

# Mission Report Libya

Capacity-Building Workshop on Cluster Engagement for National Actors  
Tripoli, 24-25 July 2018



## Contents

Introduction.....	2
Objectives.....	2
Deliverables .....	2
Workshop .....	3
Localisation in Semi-Remote Management Context.....	3
Localisation in the Protection Sector Strategy .....	4
Localisation in Coordination: Main Challenges and Key Gaps.....	5
Key Recommendations .....	13
List of participants .....	15
Evaluation.....	16
Annexes .....	16

## Introduction

The World Humanitarian Summit (WHS) recognized that increased localisation is fundamental to the delivery of a dignified and effective humanitarian response, concluding that humanitarian action should be “as local as possible, as international as necessary.” The associated Grand Bargain emphasized the need to make more deliberate and explicit efforts to better engage with, empower and promote the work of local actors. The Global Protection Cluster (GPC) is seeking to meet the commitments made in regards to localisation and is keen to ensure and increase local actors’ engagement in both field coordination mechanisms and global strategic decision making. This work is being carried out by the Child Protection Area of Responsibility (CP AoR) and the International Rescue Committee (IRC) on behalf of the Global Protection Cluster (GPC) and with the collaboration of the country-level Protection Cluster and Sub-Clusters.

From January to June 2018, the IRC conducted an online survey to gauge interest from field colleagues in the GPC localisation initiative and start identifying obstacles for the participation and inclusion of national actors in the cluster system. 45 individuals from 35 NNGOs<sup>1</sup> from Libya participated in this survey, which served as a baseline for the localisation activities to be implemented. The IRC then conducted a one week mission (from 21<sup>st</sup> to 26<sup>th</sup> July) which included a two-day workshop on humanitarian coordination to reinforce local actors’ participation and influence in protection coordination mechanisms. This report provides a summary of the discussions which took place during the workshop as well as the initial findings from the baseline survey.

## Objectives

A two-day workshop was organised by IRC and the GPC in partnership with UNHCR and the Protection Sector in Libya. The workshop aimed at increasing the knowledge of national partners on the international humanitarian architecture, the cluster/sector approach and the different steps of the Humanitarian Programme Cycle (HPC) as well as of the relevance of the centrality of protection in humanitarian action, with the overall objective that participants are equipped with the skills and capacities to participate in the work of the Protection Sector in Libya and to contribute and influence the HPC process, notably by bringing forward key protection priorities and sharing field knowledge. The workshop gave national partners an opportunity to share their concerns and identify key recommendations to advance the localisation agenda. Additional capacity-building needs were also identified and longer-term mentoring and support is expected to be provided on this basis.

## Deliverables

The support visit achieved the following:

- 45 individuals from 35 local and national organisations participated in the Localisation Scoping Survey to identify potential obstacles for national/local partners’ engagement in coordination mechanisms and areas of capacity strengthening needed.
- 17 national partners with a total of 21 participants (14 men and 7 women) were trained on humanitarian coordination and their capacities strengthened for a more inclusive and meaningful participation of national partners in the work of the Protection Sector in Libya.

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<sup>1</sup> The following organisations completed the survey: Aldamir, Mwten Alslam for Human Rights, Marwan Alhasi, Tripoli Good, Almotwaset Organization for Migration & Relief, Productive Family Tawerga, منظمة الإحسان منظمة, Al Ehsan And Taqwa NGO, Life Makers Association, Amzonat Libya, Alrawnaq Organization for Women and Children and Charity Works, Kafaa Development Foundation, Libyan Health Organization and Awareness, Jusoor Center for Studies and Development, Alemdad Charity Association, Charity & Piety Organization (الخيرية للأعمال والتقوى الاحسان منظمة), Immigrant Voice Organization, Organization of Development Pioneers, Libyan Mine Action Centre, Union of Arab Ambassadors for Children, الإنسان لحقوق الضمير منظمة, Alidamer Organization for Human Rights, I am Tawfiq, South Peace Organization for Development, الريادية مبادر مؤسسة, Libyan National Organization for Development, Y-Peer, Fezan National Caucus, ALSALAM Bani Walid Charity Association, Shaik Tahir Azzawi Charity Organisation (STACO), Al-Ola Charity Association, Hope Organization for Development and Relief Services, Haqi Organization Women Legal Network, LIBAID, Moomken Organisation.

- A review of main challenges and key gaps was conducted by national partners according to the GPC/CP AoR Conceptual Framework for Localisation in Coordination.
- Key recommendations have been compiled in an action plan for greater inclusion and participation of national actors in the Protection Sector.

## Workshop

The workshop started by a presentation on what localisation means, why it matters, and what is the role of coordination groups in that matter. It was communicated that the localisation approach boils down to ensuring that the response is ‘as local as possible, as international as necessary’. It was recognized that determining the right configuration or balance between international and national contributions is a difficult and subjective task and that the coordination group can support with constantly reviewing the situation and bringing the sector to a consensus on whether the balance is right.

The **first day** of the workshop aimed at equipping local partners with the knowledge and skills to participate in the international coordination system and to influence humanitarian strategies and response plans such as the HNO and HRP. The humanitarian reform, the cluster approach and the key steps of the HPC were discussed through group exercise and plenary discussions. The key messages conveyed were that an increased knowledge of the international humanitarian system helps national partners to fully participate in the phases of a humanitarian response and that processes that are inclusive and consultative generate better planning decisions, more robust cooperation, greater accountability, and legitimacy. Day 1 also highlighted how the humanitarian system has committed to putting protection central to its work and the collective responsibility humanitarian actors have towards it. It led to a reflection on how local partners can work together with international actors to develop protection analysis and responses that are locally-driven, highlighting the importance of sharing assessments and protection data collected with the Protection Sector. Protection analysis tools such as the inverted tree and the risk equation were presented and participants were given the opportunity to use them to analyse five core protection concerns in Libya: attacks against civilians, violence against children, kidnapping, exploitation of migrants and lack of support to children with disabilities. The aim was to reach a common understanding of what constitutes a protection risk and the methodology for conducting collective protection analysis.

The **second day** of the workshop focused on the main elements of effective humanitarian coordination and the ways local partners can participate in the protection coordination mechanisms. A presentation was given by the Libya Protection Sector to ensure participants were familiar with the main protection concerns in Libya, as well as the structure, objectives, priority areas of work and strategy of the Protection Sector. It provided an opportunity to gather partners’ perspectives and experience on their involvement with the coordination system. One of the outcomes of the day was to map out the main challenges and key gaps according to the GPC/CP AoR Conceptual Framework on Localisation in Coordination (p. 5-12) and to identify and agree upon practical and actionable recommendations to advance the localisation agenda within the Protection Sector in Libya (p. 13-15).

## Localisation in Semi-Remote Management Context

In Libya, remote programming and remote operations have become standard practice for a range of international humanitarian organisations. Due to volatile security and access constraints, much of the actual delivery of humanitarian aid on the ground is done through national and local actors while the coordination and decision-making processes are still managed by international actors based in Tunis and only recently from Tripoli<sup>2</sup>. In this context, local actors play a significant role in the operationalisation of the response but have very limited leadership and decision making power. Their participation in coordination mechanisms is relatively limited due to the semi-remote nature of humanitarian operations in Libya which creates a

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<sup>2</sup> On 7 February 2018, the UN Secretary General endorsed the recommendation to cancel the evacuation status in Libya. Since then, the majority of UN agencies re-open their offices in Tripoli and all their International staff have been relocated to Tripoli.

disconnect between international and national actors. Throughout the workshop, the specific challenges that the operational setting poses to effective protection response and involvement of national partners were discussed with participants. National partners expressed the difficulties they experience in terms of decision-making, management of partnerships, and monitoring. They felt access, security and logistics issues are not well perceived and understood by international actors. Given problems related to access in Libya, local partners play an invaluable role in providing crucial data that informs protection analysis. As the international community progressively increases its operational presence on Libya, strengthening the participation and level of influence of national actors in coordination mechanisms and maximizing their contribution and leverage is a priority. The following recommendations should be considered:

- ✓ The Protection Sector should play a pivotal role sharing information and ensuring linkages between the actors based in Libya and the ones working in Tunisia.
- ✓ The Protection coordination structure within Libya should be reinforced (activation of MA, GBV, CP sub-sectors) with a view of improving the current response as well as preparing the ground for when international protection actors will return Libya.
- ✓ It would be beneficial to explore the possibility of assigning regional focal points for the protection sector in each geographical area (Tripoli/Benghazi/Misrata/Sirt/South) to ensure greater participation of local actors.
- ✓ To maximize the contribution and leverage of the multiplicity of local actors, it would be valuable to map out local capacities and presence.

### Localisation in the Protection Sector Strategy

In terms of localisation, the Protection Sector is committed to engage with and strengthen the capacities of partners, local actors, service providers and local authorities on protection issues<sup>3</sup>. The Protection Sector Strategy for 2018-2019 sets specific activities to reinforce the role of national partners in the delivery of protection services. These activities are:

- Put in place coordination mechanisms inside Libya with local partners and authorities including liaison arrangements between the Protection Sector based in Tunis and local coordination mechanisms for the purpose of information sharing and dissemination.
- Engage with and strengthen capacities of local actors to assess, analyse and respond to the protection needs of affected populations and mainstreaming protection across the humanitarian response.
- Encourage the humanitarian community to strengthen the capacities of local actors, including those at risk, by developing their understanding of the humanitarian principles of humanity, impartiality, neutrality, independence and 'do no harm' and basic principles of international humanitarian and human rights law.
- Engage, support and invest in national civil society organizations that are working with affected populations and providing direct protection services.
- Map local actors and capacity to respond in areas where humanitarian needs are high and set up mechanisms for sustained engagement by local actors including establishment of local GBV coordination platforms and agreed on referral pathways.

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<sup>3</sup> Libya Protection Sector Strategy 2018-2019

## Localisation in Coordination: Main Challenges and Key Gaps

The main outcome of the workshop was a review of the challenges and key gaps identified by national partners in terms of localisation. The discussion was framed around the five dimensions of the GPC/CP AoR Conceptual Framework for Localisation in Coordination<sup>4</sup>: (1) Governance and Decision-Making, (2) Participation and Influence, (3) Partnership, (4) Funding, (5) Institutional Capacity. The table below provides a summary of the five dimensions of the Conceptual Framework and what each dimension means for coordination groups.

Dimension	What this means for coordination
Governance and Decision-Making	Local actors should have equitable opportunities to play leadership and co-leadership roles at national and sub-national levels; and have a seat at the table when strategic decisions are made (Strategic Advisory Groups, Steering Committees, Cluster Lead/Co-Lead, and Humanitarian Country Team).
Participation and Influence	Local actors should have the opportunity to influence the AoR/Sector's decisions. To do this, they need equitable access to information and analysis on coverage, results; and the opportunity and skills to effectively and credibly convey their thoughts and ideas.
Partnership	Coordinators should be promoting a culture of principled partnership both in the way it interacts with its members; and the way in which members interact with each other. In some cases, this requires transitions from sub-contracting to more equitable and transparent partnerships, including recognising the value of non-monetary contributions by local actors (networks, knowledge).
Funding	Where they have the institutional capacity to manage their own funds, local actors should be able to access funds directly. Local actors should receive a greater share of the humanitarian resources, including pooled funds, where applicable.
Institutional Capacity	Whilst technical capacity strengthening is important, coordination groups should also actively encourage more systematic and coordinated opportunities to receive support to strengthen operational functions, as part of the overall sector strategy to scale up services.

The identification of the main concerns and key gaps was done through a group exercise. Barriers or obstacles to the participation of local/national partners in coordination mechanisms were recorded by participants on colour paper (red for challenges). Participants were also asked to identify potential solutions or recommendations to the identified challenge (green cards for recommendations). The information provided from partners' own reflections and experience with the coordination system and do not aim to represent the wider community of national partners in Libya.



<sup>4</sup> GPC/CP AoR Localisation in Coordination Summary Document

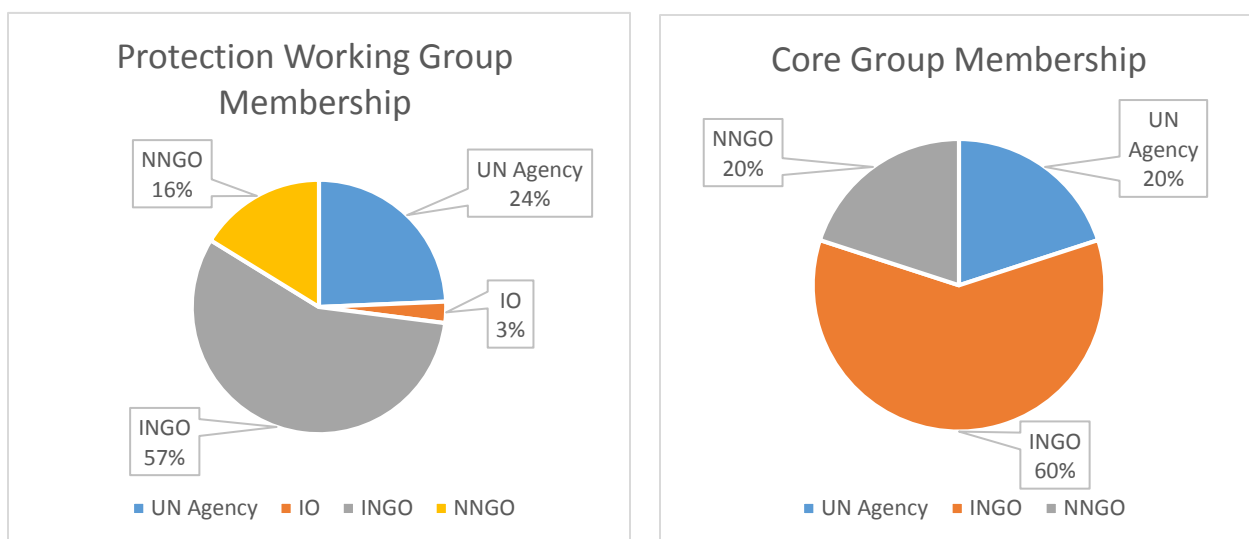
## 1) Governance and Decision-Making

The Protection Sector was set up in 2015 under the overall leadership of the Resident/Humanitarian Coordinator (RC/HC), with UNHCR as a sector lead and the Danish Refugee Council (DRC) as a co-lead since 2018. The National Protection Working Group (PWG) is based in Tunis while a Sub-National PWG is established in Tripoli. The Protection Sector is composed of 37 members, which include 9 UN Agencies, 21 INGOs, 6 NNGOs and 1 International Organisation. Over the last three years, the Protection Sector met on a bi-weekly basis in Tunis for information sharing and coordination of protection activities related to IDPs. Since July 2018, the UNHCR Protection Sector Coordinator is based in Tripoli and meetings of the Protection Sector are organized simultaneously in Tunis and Tripoli via teleconference.

A Gender-Based Violence Sub-Working Group is led by UNFPA and co-led by CESVI. The Mine Action Sub-Working Group is led by UNMAS. A Child Protection Sub-Working Group is in the process of being established to improve the coordination between the child protection actors. The Protection Sector is also comprised of a Return and Reintegration Task Force led by UNHCR.

In Libya, the governance structure of the Protection Sector is predominantly dominated by international actors (UN agencies or international NGOs). This can be in part explained by the remote management context which has obliged coordination groups to operate from Tunis over the last three years. For this reason, there is no national partners holding lead or co-lead positions.

National partners are somewhat represented in governance and decision-making forum through the Core Group (CG), which was established to enhance the strategic direction, planning and inclusive decision-making processes of the Protection Sector. CG members are elected through a transparent nomination of candidates validated by an election. The CG is comprised of 5 members, including UNHCR, DRC, IRC, NRC and Alnahla Organization for Education Awareness<sup>5</sup>.

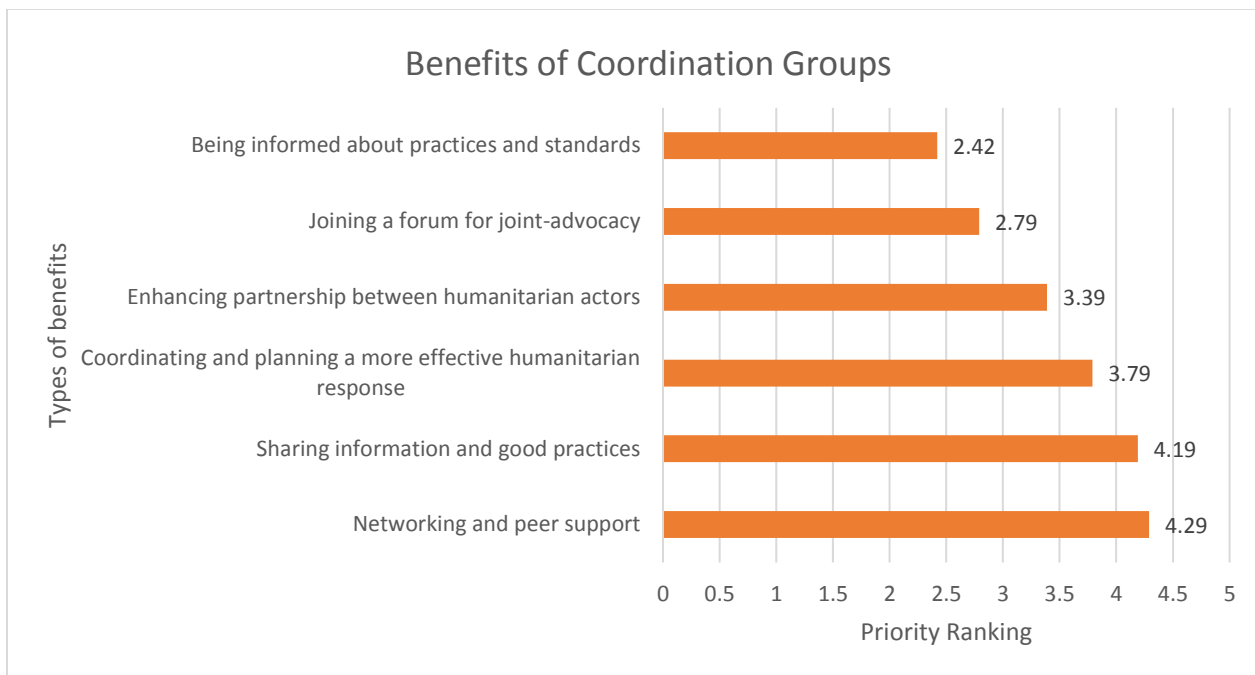


## 2) Participation and Influence

National actors contribute significantly to the effectiveness of the humanitarian response in Libya through their understanding of the context, greater access to affected populations and their sensitivity to political and social dynamics. Given the limited access for international actors, local actors are greatly if not solely responsible for the delivery of assistance and protection to affected-populations in remote areas.

<sup>5</sup> The Core Group only met once, other meetings were not possible due to staff turnover from INGOs.

Asked about the benefits coordination mechanisms could bring to their organisations, national partners who participated in the baseline survey<sup>6</sup> expressed the following ideas:

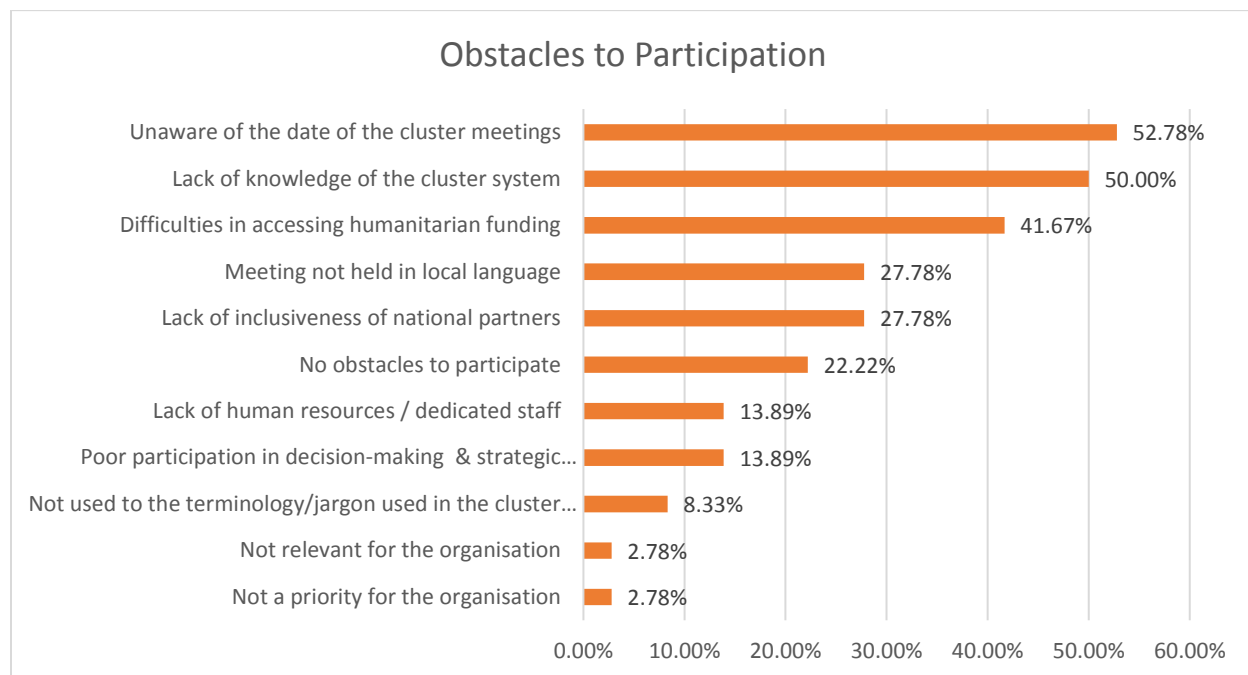


Among the national partners who participated in the baseline survey, 32% declared 'always' participating in the sector meetings while another 32% declared 'never' participating. These results contradict with the observation made by the Protection Sector Coordinator and Co-Coordinator that no local partners participate in the sector meetings.



<sup>6</sup> IRC Localisation of Protection Scoping Survey, January – June 2018.

The participation of national partners in protection coordination mechanisms is constrained by a number of significant barriers such as: being unaware of the date of the cluster meetings (52.78%), lacking the knowledge of the cluster system (50%) and having difficulties in accessing humanitarian funding (41.67%).



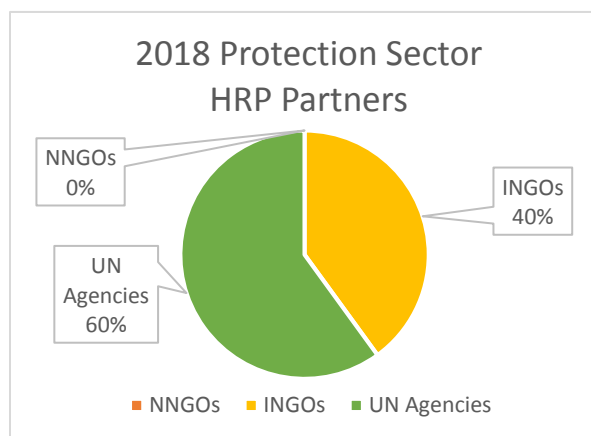
Through group work and plenary discussion, the following challenges and recommendations were identified by national partners in terms of participation and influence.

Challenges	Recommendations
<ul style="list-style-type: none"> <li>National partners feel they lack the capacities to meaningfully influence the strategies and decisions of the Protection Sector, due mainly to an absence of knowledge of the HNO/HRP processes and humanitarian system.</li> <li>National partners are not aware when there is an opportunity to participate in sector meetings, events, and decision-making processes.</li> <li>National partners are not clear on the process and criteria for becoming members of the Protection Sector.</li> <li>National partners are involved in conducting protection needs assessments but do not share information with the sector due to problem of connectivity (lack of electricity/internet) or other issues due to the remote management context (difficulty in verifying data accuracy, lack of trust from international actors on data being shared).</li> </ul>	<ul style="list-style-type: none"> <li>Increase participation and inclusion of national partners in the work of the protection sector and other working group.</li> <li>Increase the number of national partners in decision-making forum and processes.</li> <li>Provide additional training and capacity-building activities to support local partners' participation and engagement in the sector.</li> <li>Strengthen information channel to ensure national partners are informed about opportunities to engage with the sector (mailing list, communication in Arabic).</li> <li>Implement third party monitoring and strengthened data analysis as solutions to verify data accuracy and remote management working arrangements.</li> </ul>



### 3) Partnership

In Libya, the Protection Sector counts 10 partners to implement the 2018 HRP. These 10 partners include 4 INGOs and 6 UN Agencies<sup>7</sup>. According to the workshop participants, partnerships are predominantly sub-granting or sub-contracting due to the remote working arrangements and the nature of partnerships being signed between international and national partners. Partnerships with local actors are seen as the only way for international actors to deliver humanitarian assistance inside Libya where access to remote areas is a challenge. It appeared that the Principles of Partnership are inconsistently applied, particularly the principle of equality and transparency.



Through group work and plenary discussion, the following challenges and recommendations were identified by national partners in terms of partnership.

Challenges	Recommendations
<ul style="list-style-type: none"> <li>Partnership model between international and national actors are predominantly sub-granting or sub-contracting in nature.</li> <li>Principles of partnership are unknown and application is inconsistent (particularly the principles of equality and transparency). National partners feel there is bias in the way international actors identify and choose which partner to work with.</li> <li>National actors feel they are negatively perceived by international actors (INGOs, UN agencies) as often seen as lacking capacities to implement programmes.</li> <li>National authorities' support to the civil society is considered as insufficient, particularly in terms of recognition and registration procedures (NNGOs are registered under the Ministry of Culture and lack funding support).</li> </ul>	<ul style="list-style-type: none"> <li>Model and monitor a culture of principled partnerships within the Protection Sector.</li> <li>Promote partnerships that draw on coaching and mentoring approaches rather than sub-granting/sub-contracting.</li> <li>Strengthen partnerships between national and international non-governmental organizations.</li> </ul>

### 4) Funding

Most national NGOs in Libya do not have unrestricted funding to cover their core costs and lack the resources that participation in the humanitarian system demands. Access to funding is therefore the third obstacle the most cited by national partners when asked about the engagement of local NGOs in coordination system. Donors prefer to finance directly international agencies (UN and INGOs) which continue their involvement in Libya with remote management work modality through national and local actors. In addition, a country-based pooled fund does not exist in Libya which limits the channels through which national NGOs can access funding.

<sup>7</sup> Libya Protection Sector, 2018 HRP data.

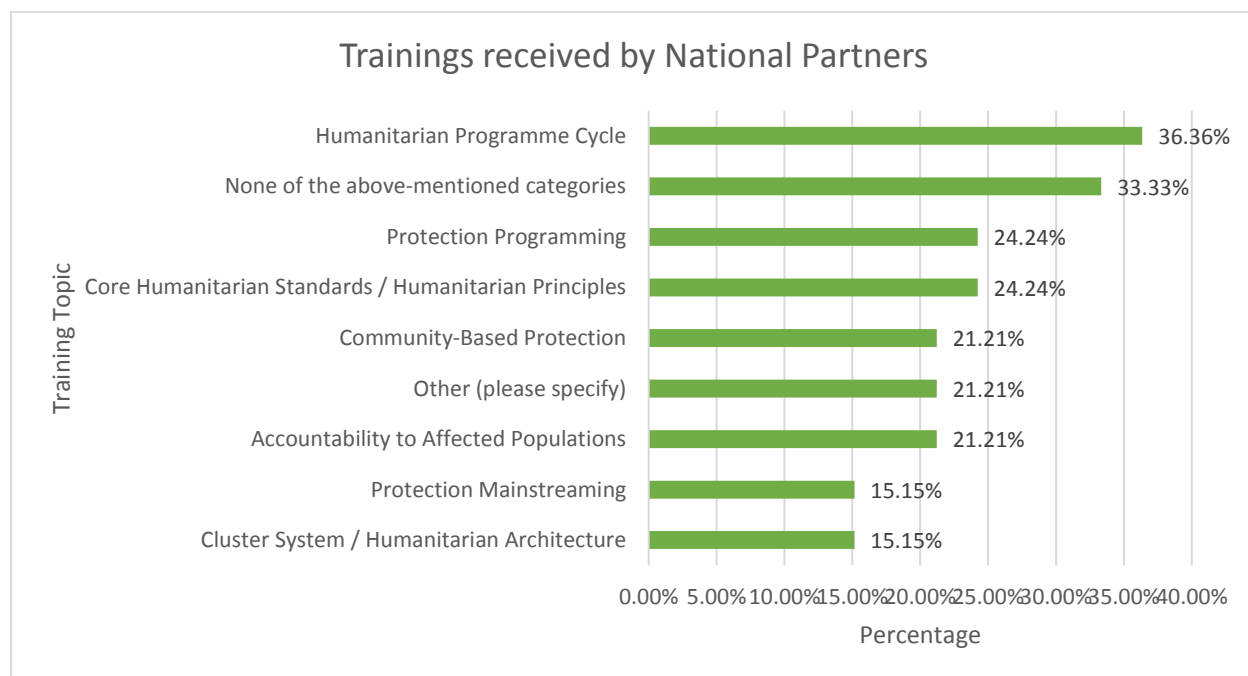
Through group work and plenary discussion, the following challenges and recommendations were identified by national partners in terms of funding.

Challenges	Recommendations
<ul style="list-style-type: none"> <li>• There are no pooled fund mechanisms in Libya.</li> <li>• There is a perceived lack of trust from INGOs towards NNGOs.</li> <li>• There is no funding or financial support mechanisms from local authorities to the civil society.</li> <li>• National partners mentioned logistic and admin obstacles to receiving funding such as transaction or fund transfer issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Promote regular communication on funding opportunities to local partners (donor mapping, requirement for funding, direct funding opportunities).</li> <li>• Encourage local partners to submit project for the 2019 HRP to get visibility towards donors.</li> </ul>

### 5) Capacity

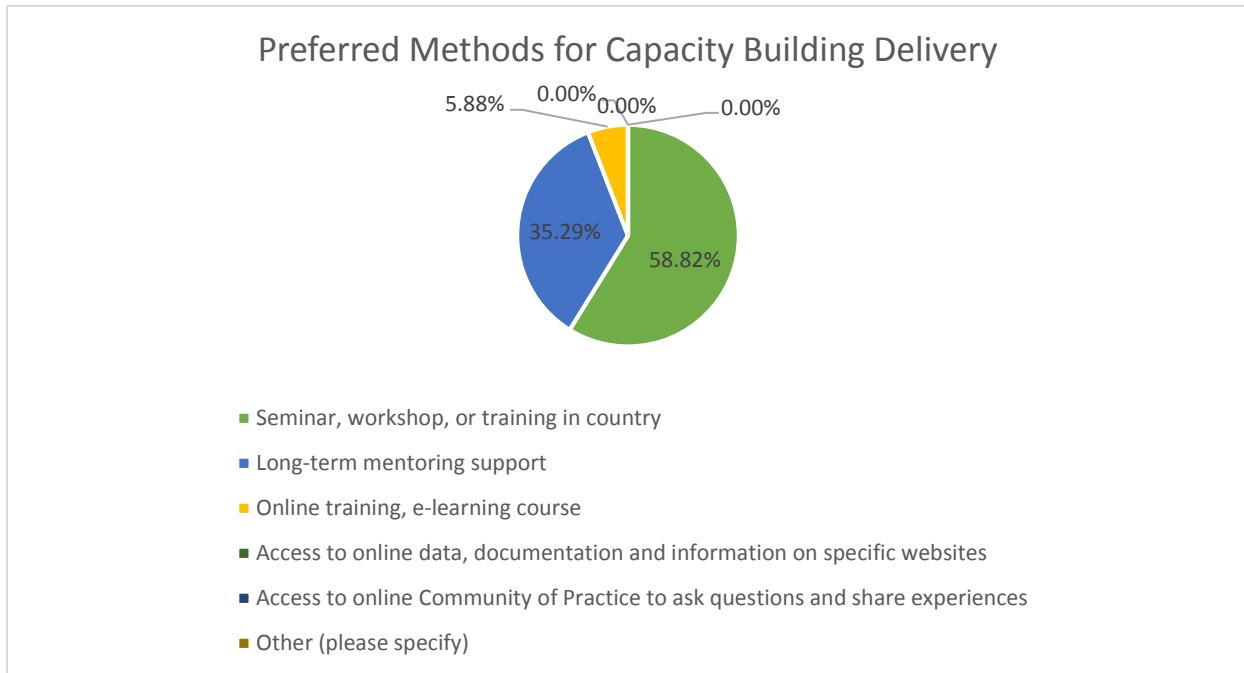
Capacity strengthening is one of the key area in which local partners would like to receive more support from international actors. They placed emphasis on the pivotal role of the Libya Protection Sector in building their capacity to respond to protection issues on the ground. There is an interest and a need for both technical capacity building on areas of protection, but also on more long-term and institutional capacity strengthening which remains limited. Given the limited presence of international actors on the ground, there is also a need to support the sustainability of national organisations to ensure the participation of local actors in coordination is effective.

In the past 18 months, national partners who completed the baseline survey declared having received trainings on:

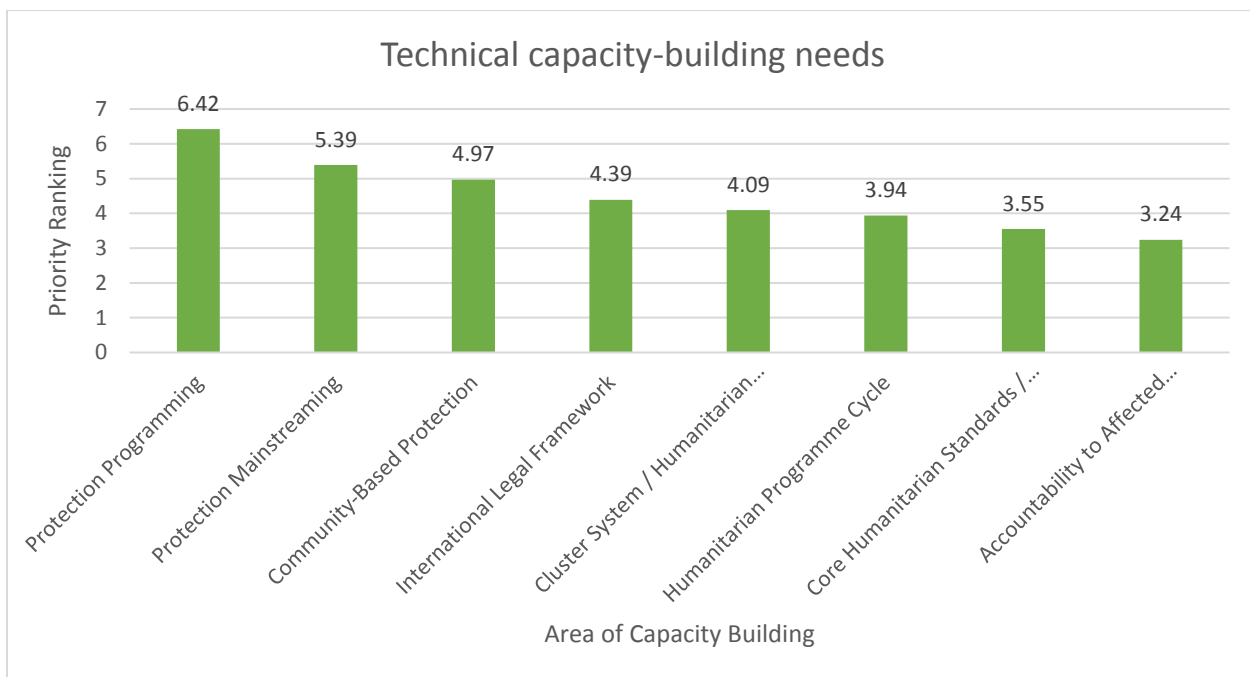


Seminar, workshop and training in country are the preferred method for capacity-building delivery for 58.82% of national partners who completed the baseline survey while long-term capacity strengthening model is selected by 35.29% of national partners. Some recommendations were made by participants

during the workshop to also provide capacity-strengthening initiatives in the form of: peer support, networking opportunities, mentoring approach, training of trainers, multi-year support.

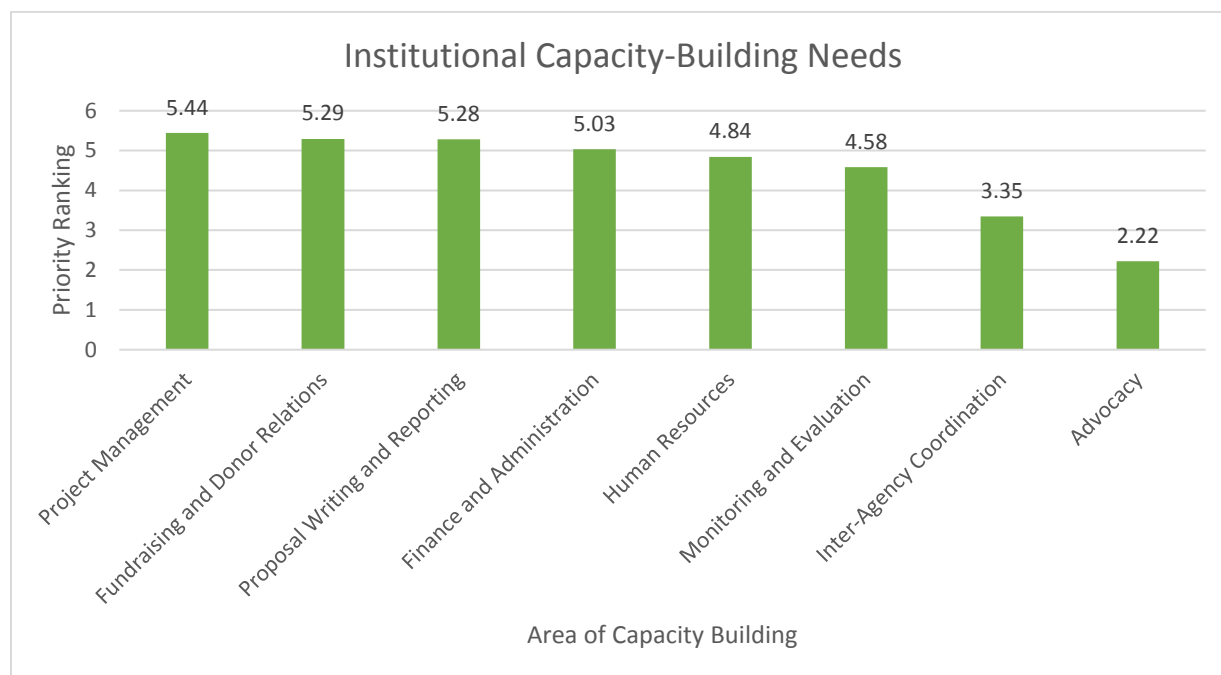


The baseline survey helped identify areas of **technical capacity-building** in which national organisations need support. These areas are ranked by order of priority in the graph below<sup>8</sup>.



<sup>8</sup> IRC Localisation of Protection Scoping Survey, January – June 2018.

The baseline survey also identified areas of **institutional capacity-building** in which national organisations need support. These areas are ranked by order of priority in the graph below<sup>9</sup>.



Through group work and plenary discussion, the following challenges and recommendations were identified by national partners in terms of capacity-strengthening.

Challenges	Recommendations
<ul style="list-style-type: none"> <li>National partners are unable to attend trainings and capacity building activities in Tripoli as the majority of them are working in remote or hard to reach locations.</li> <li>National partners also have difficulties in accessing course and trainings outside of Libya, particularly for women staff.</li> <li>There seems to be little information and experience sharing between national NGOs.</li> <li>National partners regret the lack of continued training as well as Training of Trainers (ToT) scheme.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously identify and advocate for national partners to be supported for capacity building opportunities.</li> <li>Provide institutional capacity building to strengthen the structure of national organizations (finance, administration, HR, logistic, management and fundraising).</li> <li>Map the need of local NGOs on protection and identify what type of support is needed.</li> </ul>

<sup>9</sup> IRC Localisation of Protection Scoping Survey, January – June 2018.

## Key Recommendations

Key recommendations identified by national partners participating in the workshop were recorded and are summarized in the table below. It is recommended that these recommendations are reviewed and endorsed as an action plan by the Protection Sector.

<b>Cluster</b>	Protection Sector
<b>Operation</b>	Tripoli, Libya
<b>Date</b>	July 2018 – July 2019
<b>Last review</b>	30 July 2018

GOVERNANCE AND DECISION-MAKING						
Action	Audience	Location	Date	Person Responsible	Indicators	Status
Allocate the four seats established for NNGOs within the Core Group and ensure the effective participation of national partners in decision-making processes	NNGO	Tripoli	August 2018	Protection Sector Coordinators	# of NNGOs added to the Core Group	
Explore the possibility of assigning regional focal points for the protection sector in each geographical area (Tripoli/Benghazi/Misrata/Sirt/South) to ensure greater participation of local actors	Protection Sector members	Libya	December 2019	Protection Sector Coordinators	N/A	

PARTICIPATION AND INFLUENCE						
Action	Audience	Location	Date	Person Responsible	Indicators	Status
Map out local capacities and presence to maximize the contribution and leverage of local actors	Protection Sector members	Libya	December 2019	Protection Sector Coordinators	Mapping of local actors presence and capacity	
Add NNGOs who participated in the workshop to the Protection Sector mailing list to ensure their participation	NNGO	Tripoli	August 2018	Protection Sector Coordinators	# of NNGOs added to the mailing list	
Increase the representation of NNGOs during 2019 HNO and HRP process to reflect the diversity of protection actors	NNGO	Tripoli	August 2018	Protection Sector Coordinators	# of NNGOs participating in the 2019 HNO/HRP process	
Strengthen information and communication channels to increase the	NNGO	Tripoli	August 2018	Protection Sector Coordinators	N/A	

participation of local NGOs in the Protection Sector (mailing list, communication in Arabic, dates of meetings)						
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<b>PARTNERSHIP</b>						
<b>Action</b>	<b>Audience</b>	<b>Location</b>	<b>Date</b>	<b>Person Responsible</b>	<b>Indicators</b>	<b>Status</b>
Model and monitor a culture of principled partnerships within the Protection Sector (CP AoR Partnership Survey)	Cluster members	Tripoli	August 2018	Protection Sector Coordinators	Partnership Survey completed and data analysed	
Encourage consortium between INGO and NNGOs based on the principles of partnership and promoting mentoring approaches to capacity-building	INGOs NNGOs	Tripoli	Continued	Protection Sector Coordinators	N/A	

<b>FUNDING</b>						
<b>Action</b>	<b>Audience</b>	<b>Location</b>	<b>Date</b>	<b>Person Responsible</b>	<b>Indicators</b>	<b>Status</b>
Promote regular communication on funding opportunities (donor mapping, requirement for funding, direct funding opportunities)	INGOs NNGOs	Tripoli	Continued	Protection Sector Coordinators	N/A	

<b>CAPACITIES</b>						
<b>Action</b>	<b>Audience</b>	<b>Location</b>	<b>Date</b>	<b>Person Responsible</b>	<b>Indicators</b>	<b>Status</b>
Ensure systematic representation of NNGOs in trainings provided on protection	NNGO	Tripoli	Continued	Protection Sector Coordinators	# of participants from NNGOs trained	
Promote and advocate for institutional capacity strengthening to be provided to NNGOs	Donors INGOs	Tripoli	Continued	Protection Sector Coordinators	N/A	

**Follow-up and implementation of the action plan on localisation:**

The Localisation Action Plan will be implemented by the NNGOs who participated in the workshop held in Tripoli on 24-25 July 2018. This includes: Libyan Health Organization and Awareness, Jusoor Center for Studies and Development, Al Emdad, Immigrant Voice Organization, Organization of Charity and Piety, Organization of Development Pioneers, Libyan Mine Action Centre, Union of Arab Ambassadors for Children, Alidamer

Organization for Human Rights, I am Tawfiq, South Peace Organization for Development, Libyan National Organization for Development of Persons with Disabilities, ALSALAM Bani Walid Charity Association, Shaik Tahir Azzawi Charity Organisation, Al-Ola Charity Association, Hope Organization for Development and Relief Services, Haqi Organization "Women Legal Network", LIBAID, Moomken, Alataa for Cooperation and Development NGO, Wadi Eldinar Charity, Productive Family Tawergha, Al Ehsan and Taqwa NGO, Kaffa NGO, Al Mutawasit NGO, Tripoli Good, Alnahla, Elssafa.

Monitoring will be done by the Protection Sector with technical support from IRC / GPC.

### Color Code

- Action taken
- Action in progress
- Action not implemented at this stage

### List of participants

	Local / National Partner	Name	Position	Email
1	<b>Libyan Health Organization and Awareness</b>	Mohamed El Fagih	Manager	<a href="mailto:libyanhealth.organization@yahoo.com">libyanhealth.organization@yahoo.com</a>
2	<b>Jusoor Center for Studies and Development</b>	Rema Ibrahim	Executive Director	<a href="mailto:h.bugaighis@jusoor.ly">h.bugaighis@jusoor.ly</a>
3	<b>Al Emdad</b>	Ali Mohamed Mousa	Exclusive Manager	<a href="mailto:info@alemdad.ly">info@alemdad.ly</a> <a href="mailto:mosa205040@gmail.com">mosa205040@gmail.com</a>
4		Mousa Debbek		<a href="mailto:info@alemdad.ly">info@alemdad.ly</a>
5	<b>Immigrant Voice Organization</b>	Basem Alhengari	Head of Organization	<a href="mailto:basemalhengari@gmail.com">basemalhengari@gmail.com</a>
6	<b>Organization of Development Pioneers</b>	Mohamed Sadek Gamoudi	Director of Projects	<a href="mailto:Mohamedgamoudi@odp.org.ly">Mohamedgamoudi@odp.org.ly</a>
7	<b>I am Tawfiq</b>	Souhaib glissa	Volunteer	<a href="mailto:Sglissa95@gmail.com">Sglissa95@gmail.com</a>
8	<b>ALSALAM Bani Walid Charity Association</b>	Hatem Atawajir	Member of the Board of Directors	<a href="mailto:hatematawajir378@gmail.com">hatematawajir378@gmail.com</a>
9		Fathi Lama		<a href="mailto:fattoh@yahoo.com">fattoh@yahoo.com</a>
10	<b>Haqi Organization "Women Legal Network"</b>	Enas Shaban Arebi	Senior Legal Consultant - Haqi President	<a href="mailto:aribienas@gmail.com">aribienas@gmail.com</a>
11	<b>LIBAID</b>	Khaled Al Marghani	Head of Tripoli Libaid Branch	<a href="mailto:lebher2006@yahoo.com">lebher2006@yahoo.com</a>
12	<b>Al-Ola Charity Association</b>	Mohamed Ibrahim Elgho	Coordinator of the Relations Committee	<a href="mailto:basherabdullh@yahoo.com">basherabdullh@yahoo.com</a>
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16		Ibrahim Nuri		
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19		Ghada Salem		
20	<b>Childhood Organization brings us together</b>	Butayna Alhdad		<a href="mailto:butaynamohamed@gmail.com">butaynamohamed@gmail.com</a>
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## Evaluation

- All participants stated that their personal objectives for attending the workshop were achieved during the training (40% stated 'very much' and 55% stated 'somewhat').
- All participants stated that the workshop improved their understanding of the topic (60% stated 'very much' and 40% stated 'somewhat').
- 70% of the participants stated that the workshop equipped them with information and skills that they can use immediately.
- 80% of the participants stated that the workshop increased their confidence levels and capacities in coordination and leadership.
- 80% of the participants stated that their motivation level to actively engage themselves in the work of the protection sector is high.
- All participants stated that their perception of the cluster and coordination system has changed because of their participation in the workshop (40% stated 'very much' and 45% stated 'somewhat').

## Annexes

The following annexes are available upon request:

- Workshop Agenda
- PowerPoint Presentation, Training Facilitator Guide and Material
- USB Key with Localisation Resources