

The Association for the Development and Enhancement of Women

Annual report 2005

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ADEW activities throughout the year

ADEW was first registered as a private voluntary association with the Egyptian Ministry of Social Affairs in 1987 under registration number 3528. ADEW was re-registered in 2002 under the same number in compliance with the requirements of the new NGO law 48/2002. ADEW is non-partisan and non-denominational.

Objectives

- To empower women economically through providing micro credit loans, providing training, and job placement.
- To empower women socially through skill enhancement such as literacy, awareness, health, and social sessions.
- To empower women legally through supporting and assisting them with legal matters and providing awareness about their legal rights.
- To empower women politically through life skills and providing the necessary tools for women to become full citizens.
- To convey underprivileged women's voices to decision makers and to advocate for issues affecting women's empowerment.
- To build networks between women, services, and government bodies.
- To train and build capacities of other non profit organizations in the area of women's empowerment and enhancement.

Strategy

ADEW works on both the grassroots and the advocacy levels. On the grassroots level ADEW provides services for women and their families in the following target areas:

1. Cairo:
 - a. Manshiet Nasser
 - b. Masr El Qadima, Manial, Dar El Salam, and Sayeda Zeinab

- c. Helwan
- d. Ein Shams and Agouza
- 2. Qalubiya
 - a. Shalqan
- 3. Gharbiya
 - a. El Agazy
 - b. El Hekma

On the advocacy level ADEW undertakes national issues that affect women and lobbies with decision makers for changes on policies that are against women.

Chair's Message

“Together for a better community” was ADEW’s slogan for 2005. This logo is in line with ADEW’s primary mission of empowering female heads of households and their families. This year however, ADEW has used different methods to achieve our objectives. Our goal has always been to empower female heads of households in the squatter areas of Egypt. We discovered that we will not be able to reach this goal unless we change the surrounding environment in which these women live and the circumstances of their immediate community. We realized that by working with the whole family we are moving one step closer to achieving our goals.

ADEW’s unique position is that we work amidst the local communities and are present in the Egyptian streets. Our activities are always in response to needs and requests identified with and by the local communities where we work. Among the major lessons learned, is that focusing all our work on women alone did not serve our purpose and was not enough to improve women and change their positions or situation as we had hoped. In spite of all our efforts to train and provide women with skills and inputs, we found that as long as the environment around her and her society has not changed, this impedes any development or progress in women’s lives.

Women by nature always carry the burden of others and are constantly concerned with improving their lives and guaranteeing their family’s future before they can dream of anything else for themselves. Through ADEW’s extensive work with women, for more than two decades implementing our programs, we have become closer to these women and have shared their dreams. As an example of women’s sacrifice, women receive micro credit loans to improve the living conditions of their family. However, they also requested ADEW to help with finding economic opportunities for their children. They argued that after years of working to ensure the education of their children it was hard to watch them suffering from unemployment. This is how our small loans program for youth started. We did this as a direct response to women’s demands to stand by their male and female offspring.

Because 2005 was a decisive year in Egypt in political life and for the process of political reform, we found ourselves moved in an attempt to promote the concepts of democracy not only among our direct target groups, i.e. women, but also among their families and in the communities we work. As part of reason for helping underprivileged women and methodology of work where we defend and lobby for the rights of marginalized groups, we found ourselves advocating for the needs and rights of groups such as the street vendors and the tannery workers. Although we began

by focusing only on the female constituencies of these groups, nonetheless we were pushed to lobby for all the members of these groups, males and females in order to find structural solutions to their problems and their unjust conditions and situation. This is how our programs and role to be the advocates for the street vendors and tannery workers began.

When we received requests for the upgrading of the El Ghamrawy market in Masr El Qadima we initially were responding to requests by female street vendors in that market and it was their request that the board of directors for the market be comprised of both women and men. The work done was similar to that of the initiatives project in Manshiet Nasser and Masr El Qadima that included the upgrading and maintenance of schools for the children of underprivileged women.

These local initiatives project upgraded a number of schools in Masr El Qadima and Manshiet Nasser and also the Amr Ibn El As health center. The center received new medical equipment and repairs to the building. This was made possible through the work of our natural local leaders that are part of the community mobilization project.

Through our extensive field work we have discovered that a woman's place in society will not be improved and she will not be empowered unless we have changed the community around them. In spite of all the success we have accomplished with women along the years, we still live in a community that is biased against women. For this reason we decided to work with men to change their perception about women's roles and position as equal citizens to men. Therefore we commenced in 2005 to include men in the hoards of our different initiatives and in the different programs. We discovered that we can't change women's situation in isolation and without including the men as well.

Investing in the human resources as a way to achieve development is something that ADEW also feels very strongly about. Using this concept ADEW remains adamant about continuing management experiment which started 4 years ago. This is achieved through the steering committee that comprises the department managers in all departments of ADEW. This committee acts in place of an executive director and acts as a coordinating management body.

The objective of this experiment is to encourage democracy in decision making and to enable different points of view from all managers. The goal is to also encourage discussion on the different issues in reaching decisions. A number of working groups were formed this year among staff members depending on their interests. Each group submitted their proposed ideas for the further development of ADEW which were discussed with all other groups and the management committee.

The theme for 2005 was change. We have seen many changes this year and will continue to make changes both within the organization and in the community to better serve our beneficiaries. ADEW will continue to work until women are considered full citizens and benefit from all the opportunities and rights of society.

Dr. Iman
ADEW Chairperson

Program One: Economic empowerment for women and youth

Credit opens up new opportunities

Access to credit can make a sea of difference. A single mother of five can start a business, provide for her family and enjoy the feeling of increased independence.

Credit opportunities for poor women are few, and without capital it is hard to do business. Therefore ADEW has provided micro credit loans to female heads of households since 1987; being the first among ADEW's diversified empowerment programs.

The credit model for female heads of households

The program follows the Grameen Bank model of lending, through applying a solidarity group-lending methodology. Our program does not require women to provide financial collateral or a male-guarantor, leaving group lending to be the only guarantor; as we believe that empowerment is only achieved when women reach full independence. In addition to ensuring the repayment of the loan, group-lending is also ADEW's strategy to enhance collective action and communal sense, breaking down any sense of marginalization or disintegration from mainstream society.

To be eligible for ADEW's micro credit program, women have to meet all ADEW's criteria, basically to be a FHH and form self-selected groups of five members trusting each other and guarantying the repayment of all loans. Additionally, each of the participants must have a viable project or a promising project idea that can range from selling vegetables to doing embroidery. Women must also have the willingness to run their project independently.

ADEW provides loans with an average ranging between LE 300 and LE 1,200, all depending on the type of projects and financial evaluation. Loans are either six to twelve months in duration, have a payment schedule on a monthly basis, and with a 20% administrative fee for ADEW's administrative expenses. Drawing on our well-trusted relationship with our targeted community, ADEW stands a close to 100 per cent repayment rate in all branches.

In addition to capital to start their projects, ADEW provides women with a full-fledged economic empowerment program providing them with all skills required to join the wider business cycle, such as financial, managerial and marketing skills.

Achievements

- In 2005, ADEW disbursed double the number of loans from 2004. This year 7,100 women received loans through ADEW's micro credit program. The increase was largest in Masr El Qadima and Qalubiya, where the disbursement rate exceeded 360%.

Micro credit program achievements

| Area | Groups | Borrowers | Amount in LE |
|-----------------|---------------|------------------|-------------------------|
| Manshiet Nasser | 356 | 1,687 | 1,293,400 |

| | | | |
|----------------|-------|-------|-----------|
| Masr el Qadima | 553 | 2,681 | 1,590,200 |
| Gharbeya | 313 | 1,520 | 1,026,500 |
| El-Qalyoubeya | 254 | 1,214 | 796,300 |
| Total | 1,476 | 7,102 | 4,706,400 |

- During the past year, ADEW has devoted considerable time and effort in capacity building, in order to further improve the quality of the micro credit program. The micro credit staff went through different training courses providing a comprehensive overview of all aspects of the program.

Small loans for youth

Drawing on ADEW's new approach of expanding our target group, we have developed our new initiative on youth lending. Believing that the empowerment of youth constitutes a main factor in empowering the whole household and thereby is definitely a corner stone in women's empowerment, ADEW is to start this program in 2006.

Success

“I heard that ADEW gives loans. I gathered 5 women from the area and I received 300 LE. I bought supplies and I made all my payments on time. ADEW also provided us with training so that we can expand our project. God was generous to me and I’m now sending my son to get an education and I will continue to run my project so I can take care of my children.

Souad Mohamed Marzouk – Ezbet Kheir Allah, Masr El Qadima

Program Two: Promoting democracy in local communities

Mobilizing the community

In 2005 ADEW intensified its effort to enhance the local community's ability to help themselves. Community leaders were trained and became central in finding solutions to local challenges in cooperation with executive branch and officials at the district and governorate levels. .

The centralization of power in the hands of a minority of decision makers, plays a major role in alienating local communities in Egypt; who given their severe living conditions, poverty and high illiteracy rates tend to be marginalized. They lack access to local resources and thereby become absolute receivers of policies and decisions. This affects their sense of ownership and national pride, making them incomplete citizens.

This centralization of power, the gap between people and decision makers, as well as the lack of representation of underprivileged communities create a deep feeling of insecurity and mistrust towards the policy and decision makers.

Adopting a community driven development approach, ADEW’s program on community mobilization plays an invaluable role in paving the way for decentralization. The program provides

a mechanism for building people's capacity, providing them with better access to quality-improved services, and channeling them to taking part in the decision making process.

Through this program, ADEW digs deeply into the community searching for local leadership who represent the core of the community mobilization process. Community leaders develop, through peer elections, a well-structured set of local committees as channels between the people and policy makers to implement local initiatives.

Building local leadership

ADEW always deals with its target groups as assets and partners in their community's development and progress. ADEW believes that community leaders can help identify local problems and priorities, and work together with the right authorities to find solutions.

As a pilot project, the local communities in Masr el Qadima and Manshiet Nasser have elected 120 community leaders who represent their communities on a voluntary basis. The community leaders had to pass through intensive training programs on active citizenship, problem solving, communication and leadership skills to enable them to best perform as leaders among their peers.

The community leaders have successfully identified challenges in their surroundings and searched for ways to solve them. They have presented these problems and solutions to the local authorities, and some of the problems have already been solved such as providing potable water and street lights in Misr el Qadima and Manshiet Nasser.

Learning that change is possible

In addition to providing small-scale services, the community mobilization program has also allowed the community leaders to work at a wider level of urban development projects. Accordingly, community leaders in Masr el Qadima and Manshiet Nasser have researched their neighborhoods and prioritized their most urgent needs; for which education, health and better marketing conditions were central issues.

Through ADEW's initiative on community mobilization and urban development, six schools in poor conditions in Masr El Qadima were targeted for rehabilitation and upgrading in 2006. The Amr Ibn el Ass health care center in Masr el Qadima is being upgraded with new technology and improved infrastructure. The Ghamrawy market place in Masr el Qadima received better facilities such as shelter and access to water. The sellers have formed a board to maintain the renewed market place and to handle challenges in the future. All these projects are results of cooperation between the community members, the Ministry of Planning, the German Technical Cooperation and ADEW. ADEW desires to build on the good results from the pilot projects and will continue these activities in the year 2006.

Achievements

Through ADEW's pilot project in 2005, we reached our objective with regards to empowering local community leaders as well as finding local solutions to their problems.

Examples of local achievements:

| Area | Services provided |
|------------------------|--------------------------------------|
| Ezbet Abou Arn | The installation of 15 street lights |
| Amr Ibn El As Mosque | The installation of 12 street lights |
| Sugar and Lemon Bridge | The installation of 22 street lights |
| Ezbet Abou Arn | Removing 1600 tons of solid waste |
| Abou El Moaty alley | Removing 1600 tons of solid waste |
| About El Souad area | Installation of running water pipes |
| Ezbet Abou Arn | Installation of running water pipes |
| Manshiet Nasser | The installation of street lights |

Activities in 2005 under the community initiative project

Searching for solutions for the problems women face is one of ADEW's most important roles for the past 20 years. ADEW has identified many of the problems faced by women through the constant interaction and discussions with the whole community. ADEW recognized that women's situations cannot be changed for them or their families until the surrounding area in which they live is improved. ADEW has been working to make this happen starting from 2001 through the community initiative project. In all these efforts, we were responding to the requests and demands of the women we serve.

Education improvement project in Masr El Qadima:

One of the most important criteria for providing services and programs for women was the admission of their children, sons and daughters, into formal education. ADEW follows up constantly on the dropout rates of our beneficiaries and provides solutions to the families in order to re-admit their children in schools. Through discussions with families ADEW has identified that the most common reason why children are taken out of schools is due to the poor conditions of the buildings. Parents are afraid for the safety and wellbeing of their children in such perished conditions. To address this vastly growing problem, ADEW undertook the "Schools Improvement" project that provided repairs to the most needed of the schools. Among the repairs were as follows:

| Name of school | Services |
|--|---|
| <ul style="list-style-type: none"> • Abou El Soued primary school • Abou El Soued preparatory school • Ahmed Maher primary school • El Malak El Saleh Secondary school for boys • El Nil Secondary school for girls | <ol style="list-style-type: none"> 1. Replaced electricity network in the entire building and the installation of light fixtures in all classrooms 2. Painting of all classrooms 3. Maintenance on all doors 4. Tiling on all necessary floors 5. Placement of electricity |

| | |
|--|--|
| | covers for safety 6. Printers installed 7. Conducted field trips for students 8. Presented schools with donations |
|--|--|

Enhancement of the Amr Ibn El As Medical Center:

| Location | Activities conducted |
|------------------------------|---|
| Amr Ibn El As Medical Center | <ul style="list-style-type: none"> • Painting of all rooms in the center • Painting of all reception areas and center entrance • Painting of all examination rooms |

Upgrading the El Ghamrawy market:

In response to requests of female street vendors who are also credit beneficiaries, a local board of directors was formed and we began the project of upgrading the market. This was done in collaboration with the Ministry of Planning, GTZ, private donations from our board members and the active participation of local community leaders.

| Item | Activities implemented |
|-----------------|---|
| Water network | <ul style="list-style-type: none"> • Installation of pipes and replacing of old faucets • Building of a wall, 2 meters in length and 3 meters in width. |
| Metal placement | <ul style="list-style-type: none"> • Replacing old metal with new • Fixing and placement of |

Opening of the Suzanne Mubarak Park in Mashiet Nasser:

In August 2004 the Manshiet Nasser area office designated the Suzanne Mubarak park located in the Deweka area as a project to be undertaken by ADEW. The role of ADEW was to fund the upgrading of the park including the placement of trees, cafeteria, playground equipment, and the fence of the park. ADEW undertook this project to raise the living standards of the community in which we have been working for over 20 years.

Program Three: Legal empowerment

Legal Empowerment Program

Women are entitled to legal existence.

The legal empowerment program is among ADEW's first initiatives in addressing FHH's problems and challenges. Following a demand-driven approach, ADEW launched its legal empowerment program in 1987 after realizing that 70% of women heading their households had no legal papers in Manshiet Nasser and thereby no legal existence.

The absence of legal papers exacerbates women's oppression and marginalization, as it officially deprives them from enjoying their full-citizenship rights. Without legal documents, such as ID cards and birth certificates, a woman is incapable of enrolling her children in school, obtain social security benefits, secure formal employment, file a court case, and participate in any political elections.

In spite of the above-mentioned repercussions, a cultural inherited belief of the insignificance of legal documents for women is deeply rooted among both women and men. This belief is not only reflected in women's reluctance to obtain legal documents, but it is also illustrated in the endless obstacles and bureaucratic procedures faced by women when issuing any legal papers.

In an attempt to empower women legally, ADEW designed its multidimensional and fully fledged program. ADEW's Legal Empowerment Program was enhanced to work through three main components; assisting women in obtaining official documents, raising women's legal awareness, and assisting women in filing court cases pertaining to personal status law.

"I wanted to take a loan from ADEW and they asked me for my ID card and birth certificate. I don't have a birth certificate and my name was written wrong on the computer and the change can only be from the village where I was born. I don't have money to travel to the village to correct the name. Lawyers from ADEW traveled to the village and brought me the birth certificate so that I can issue an ID card and I got my picture taken and I received the ID card and received the loan too".

Atia Hassan Ismail – 49 - Banha

Through ADEW's well-established connections with the government and civil registration offices, women are provided with all the needed legal papers. ADEW undertakes all the procedures from selection of the women to buying the application forms for legal papers. As an encouragement and enhancement of their sense of belonging, ADEW's beneficiaries in either micro-credit or literacy programs are totally exempted from any costs required to issuing legal papers. However, for new beneficiaries, ADEW requires a 30% contribution for the cost of the ID cards, in order to enhance women's sense of responsibility (only in cases of extreme hardships, new women are exempted).

“I needed money. Can you imagine that I kissed the hand of my children’s father so that he could increase the amount. After he left me to kiss his hand he pushed me to the ground and told me to go to hell I won’t give you anything. I want to file a case against him to give me more money for alimony but I don’t have any money to get a lawyer”.

Amany Badawi Osman – 31 - Qalubiya

Filing court cases stands to be another channel through which ADEW addresses its legal services to FHH. Through our well-trained team of lawyers, ADEW provides legal consultancies and also represents women in getting their right to divorce, custody, and alimony.

Raising awareness is another major strategy undertaken by ADEW to enhance women’s understanding of their legal and political rights. Through ADEW’s experience in the field, it was found that participatory and interactive awareness sessions are among the most effective tools for raising awareness. In each operational area, weekly awareness sessions are held in ADEW’s main office, communal centers or community leaders’ houses; allowing women the freedom to choose the most suitable location and timing. The awareness seminars reflect women’s most pressing issues and priorities on both the legal and political levels; where personal status law, civil rights and political participation stand to be among the most prominent topics discussed.

Achievements

- In 2005, ADEW assisted 16,332 women in obtaining different legal papers.
- Responding to women's increasing demand for legal representation, in 2005 a total of 113 court cases were filed on behalf of women, a dramatic increase from 2004.

Legal Program Achievements

| Area | ID Cards | Legal Documents | Birth Certificates | Awareness Sessions |
|-----------------|-----------------|------------------------|---------------------------|---------------------------|
| Manshiet Nasser | 1,686 | 835 | 795 | 57 |
| Masr el Qadima | 2,709 | 2,627 | 2,349 | 64 |
| Gharbeya | 2,496 | 1,475 | 1,332 | 56 |
| El-Qalyoubeya | 2,792 | 1,475 | 0 | 56 |
| Total | 9,683 | 6,649 | 4,477 | 233 |

Program Four: Domestic violence

Fighting domestic violence

On July 1, 2005 ADEW officially opened the first feminist Egyptian shelter for women and children who are victims of domestic violence.

In spite of the increasing numbers of women and children who suffer from domestic violence, it is still considered as a taboo subject denied by most of Egyptian social segments. There are numerous social, economic, and legal obstacles that intensify domestic violence and make it harder for battered women to escape it. While many women believe that their abuser is in his right to punish them, others believe the situation will improve, or they fear judgment from extended family and neighbors.

In fighting this phenomenon, ADEW introduces a new concept, a new idea, and a new way to help women overcome domestic violence. ADEW's Domestic violence program is a novel concept stemming from many years of experience and research. It is a comprehensive approach to supporting women and children who suffer from domestic abuse.

ADEW's shelter program "House of Eve" is the first shelter for women and children escaping domestic violence in Egypt that offers both a safe and confidential housing alternative, along with a 24 hour support and integrated service component. ADEW's shelter project breaks new ground for NGOs, and for Egypt. After a decade and a half of successful expansion in a range of programs, services to women, and geographic coverage, ADEW now feels it has the institutional capacity, experience, and support to pursue one of its initial areas of concern, namely, challenging the controversial issue of violence against women.

Achievements

- The official opening for the shelter was held in July 2005 that was attended by donors, public officials, media, and NGOs. The event was hosted by H.E. the governor of Qalubia who has been an avid supporter of the shelter program.
- A number of meetings were held with 350 women who have suffered from domestic violence and who are potential residents of the shelter program.
- A workshop was conducted with local Egyptian NGOs in which the strategy of the shelter was shared, brochures were distributed, and questions were answered. These NGOs will serve as partners for ADEW by identifying and sending ADEW women who fit the criteria for being residents in the shelter
- In 2005, ADEW has devoted a considerable amount of time to raise awareness on domestic violence both between men and women in local targeted communities, through other ADEW programs and special sessions.
- Meanwhile, our specialized staff in the different field sites continued to provide counseling and support for women in dire situations.
- In 2005, ADEW staff met with 57 women who showed interest in moving into the shelter. The geographic distribution was as follows:
 - a. 17 in Manshiet Nasser
 - b. 10 in Gharbia
 - c. 6 in Qalubiya
 - d. 9 in Helwan
 - e. 8 in Masr el Qadima

- f. 4 in Bolaq (through a local NGO)
- g. 9 from Imbaba (through a local NGO)

There have been challenges that ADEW has faced while implementing the project and how ADEW plans to overcome these challenges:

1. Women believe that if they leave their homes and seek another shelter away from their husbands, families, and community they believe that their reputation as a pious woman will be lost. This is because she will not be allowed to tell anyone where the location of the shelter is and no one is allowed to visit her at the shelter for safety reasons. This poses a major obstacle in the plan of the shelter operations.

ADEW is working on overcoming this challenge and have undertaken the following activities in order to tackle this misconception.

- ADEW held awareness raising sessions that tackled domestic violence issues and to explain to women the shelter program and the benefits that will be available to them. The awareness sessions were attended by 280 women. Awareness sessions will also held for men in the community. ADEW tackles development from all perspectives and does not isolate women alone. It is important for the community to understand the implications of domestic violence on women and their children. The sessions will be attended by 80 men and 200 women.

- A system has been set up where women can visit the shelter where they will receive legal awareness and services. The aim of this is to have women become accustomed to visiting the shelter and feels safe and secure while there. This is used as a stepping stone until the awareness level has been enhanced and the women will reside in the shelter on a full time basis. During the past period 16 awareness sessions were held in the shelter premises to reach a total of 400 women.

- The psychological counseling is a key component in the shelter project. Only when women stop blaming themselves and receive the necessary counseling will domestic violence come to an end. During the last period sessions were held for women who are suffering from extreme violence in their homes. The counseling was on a one on one basis and in a group setting.

2. Another major challenge faced was from the women who have school aged children. The Egyptian educational system does not allow children to transfer schools during the middle of the school year. It is also difficult in general to transfer children from school to school during the beginning of the school year without the approval of the father. Needless to say that the father will not agree to transfer his child to another school after his wife leaves the marital home.

ADEW is working with the Ministry of Education where the shelter is located in order to facilitate the transfer of the children without the father permission. Partnerships are also being formed with the local schools for the incorporation of domestic violence in the required curriculum in all levels starting from primary school. To date, 4 meetings have been concluded with the neighboring schools.

“I wish for a place to live in with my children without being hit or insulted. Being a maid in houses is very hard. All I want is a place to be protected from my husband and his brother. I want to provide for myself and my children and to educate them, even if I have to beg”.

Madiha Ahmed Ragheb – 43 – Ezbet Al Fostat

Program Five: Girls’ Dreams

Dreams create energy to change

Participation in the Girls’ Dreams Classes gives many unprivileged girls more self-esteem, increased awareness of rights and hope for a better future. Hope can be transferred into action, whereas apathy leads nowhere.

The situation for girls growing up in the underprivileged areas where ADEW works is dire. They are pressured to leave school early to help in the house, raise their siblings, or work. Many experience domestic violence and female genital mutilation. Girls tend to marry and have children early. The girls that stay at home, lack not only formal education but opportunities to think, dream, express themselves and hope for a future in which they can be active participants and not passive followers.

The Girls’ Dreams Program has been developed to empower girls with the tools and opportunities to recognize and develop their potentials and take greater control over their lives. The program offers adolescent girls between 12 and 20 a break from the monotony of their everyday toil. In a safe and comfortable environment they discuss personal topics, develop new skills and get the chance to dream.

“I wish I could go to medical school and be a doctor and examine people for free because there are a lot of people that are sick and have no money to get treated. I wish also that my mother attends literacy classes so that she could help me study”.

Bousy – 13 – 2nd primary - Gharbiya

The Girls’ Dreams program

The girls participate in a year long program covering legal awareness, health and hygiene, the importance of being active in their communities, the value of education, and decision making in regards to their future. Innovative methods were used to keep the girls interested. Music, theatre, drawing, and crafts have proved to be powerful channels for the marginalized girls to express themselves, learn new skills and increase their self-confidence. The girls produced a number of plays expressing their feelings about topics such as early marriage, FGM, and domestic violence. The girls learned how to make beaded bags, cross-stitch, beaded jewelry, ceramics and dry flower arrangements. These items were displayed in different exhibitions making them a source of income.

Achievements

- Close to 1,000 girls participated in the girls' dreams program in 2005, an increase of 150 % from 2004. A hundred and twenty girls of the participants have enrolled in ADEW's literacy program, and some also have returned to formal education.
- Eleven girls have started income generating projects with a micro credit loan, and 88 girls participated in public exhibitions last year.
- Most of the participants that were engaged at a very early age managed to cancel the engagements or postpone the marriage through negotiations with their parents.
- Several girls are now assisting ADEW's field staff in training the new girls in the program, and as such provide peer learning which girls can easily relate to.

“In the classes of the Girls’ Dreams I learned that girls are like boys and not only in behavior. Girls have to have ethics and to have goals and ideas. I learned also that school isn’t that bad after all. Now I’m glad that I’m a girl and I sing with my friends about being a girl.

Hend, 14, Manshiet Nasser

Girls’ dreams program achievements

| Area | Graduated classes | Graduates | Trips |
|-----------------|--------------------------|------------------|--------------|
| Manshiet Nasser | 19 | 376 | 8 |
| Masr el Qadima | 3 | 73 | 5 |
| Gharbeya | 8 | 150 | 12 |
| El-Qalyoubeya | 11 | 339 | 11 |
| Helwan | 2 | 40 | 4 |
| El-Agouza | | | 1 |
| Total | 43 | 978 | 41 |

Program Six: Women’s empowerment

Arab Women Speak Out

To be active citizens that play a powerful role in their families and the community, many female heads of households need better self-confidence and leadership skills. In 2005 ADEW increased the number of social empowerment classes by nearly 50 %.

Most women living in squatter areas of Cairo are unaware of their basic human rights; they often lack education, social networks and decision-making skills. ADEW has developed the *Arab Women Speak Out* program in coordination with Johns Hopkins University and the Centre for Development and Planning Activities.

A general aim for the four-month course is to counter the gender inequalities in society and create a gender sensitive environment among all women and their families. The course intends to increase the women's self-confidence and decision-making skills, as well as participation in public life.

Achievements

In 2005 ADEW offered AWSO classes in three new areas; Gharbeya, Qalubiya and Helwan. 1174 women participated in the program, an increase of 40 % from 2004. Throughout the year there was increased focus on income generating activities, and some classes were dedicated to vocational training. As a means of enhancing communal sense and developing the group spirit among AWSO participants, ADEW has invited the women to participate in excursions. In these trips, women are able to share experiences, build networks and cooperate.

Arab Women Speak Out Achievements

| Area | Graduated classes | Graduates | Trips | Participants |
|-----------------|--------------------------|------------------|--------------|---------------------|
| Manshiet Nasser | 19 | 341 | 4 | 350 |
| Masr el Qadima | 29 | 584 | 5 | 584 |
| Gharbeya | 4 | 83 | 2 | 83 |
| El-Qalyoubeya | 1 | 24 | 1 | 24 |
| Helwan | 7 | 133 | 2 | 133 |
| Total | 60 | 1,165 | 14 | 1,174 |

Program Seven: Literacy

Literacy Program

Knowing your ABC's can give you a new start

Nearly half of the female population in Egypt is illiterate, and in poor neighborhoods the rate is even higher. Gender dynamics favor male education. The misinterpretation of religion keeps girls out of schools or pressures them to leave early to participate full time in domestic work. In a response to such a problem, ADEW has tailored its literacy program to women's most suitable hours and locations.

Drawing on our experience, women proved to be eager to learn and approximately 96% pass the final exams.

In 2005, ADEW decided to shift its literacy program curriculum and adopted the Caritas literacy model. This shift came through the realization of the importance of relating the introduced knowledge to the participants' daily lives and activities. This shift was undergone on an experimental basis, however both women and facilitators voted for its long-term application.

“I quit school because my family circumstances were very hard. But when I knew that there were literacy classes I knew that I had to go to the classes so that I can learn and be like my friends that

went to school. We used to go on trips and I went to places I had never been before. I passed the test and I will go back to school because my wish is to be a teacher”.

Asmaa Ahmed Abou Elyazid - 18

During the next year of implementation, ADEW plans to open literacy classes for men. This will facilitate the attendance of women attending the classes and completing the coursework. This will allow ADEW to achieve the goals set for the program and will also allow for balance within households.

Literacy program achievements

| Area | Exam candidates | Graduates | Graduates passing exam % |
|-----------------|------------------------|------------------|---------------------------------|
| Manshiet Nasser | 145 | 138 | 95 |
| Masr el Qadima | 170 | 164 | 96 |
| Gharbeya | 90 | 85 | 94 |
| El-Qalyoubeya | 105 | 102 | 97 |
| Total | 510 | 489 | 96 |

Program Eight: Health

Health is key to development

ADEW believes that women's contribution and productivity in society is related to improving their health education and wellbeing. Accordingly, ADEW expanded its health program in 2005 through partnerships with both private and public sectors.

Deteriorating health conditions is a main characteristic of underprivileged communities in Egyptian squatter areas; where, 70% of families live below the poverty line, 79% of households lack running water and 53% lack sanitation. Additionally, people have very limited access to health services and the possibility to learn about health issues and harmful traditions.

As a response to this need, ADEW has developed a health program to work on improving health conditions through raising awareness and providing health services in our operational areas.

In 2005, ADEW held a total number of 69 awareness courses, providing women and adolescent girls with basic knowledge on reproductive health, FGM, family planning, and risks of early marriages. The courses were conducted by specialized doctors and held in proximity to the homes of the participants to increase participation. The beneficiaries showed high commitment through their regular and active participation throughout the courses. Additionally, the Pre and post evaluation proved that 86% of the attendees showed high levels of understanding of the provided information.

At the level of providing services, ADEW has experienced that medical convoys are an efficient way to reaching the poorest of the poor in our squatter areas of operation. Last year, ADEW organized 24 medical convoys through which 1954 men, women and children received treatments through this health service.

As a way to reach more people, ADEW developed partnerships with both public and private sectors. The partnership with the Ministry of Health, Cairo directorate has enabled ADEW beneficiaries to receive free medical examinations in the Amr Ibn El As health center. Partnerships with private pharmacies and physicians gave more than 5 000 of ADEW beneficiaries and their families with free medicine and treatment. ADEW believes that improved health services can contribute to a strengthened rapport between the beneficiaries and their community. More than 30 private doctors, at Maghrabi hospital for eyes, Al Demerdash Hospital, and the National Cancer Center were active partners in ADEW’s health program.

Health awareness Program Achievements

| Activities | Beneficiaries |
|-------------------------------------|---|
| Examinations | 1323 |
| Patients transfer to specialists | 93 |
| Government paid health care | 43 |
| Surgeries | 54 |
| Free medication | 927 |
| Analysis campaign | 112 |
| Children Height and Weight campaign | 200 |
| Pregnancy follow up | 33 |
| Ultra sounds | 91 |
| Awareness sessions | 69 (more than 2958 beneficiaries attended) |

Program Nine: Political Participation for Women

Women's full participation in public life is a corner stone in the Egyptian path for social development. It is true that many affirmative steps were undertaken to allow women more channels for participating in public life, yet, there is still so many gaps to be covered. As political parties and civil society groups emerge, unite and grow, women's participation must be a core element at every stage of political development. Fostering an environment in which women are viewed as credible and effective participants and leaders in the political process is the first step toward breaking down existing cultural and institutional barriers to full participation.

ADEW’s “Promoting Women’s Political Participation” project was designed to increase women’s participation in electoral voting, support women to enter into political life and influence the public environment to encourage increased participation by women.

Through its previous work on women's political participation, ADEW has identified a number of skills and attributes which women lack and whose absence hinders their motivation to stand for elections and their success when they do stand. ADEW therefore organized the delivery of four interactive training sessions directed at 82 women who have previously run for and been unsuccessful in elections (whether local or national) as well as women who express a serious interest in and commitment to political participation.

Through this workshop participants had the opportunity to examine their strengths and opportunities for improvement, set breakthrough goals, and create a vision of who they want to become while familiar with the methodology of the workshop. They learned a process to organize their thoughts and practice stating their opinions in a way that can gain favorable attention.

Women as voters:

ADEW implemented a number of awareness raising sessions on the importance of women to participate in the political environment and the importance of their vote. ADEW also issued 7000 voting cards for marginalized women in the squatter areas to further encourage them to take part in the elections.

The political participation program did not only coach women to run for seats in parliament but also at the local elections level and syndicates level. To do this, ADEW formed a partnership with the Association for the Rights of the Community to implement a workshop with the topic of "Political Participation for Women". The workshop discussed the following:

1. Discussion about different elements within the local communities on the laws that govern elections, the changes to the law as well as the changes that need to be made.
2. A session on creating an environment suitable for democracy.
3. Ensuring that the principles of democracy are understood as well as transparency in all sectors of the local community between syndicates, NGOs, and political parties.
4. The encouragement of women to run for local elections through providing realistic examples of women who have held or are currently holding office.
5. To build relations with the media. The media can portray the importance of local elections as well as the role of these elections in simplified terms for the understanding of the community.

You can make a difference:

Since the past year ADEW has made strides in not isolating women, as such, ADEW also included youth and men through the "You Can Make a Difference" program. This new program's objective is to raise the awareness of youth of their rights to participate in the political process in general and through voting in specific. Through this program youth learn that political participation is their duty to their country that they must fulfill. A number of awareness sessions have been implemented through this program attended by approximately 1,500 young men and women.

ADEW also works to ensure that campaign promises made by members of parliament are met to the communities that they represent. Joining these efforts are other NGOs that work in the same areas as well as young men and women not affiliated with any NGOs. This is also used to further

convince the community on the importance of their vote to ensure that their needs are met through their representation in parliament.

Program Ten: Advocacy; extending our voices

Residents of the squatter areas in Egypt are convinced that no one listens to them or is concerned with their issues. Because of this, ADEW is devoted to conveying the voices of underprivileged women to their communities and to decision makers. In addition to empowering women legally, socially, and economically through many programs, ADEW has established a program for the empowerment of the community members in general and to advocating with decision makers about the challenges that underprivileged women and communities face. The foundation of this awareness raising program lies with the conducting of national and international conferences, adopting media campaigns, and archiving relevant material.

ADEW gives great importance to journalists and the media at large, as they are the best method of portraying the voices of marginalized women to decisions makers and to the community. For this reason, ADEW implements periodic and random events directed to the media. Examples of these events are seminars as well as national and regional conferences. One of these conferences was an event on female heads of households under the auspices of H.E. Suzanne Mubarak. The event was to bring light on the circumstances of this target group and to include them in the national agenda. This event was implemented to give media personnel, whether print, television, or broadcast, the platform for which they can publish articles for the yearly media competition that awards the best media work on women's issues.

The media competition has proven its success through the quantity and quality of publications and broadcasts on the issues that affect marginalized women. ADEW also digs deep within different publications on the coverage of women's issues with a new vision that helps to change the stereotypes of women and the publications of in depth stories about realistic issues that women face. ADEW has seen tangible results through ADEW's archives of past publications.

One of the most important objectives of ADEW is to raise the awareness of the community about the social and economic constraints that marginalized women face. ADEW has approached this through three main components:

- Listening to the women:

From its inception, ADEW followed the strategy for advocating for the problems that the women raised themselves. Women are present most of the time in the conferences that ADEW holds to talk in person about their case.

- Using the language of "Protection and Survival":

Working for almost 20 years in gender issues, ADEW found that defending women's cause through the language of "protection and survival" works better than the language of "rights". In a biased community where poor women are deprived from their basic rights, ADEW succeeded in

changing some laws when the advocacy was based on the "protection" of marginalized women, rather than the "rights" of the marginalized women.

- Advocacy to policy makers:

ADEW's advocacy program final step is to raise the awareness about the problems faced by marginalized women within the public, policy and operational arena. ADEW's advocacy strategy includes national and local conferences, media campaigns and printed documentation. ADEW lobbies policy makers and encourages the media to a knowledge the problems faced by poor FHH. ADEW itself produces numerous publications documenting women's issues.

One of the most important topic where ADEW's had a great impact on changing was Egyptian Nationality law.

In addition ADEW cooperates with a lot of regional and national organizations concerned with women issues such as UNDP, Arab Women Alliance and International Fund for women.

Women speak out: "I want my rights" workshop in 2005

The goal for this workshop was to alert the policy makers to the pitfalls and challenges women face in the implementation of law 1 for 2000, popularly known as the law that covers all matters related to personal status law. The workshop was held under the of auspices of Mahmoud Abou El Leil, Minister of Justice and attended by Minister Yehia El Bana, Member of the legislation department at the Ministry of Justice in place of Mr. Mahmoud Abou El Leil.

The workshop was attended by a large number of lawyers, media representatives, and most importantly members of parliament, as well as members other women's and feminist groups and activists. The workshop focused on three main issues:

1. The new family law and the modification of certain of its articles.
2. The Khole clause and problems with implementation.
3. The role of the District Attorney Office and Bank Nasser, community branch, in cases of alimony.

This workshop was a part of a number of activities undertaken by ADEW and other NGOs advocating for the change and modification in the 2000 personal status law. However, our advocacy campaigns in 2005 were not only limited to female's issues. As mentioned earlier in response to community needs and requests we adopted a number of other causes such as the evacuation of the tanning workers from their historical and traditional locations in Masr El Qadima.

Therefore in 2005, our advocacy program was loaded with different and unique activities. A number of activities continued our traditional work to target gender issues, what was new was that we addressed regional as well as national levels. We collaborated with the UNDP, the Arab Alliance for Women, and Global Fund for Women. These were:

1.

ADEW undertook the case of the movement of residents of the Madabeg area in Masr El Qadima to another area, El Roubeky. However, the El Roubeky area is an enormously deprived area lacking infrastructure, no opportunities for women to work, and no schools. For this reason, ADEW took the lead with its local leaders in trying to address these issues.

Workshop in collaboration with the UNDP entitled “Gender and Citizenship

ADEW implemented a workshop for media personnel with the objective of building networks between NGOs and the media. The goal of the workshop was to change the negative laws that related to citizenship in the Arab world.

Afterwards, ADEW implemented a training workshop on the information administration system. The workshop focused on teaching how to spread gained information, especially the information related to the first phase of the regional campaign launched in March 2002 in cooperation with the UNDP, which was entitled "Gender program, Gender and citizenship". The second workshop helped in providing more knowledge about the gender of "gender and citizenship" in order to foster a positive attitude towards nationality laws.

The first phase of the campaign was built on national and regional research which included legal and grassroots aspects. Results of the research provided a complete overview about the laws as well as a presentation of stories of women victims of this problem.

The 2 workshops helped in gathering representatives of NGO's and other developmental counterparts for the preparation of the second phase of the campaign.

Competition for exceptional media work:

The *Gender Media Competition* is organized and held in coordination with the Journalists Syndicate and incorporates all aspects of the media. The competition selects each year's best journal articles, columns, debates and radio and television programs that strongly defend various women legal and social issues to the public. The aim of the competition is to directly address the lack of gender sensitization within the media community, by encouraging and rewarding those members who exert effort and talent in effectively addressing these concerns. In addition, the media competitions provide awareness to the media community and public in general about the importance of promoting women's equal rights and understanding women's predicament. This year ADEW held its 3rd annual media competition under the auspices of a number of ministers including Anas El Feky, Minister of Media, Mamdouh El Beltagy, Minister of Youth and Sports, (former), and Dr. Amina El Gindy, Minister of Insurance and Social Affairs (former).

During the event, 14 journalists and media personnel were honored for their work in 2005.

Launching and inaugurating of the “House of Eve”

ADEW has adopted a campaign to end domestic violence in Egypt a number of years ago. The campaign works on two levels, on the first level with women and the family themselves in the form of awareness and services. On the second level ADEW works to provide an alternative solution to their abusive situations through providing a shelter for abused women. H.E. Adly Hussein, Qalubia Governor has been generous in donating the premises of the shelter. The official inauguration of the “House of Eve” was on the 18th of July 2005.

Throughout this year ADEW has been building the capacity of the shelter staff in order to prepare them for the work with victims of domestic violence. The listening program has been in implementation this year in all our areas of operation to gather information about the problems that these women and their children face.

The Problem of the Madabeg area:

ADEW is concerned with the underprivileged population of Egypt, and understands the extent that their voices never reach decision makers. Through our extensive field work our field staff have listened to hundreds of residents of the Madabeg area who are victims of the conditions of which they live and the other thousands of residents. We have heard first hand of the problems workers have faced due to the move from the Madabeg area to the El Roubeky area.

Through a round table conducted with the NGO responsible for the idea of the move, discussion revolved around the social and psychological implications of such a move of the residents of this area. A plan was devised with phases as a possible solution to the move in order to accommodate the residents of this area.

ADEW has received positive feedback from the Environmental Protection Ministry and a number of members of parliament that they are looking into the matter. ADEW will continue to follow-up on this issue.

Community meetings

ADEW is constantly working on bringing voices of the underprivileged to decision makers through presenting their hardships and challenges that they face. This past year, ADEW has helped the residents of Manial and Masr El Qadima to have their voices heard to the governor’s office and to H.E. Suzanne Mubarak with issues such as the lack of running water, sewage system, and street lighting.

ADEW hosted Dr. Youmna El Hamaky, member of the National Democratic Party, and member of the Shoura assembly, in a community meeting with over 700 in attendance from the areas of Manial and Masr El Qadima. Representatives from these areas discussed the problems they are facing in order to find feasible solutions.

Meetings in the field with youth and women:

ADEW relies on direct work on the grassroots level with the target group in order to open discussions to get first hand accounts of the problems these communities face. This not only builds trust and rapport with the community, but also allows ADEW to find solutions for the underprivileged population. ADEW is also careful to conduct these discussions and meeting periodically with women in order to keep abreast on the latest developments. In past years ADEW has dedicated these meetings to the women of the areas. During 2005 youth have been included in these meetings.

During these meetings women and youth are given the opportunity to express themselves with the utmost freedom. Both young men and young women are given the chance to talk about the issues that they face. Through these meetings the one underlining issue stands out that many of these young people suffer and that is unemployment. Also through these meetings it was identified that unemployment was such an issue because these young people lack the skills necessary to find suitable jobs in the market. To tackle this issue, ADEW helped many young people to receive courses in both English and computer with subsidized prices they could afford. ADEW also helped to find employment opportunities for those who completed the courses in private sector companies with cooperation with prominent business men.

Celebrating honor students:

ADEW believes very strongly in education and learning. In order to encourage those that are exemplary students in all levels of education including primary, preparatory, and secondary in the areas of Manial, Manshiet Nasser, Qalubiya, and Masr El Qadima, ADEW organized a celebration entitled "Raise your hand if you passed". The goal of this celebration was to use exemplary students as an example to other students and to also honor the government and doctors who support ADEW's activities in the underprivileged areas in Cairo, Gharbiya, and Qalubiya. The event took place on July 24, 2005 under the auspices of Dr. Ahmed Gamal El Din Moussa, former Minister of Education, and Dr. Amina El Gindy, former Minister of Affairs and Social Insurance. During the event a number of government representatives were honored for making the development wheel forward. The highlight of the event was the honoring of the exceptional students from Manial, Masr El Qadima, Manshiet Nasser, and Qalubiya. At the end of the event honorable mention was given to those women who were enrolled in literacy classes through ADEW and who have shown advancement in the program.

Public relations efforts with partners:

ADEW persists in supporting relations with policy makers and media and people of civil sector. ADEW cares for creating connection with these sectors with each other. That is why ADEW held a festival for fast breaking in Ramadan. Many people from different sectors attended the festival to show their support for ADEW's activities.

ADEW also cares for creating close relations with targeted women, so in the year 2005 many women were invited into a special Ramadan fast breaking festival. A woman feels like being a part

of ADEW's big family. This festival enables ADEW's employees to be friendly with women so they can deal easily with each other.

ADEW cares also for creating connections between employees and members of its Board that is why a special festival was held for employees with the Board during 2005.

ADEW's Management Structure:

ADEW believes that a successful work can't be completed without a successful staff, therefore in year 2005, ADEW was keen to develop its management structure. This development was materialized by the initiation of new departments:

Human resources department:

Giving ADEW's expansion in new operational areas, number of staff consequently grew to reach 230 employees. Accordingly, it was necessarily for ADEW to have an HR department.

Establishing The Unit of Technical Support and Training:

ADEW realized how important it is to have a technical support and specialized trainings in the fields that ADEW's programs work in, and that is to enable those cadres of developing ADEW's view and philosophy into activities and programs based on high technique, and also to carry ADEW's special experience to other NGOs that work in the same fields, and that is to spread this experience and make sure of activating the communities where we work and where ADEW's programs implement all activities.

This unit makes a "training card" to each and every employee that contains all the trainings that he/she attended since he/she joined ADEW. And there are two kinds of trainings:

1. **General Trainings:** Given to all ADEW's staff in all different sectors, and it concerns about ADEW's message, aims, targeted groups and its different programs. These trainings ensure that all staff have, at least, good understanding and one united language about ADEW's message and its different programs. We also seek for these trainings to produce a staff that believe in ADEW's aims and message, so there can be a link and a merger between the personal development of each employee in ADEW and between ADEW's aims and message.
2. **Specialized Technical Trainings:** Which are offered periodically to ADEW's staff based on the requirements of the position they occupy and the periodic performance evaluation that they were subjected to. We also send our staff to participate in exterior trainings led by either other NGOs or other foreign training centers, and that is to improve their skills and qualifications.

Job Description:

With the growth of ADEW, the expansion of its programs and the overlap among them all, it was necessary to accurately design a "job description form" for each position. Each form contains all the duties whether they are supervisory, administrative, following-up or public relations duties that each employee is responsible of. The accurate job description helps in preventing the overlap between the positions, and at the same time it carefully identifies the requirements of each position in order to facilitate finding the right candidates for each.

Performance Evaluation:

ADEW designed cards to evaluate the staff performance through a cooperation between the human resources officers and the managers of ADEW's different projects and programs; making sure that the performance evaluation go well with the roles of each employee in ADEW that were previously defined in the "job description cards". Each employee's monthly performance is evaluated by his/her direct boss, and the employee has the right to discuss all his/her evaluation's different items. According to that evaluation, each employee is given trainings on the aspects where he/she needs to improve, and also to see how far those trainings that he got did affect his/her performance in accomplishing all his/her roles.

Through all these different techniques that we lead in ADEW, and though our belief in the mission of the human resource unit and its important role in achieving ADEW's aims, we always do our best to build and develop the staff's qualifications.

The Coordination Committee

Concerning ADEW's experience in democracy and ruling methods, ADEW led another internal experiment in managing all its branches, that is the "coordination committee". This committee consists of the managers of all ADEW's units and programs who manage ADEW's daily missions, and are responsible of making the required decisions for the different activities in the general policy cadre of ADEW.

That is a unique experiment that gives the youth (all managers are youth people, ages vary from 26 to 35) an opportunity to manage and make decisions, and it also reflects the decentralization in making decisions instead of giving all ADEW's authorities to the Chairperson or the Executive Manager only.

Training:

The association for the development and enhancement of women cares for giving employees more experience. ADEW gives them training in different fields, to aware them of different issues related to ADEW and developmental work. It enables them to get acquainted with new means of technology and computer. ADEW also cares for raising employees' cultural status in order to enable them with sensitive issues in society.

Training for ADEW's employees in 2005

| training | Number of participants |
|--|-------------------------------|
| Concepts of development for Gharbeya and Qualiobeya working teams. | 24 |
| Health awareness "Girls' dreams" team. | 24 |
| domestic violence about | 29 |
| Financial training for "Girls' dreams" team. | 18 |
| Personal status law | 5 |
| Legal program | 27 |
| Arab women speak out" employees." | 14 |
| Strategic planning "Girls' Dreams" | 19 |
| About domestic violence | 17 |
| Domestic violence for Qalubiya team. | 19 |
| Financial training for accounting unit. | 15 |
| How to write a report | 8 |
| Training for trainer (girls' dreams team) | 25 |
| Nutritious safety | 15 |
| Unified vision | 13 (new employees) |
| Unified vision | 14 |
| Domestic violence | 33 |
| Excel (computer program) | 22 |

Unified vision is the title of a periodical training given to new employees in order to know all about ADEW's aims and programs. This training aims to create a connection between ADEW's employees, and having a unified vision about it.

For more transparency

The association for the development and enhancement of women (ADEW) was first registered as a private non- voluntary association with the ministry of social affairs in 1987 under registration number 3528. ADEW was re-registered in 2002 under the same number in compliance with the requirements on the new NGO's law 48/2002. ADEW's mission is to strengthen and empower impoverished female heads of households economically, legally and socially, providing them with the resources necessary to attain social and economic security for both themselves and their families.

In order to achieve transparency, ADEW adheres to the following protocol:

- A proposal is created for foreign donors consist of those permitted to work in Egypt. The Egyptian Government, including the Ministry of social affairs and the Ministry of foreign affairs accept or reject ADEW's cooperation with these institutions.
- When ADEW is approved for a proposal, including a budget, a contract is created between ADEW and the donor. The contract is then translated into Arabic by a translation office that is specialized and certified. ADEW provides the translated contract to the ministry of social affairs.

- The ministry of social affairs and the National Security Council review these proposals as well as terms of the contract. The relation between ADEW's aims and the project it self are carefully examined. The reputation of the donor and the NGO are also reviewed.
- All of ADEW's projects are of charitable nature. ADEW is not affiliated with any political parties and none of ADEW's project serves a political purpose.

The ministry of social affairs follows up on all of ADEW's projects, files and expenses. The ministry retains the right to access ADEW files over a five year period. The ministry filed no financial notices or other comments about ADEW's activities since its establishment in 1987.

ADEW's budget is available on its internet website (www.adew.org). ADEW also publicized its budget at a press conference in February 2003. ADEW has never received funding from the American government or any other federal or American government or any other federal or American institution located outside Egypt. ADEW's sources of funding can also be found on its website.

ADEW's expenses are divided into the following:

- Direct expenses for women empowerment.
- Indirect expenses- expends for researches, trainings, or advocacy conferences.
- Administrative expenditures, needed for presenting services directly.

Distribution of funds to activities

| Item | Amount | Percentage | Number of beneficiaries |
|---|--------------|------------|-------------------------|
| Loans to women | 5,397,869.93 | 22.13% | 10,196 |
| Literacy to women and adolescent girls | 777,209.92 | 3.19% | 2,213 |
| Girls Dreams | 1,238,840.00 | 5.08% | 2,498 |
| ID cards for men, women, and youth | 1,672,519.00 | 6.86% | 46,459 |
| Legal documents for men, women, and youth | 413,437.00 | 1.69% | 27,341 |
| Filing cases for women | 1,334,973.70 | 5.47% | 1,890 |
| Legal awareness for women | 497,030.00 | 2.04% | 4,141 sessions |
| Schools project | 76,000.00 | 0.31% | 5 schools |
| Ghamrawy market project | 85,000.00 | 0.28% | |
| Painting of houses | 82,000.00 | 0.35% | 100 houses |

| | | | |
|-------------------------------------|---------------|--------|----------------|
| Amr Ibn El As Health center project | 1,083,332.00 | 0.34% | |
| Health services for women | 879,332.00 | 4.44% | 21,667 |
| Arab Women Speak out program | 879,332.00 | 3.60% | 2,790 |
| Training for women | 1,205,209.00 | 4.94% | 3,240 |
| Awareness sessions for women | 1,325,765.57 | 5.43% | 11,128 |
| Training for natural leaders | 933,977.50 | 3.83% | 1,100 |
| Community mobilization project | 978,959.25 | 4.01% | |
| Conferences | 525,246.00 | 2.15% | 14 conferences |
| Children's Dreams program | 225,000.00 | 0.92% | |
| Equipment for offices | 615,305.88 | 2.52% | |
| Publications | 678,120.00 | 2.78% | |
| Ramadan Iftar | 109,357.00 | 0.38% | 5 events |
| Personnel | 4,208,051.35 | 17.25% | 1,150 |
| Total | 24,410,035.10 | 100% | |

Summary

| Item | Amount | Percentage |
|-----------------------------------|---------------|------------|
| Activities for women and families | 15,472,200.05 | 63.43% |
| Indirect services | 4,729,783.70 | 19.32% |
| Cost of services | 4,208,051.35 | 17.25% |
| Total | 24,410,035.10 | 100% |

2005 Expenditures

| Branch | Expenditures | Percentage |
|--------------------------------|--------------|------------|
| Manshiet Nasser | 1,690,607.67 | 16% |
| Project implemented nationally | 3,190,223.28 | 30.2% |
| Masr El Qadima | 3,037,017.06 | 28.75% |
| Helwan | 311,871.46 | 2.95% |
| Qalubiya | 1,183,398.70 | 11.2% |

| | | |
|--------------------|---------------|--------|
| Gharbiya | 1,150,068.00 | 10.89% |
| Total expenditures | 10,563,186.17 | 100% |

Success stories

ADEW gives chances to its employees to develop their potentials by allowing them training that helps with decision making, raises their self confidence, and which gives them the chance to create and develop themselves.

"The association for the development and enhancement of women... is a developmental institution that combines academic approach and practical practicing to develop local societies, especially marginalized groups"

**Doaa Hussein
Development programs Dept. manager
Cultural affairs institution**

“I had only two years experience in the field of development when I joined (ADEW) .ADEW's management knew my abilities and gave me the chance to work in the donors unit, gave me all the training I needed, I learned how to write proposals, negotiations and connection skills and carrying on projects. I also had the chance to all about developmental issues and concepts.

ADEW gave me more experience by allowing me handle more assignments, like working on advocacy issues handled by ADEW. I also worked in studies and conferences supporting women's issues held by ADEW.

Working in the association for the development and enhancement allowed me to have an extensive vision; this empowered me both on personal and professional levels.

I work now as a Development programs Dept. manager, in Cultural affairs institution. This department is responsible for designing developmental programs; it is also responsible for watching and evaluating its projects in four governorates in Upper Egypt. At the same time, I am responsible for the institutions' activities and projects in Fayoum, and Dealing with other civil societies' institutions”.

"My work in the association for the development and enhancement of women introduced me to developmental activities that I never knew about"

**Aziza Shershaby
Gharbeya branch manager**

“I joined ADEW in 2003. I began working in the field directly with people. I learned how to speak of ADEW's programs and how to attract people to our policy, especially women households.

In 2004, ADEW began to apply its program in Gharbeya branch, I was then assigned as its manager, and the nature of my work developed more and more because I had to deal with other institutions, governmental thus my experiences were highly developed.

Last year, I was assigned as a deputy manager in ADEW's legal program in Gharbeya governorate; that was a new challenge for me. It gave me an impulse to be more inventive.

My work in the association for the development and enhancement of women gave me a new vision of developmental work that I never knew about before. My work there allowed me also to get to know young people working in civil section. They gave me a hope in future”.

"The association for the development and enhancement of women gives the chance to its employees to progress and promote."

Naglaa A. Raouf

Qualiobeya and Mansheia manager

“I joined the association for the development and enhancement of women in 2001 in Misr El Qadima branch. Back then I had no idea about the association or its targets and aims. But after the first interview with Dr. Iman Bibars ADEW's chairman, I felt that I will have my own position there, because Dr. Iman seemed very encouraging.

At the beginning, I spent an experimental period in Misr alquadema branch. I took responsibility and began to prepare it. I searched for a suitable location and rented a flat and furnished it. Since then I began to feel like it was my own house, so I worked there with love and enthusiasm that helped me carryout my assignments.

Later on, I was promoted to the manager deputy. Dr. Iman chose me to take the responsibility of micro-credit program. She thought this position would give me new experience and that my performance will be better.

Because I trust Dr. Iman's opinions and consider her my mentor, I agreed to her suggestion but there were some differences between me and the project manager so I was assigned in another job. I felt I will not be able to work away from the branch I was one of its establishers, so I quitted and left ADEW.

My experience in the association for the development and enhancement of women allowed me to find another job easily in another association, but after a while I discovered that leaving ADEW was a very big mistake. Unlike the other association, ADEW had developmental aims. So I came back to ADEW and I work now as Qualiobeya and Mansheiat Nasser manager”.

Working at ADEW gives me strong enthusiasm and willing to work and create more. Unlike other organizations, ADEW, is not only keen to provide its staff with all the assistance they need but also is keen to continually encourage them by promoting the ones who successfully achieve his

work. I started my work as facilitator and here I am the manager of Mansheyat Nasser office as well as the executive for Qualiyoubeya office. ADEW is really a very special organization.