and the different meetings and trainings focused for example on the overview of FRC approaches to disability inclusion, GBV, psychosocial support, FRC policies around environment and data security, as well as discussion and training on key ongoing administrative, monitoring, communications and advocacy activities.

7.2. Finance

7.2.1. Fundraising

In 2023, the fundraising proceeds utilised to cover the programme self-financing amounted to EUR 403 557. FRC received significant support from many individuals and private companies. EUR 110 500 were collected via donation request letters, highlighting the programme activities and results and stories from individual rightsholders. The largest fundraising income stream came from two legacies directed to FRC, which contributed in total EUR 136 400 to fundraising.

To strengthen fundraising and to find new innovative ways to raise funds, an eco-friendly Choose Empathy -shirt was launched at the end of the year through FRC webpage. The shirt has been a great success and has already sold hundreds of copies. The Christmas campaign connected the sale of the new shirts to the broader theme of the Power of

Empathy and was also successful. Reaching new donors was strengthened through digital marketing, identifying target groups and visual communication.

7.2.2. Financing

The SUPER programme's total expenses in 2023 were EUR 3 796 375 which comprised of EUR 2 440 326 programme based support from the MFA, and EUR 1 356 048 from self-financing. The self-financing consists of EUR 403 557 from private donors and EUR 951 492 from institutional donors (Bureau of Population, Refugees and Migration and World Food Programme). In 2023 MFA contribution constituted for 64% of the SUPER programme funding, 25% was collected by Institutional Donors and 11% was raised through direct fundraising activities directed to private donors (see figure 1).

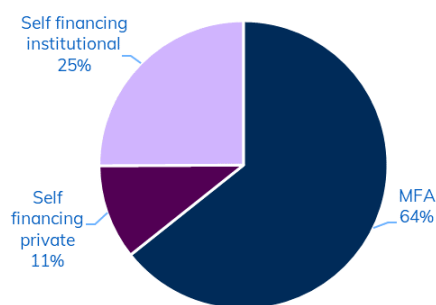


Figure 1. SUPER programme funding in 2023

A total of EUR 146,000 of MFA PBS funds granted for the year 2023 have been transferred to the year 2024 and will be used and reported under the 2024 programme year. The SUPER programme budget was realized for 95,5% in 2023 with a significant improvement from the 84,3% in 2022. Activity costs constituted for 84.8% of the SUPER programme expenditure. Planning and M&E costs counted for 6,4 %, communication and advocacy for 2,1% and the administration costs for 6,8% of the total expenditure (see figure 2). The planning, monitoring and evaluation costs were realized at 97%, communication and advocacy costs at 87,4% and administrative costs at 99,4% of the budget. Within the administrative costs, more than planned was used for general office costs while all the other budget lines such as staff cost, other personnel related costs and fundraising costs were underspent. The personnel costs in Finland constituted for 11,7% of the SUPER Programme total expenses. For the details of the programme expenditure see the Finance Report (Annex 5).

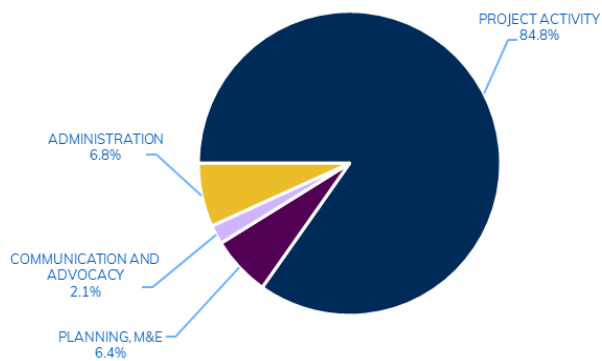


Figure 2. SUPER programme expenditure 2023

Uganda continued as the largest operating country under the SUPER programme with four projects. 55% of the programme activity budget was realized in Uganda, 23.6% in Ethiopia, 20.9% in Myanmar and the remaining 0,6% was dedicated to the Global Education project (see figure 3). The programme budget was realized at 94,4% in Uganda, the MFA funded projects exceeded slightly the budget at 100,3%. The overspending resulted from the high exchange rate losses. In Myanmar the programme consisted of two projects, one directly funded by MFA, the other by the Institutional donor UNFPA. Overall Myanmar budget was realised at 94,5% whereas the MFA funded project was realised at 91%. In Ethiopia the SUPER programme consisted of two projects of which the MFA funded project was realised at 89% level. The global education activities were realised at 94,4% level.

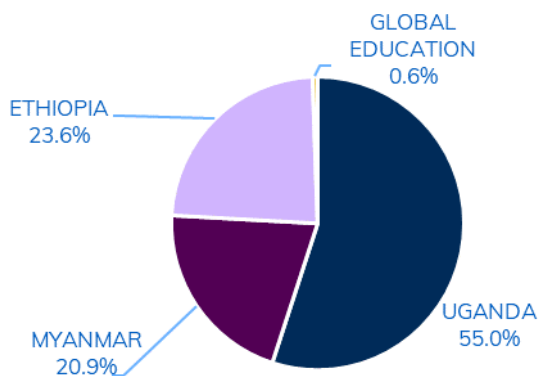


Figure. 3 SUPER Programme 2023: Distribution of the program's activity budget between the countries