

Ref: PAL10 – 111166
19 August 2019

Subject: Gaza Youth and Women Employment – Progress Report (1)

Dear Ms Duruz,

Reference is made to the Cost Sharing Agreement between The Swiss Agency for Development and Cooperation (SDC) and UNDP's Programme of Assistance to the Palestinian People for the Youth Employment Generation – Gaza project effective July 2018.

I am pleased to submit herewith the progress report (1) for your kind attention.

The report summarizes the progress of the project as of 1 July 2019 and provides an overview of the achievements, challenges, lessons learned, financial status and the way forward.

I thank the Swiss Agency for Development and Cooperation for its contributions to UNDP and look forward to strengthening our partnership in support of the Palestinian People.

Sincerely yours,



Roberto Valent
Special Representative of the Administrator
UNDP/PAPP

Enclosure: Gaza Youth and Women Employment – Progress Report

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Director of Cooperation

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*Empowered lives.
Resilient nations.*

United Nations Development Programme Programme of Assistance to the Palestinian People

Country: State of Palestine

Donor: The Government of Switzerland, represented by the Federal Department of Foreign Affairs (FDFA) Acting Through the Swiss Agency for Development and Cooperation (SDC)

**Project: Gaza Youth and Women Employment
PAL10 - 111166**

**Progress Report (1)
July 2019**



LIST OF ACRONYMS

ASDC	Atfaluna Society for Deaf Children
GIS	Geographical Information System
SDC	Swiss Agency for Development and Cooperation
MoH	Ministry of Health
MoL	Ministry of Labour
MoSD	Ministry of Social Development
MoLG	Ministry of Local Government
M/F	Male and Female
NGO	Non-Government Organization
PwD	Persons with Disability
TVET	Technical and Vocational Education and Training
UCASTI	University College of Applied Sciences Technology Incubator
UNDP/PAPP	United Nations Development Programme / Programme of Assistance to the Palestinian People
WD	Working Days

I. Report Summary

Title of the Project: Gaza Youth and Women Employment (PAL10-111166)

(1) Donor: The Government of Switzerland, represented by the Federal Department of Foreign Affairs (FDFA) Acting through the Swiss Agency for Development and Cooperation (SDC)

(2) Project start date: 1 July 2018

(3) Project budget: USD 1,200,000

(4) Executing agency: United Nations Development Programme/ Programme of Assistance to the Palestinian People (UNDP/PAPP)

(5) Period covered by the report: 1 July 2018 – 1 July 2019

(6) UNDP Officer in charge:

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(7) Name of Palestinian counterpart:

Ministry of Labour - Ministry of Education and Higher Education - Ministry of Local Government – Ministry of Health - Municipalities of Abasan Al Kabira, Al Nasr and Al Shuka - Job Creation Program- Islamic university of Gaza / Irada Program – University College of Applied Sciences Technology Incubator - Atfaluna Society for Deaf Children.

II. Executive summary

This progress report covers the activities conducted under the different components in the period from 1st July 2018 until 1st July 2019, up to date **513** out of **535** Palestinian youth (**44 %** female) in Gaza have actively engaged in the economic empowerment activities for enhancing the employability. This includes the placement of **45** graduate engineers in three municipalities in Gaza (Abasan Al Kabira, Al Nasr and Al Shuka) to assist in upgrading the Geographical Information System (GIS). The project entails the training and employment of **300** young professionals in different sectors, particularly health, education, where they will not only offer technical contribution but also administrative support. In addition, 78 young persons with disabilities had the opportunity for enhancing their skills and employment prospects through combined vocational training and employment. The project is also encouraging youth to actively engage into entrepreneurship works by offering specialized training for **90** youth within the business and technology incubators and supporting the youth to convert their innovative ideas into solid business. **15** successful businesses/start-ups in the market will be considered, thus contributing to economic prosperity development. Furthermore, the report introduces the targets and progress under each output, followed by project risks and issues, the report is concluded by the lessons learnt, conclusions and way forward which came as a result for the field observations. Finally, the report gives snap shots for some of the targeted youth beneficiaries' success stories on how the project interventions contribute to leave fingerprints on their lives.

III. BACKGROUND

Over the past twelve years, the Gaza residents have demonstrated a strong resilience capacity versus protracted crisis and its consequence leading to the deteriorated of socio-economic conditions. Over the last few years, the resilience of the Gazans has shown signs of substantial erosion of this capacity where violence, criminality and use of narcotics have increased. Youth and women are the most affected and paying the highest price. Unemployment rates reached unprecedented levels especially among youth exceeding 64.8% (57.1% male and 85% female). The overall goal of the Project is to empower targeted youth and women to exercise their career choices to have potential to lead a better economic life through using economic empowerment tools for creating a short, medium, and long-term job opportunities tackling the 49.1% (41.1 percent male and 71.5 percent female) unemployment rate in the Gaza Strip. The Programme will support Palestinian aspirations to move away from aid dependency focusing on building skills and capacities that respond to people's expectations, and market opportunities. The proposed approach for implementation will provide opportunities for skilling and employment for youth, woman, and people with disabilities in the Gaza Strip by using entrepreneurship, incubators, vocational training, and onsite intensive skilling.

Expected Outputs:

1. Young graduates in Gaza encouraged to actively engage into entrepreneurship works.
2. Strengthened Investment in Vocational and Technical Training (TVET) for the youth.
3. Youth engagement in upgrading the Municipal Information System (GIS).
4. Improved Public Services through youth apprenticeships.

Project Key Activities:

The project is focused on activities that will contribute to the achievement of the above goals through:

Supporting entrepreneur youth engagement in the incubation works

- Improvement of incubators' quality in Gaza by providing a range of activities that help raising the level of incubation and improving its mechanism by conducting a field study of local incubation models, using local and international consultants to develop the current model and attract experts from abroad to transfer expertise.
- Incubation and acceleration of 15 start-ups, which offers the opportunity for companies and entrepreneurs to obtain the necessary seed fund and support for successfully promoting of their ideas.

Building Capacities for Persons with Disabilities (PwDs)

- Building the capacities of 70 PwDs to support their access to the labour market through trainings in job market skilling, social and economic transformation.
- Developing a training curriculum around modules that promote transformational change and certain vocational skills to link them to the market.
- Increasing interaction of 70 PwDs with their communities.

Geographical Information System:

- Developing a geographical information system for Abasan Al Kabira, Al Nasr and Al Shuka municipalities.
- Improving the Gaza Municipalities' data bases through upgrading citizens' data using GIS applications and data collection by professional engineers.
- Offering employment opportunities suitable for 45 unemployed young graduates (male and female) with full employment for a period of five months.

Apprenticeship and Employment Opportunities

- Providing temporary employment to the poorest and most vulnerable 330 young graduates through paid employment for a period of three months in different productive and services sectors.

Supporting public services.

IV. Project Timeframe, Schedule Status and Progress of Activities:

Indicated output	Activities	Timeframe						Activities Status	Achievements {Baseline (B), Target (T), Progress (P)}
		2018		2019					
		Q3	Q4	Q1	Q2	Q3	Q4		
Output 1: Young graduates in Gaza encouraged to actively engage into entrepreneurship works	Activity Result 1.1: Supporting the improvement of Incubators' Quality <ul style="list-style-type: none"> ▪ <i>Improving the model of local incubators</i> ▪ <i>Improving the skills of incubators staff</i> 		X	X	X	X	X	On-going	<ul style="list-style-type: none"> • Incubation Model developed B (Initial status), T (75% improvement), P (in process) <ul style="list-style-type: none"> ○ Delivery of detailed "Enhancing Incubation Model" report B (0), T (1), P (in process) ○ No. of workshops organized with stakeholders. B (0), T (5), and P (2) ○ No. of published e-version of the study B (0), T (20), P (0) ○ Level of knowledge and skills acquired by the staff B (Initial status), T (75% improvement), P (30%) ○ No. of partners B (0), T (5), P (4)
	Activity Result 1.2: Incubation and Acceleration of Start-ups <ul style="list-style-type: none"> ▪ <i>Programme registration campaign</i> ▪ <i>Evaluation of Applications</i> ▪ <i>Entrepreneurs camp</i> ▪ <i>Financing of incubated projects</i> ▪ <i>Business and technical mentoring and training Programme</i> ▪ <i>Networking and investment activities</i> 		X	X	X	X	X	On-going	<ul style="list-style-type: none"> • No. M/F benefitted from entrepreneurship activities B (0), T (90), P (90) <ul style="list-style-type: none"> ○ % Female benefitted from entrepreneurship activities B (0), T (40), P (44) ○ <i>Level of knowledge & skills acquired increased</i> B (Initial status), T (75% improvement), P (85%)¹ • No. of funded incubated start-ups B (0), T (15), P (in process) • No. of training &/or coaching hours conducted with the beneficiaries B (0), T (330), P (232) • No. of job created in start-ups B (0), T (45), P (in process)

¹ Assessment report before and after the training done by UCASTI

<p>Output 2: Strengthened Investment in Vocational and Technical Training (TVET) for the youth</p>	<p>Activity Result 2.3: Empowering PwDs through TVET</p> <ul style="list-style-type: none"> ▪ Pre-incubation Phase ▪ Vocational training <ul style="list-style-type: none"> ❖ 5- 6 Months training round for PwDs in the most promising occupations ▪ Transition to Work <ul style="list-style-type: none"> ❖ From 3 to 6 months on job training (per diem modality) ▪ Production Phase <ul style="list-style-type: none"> ❖ Establishment of the startup (Grants) 	X	X	X	X	X	X	On-going	<ul style="list-style-type: none"> • No. M/F PwDs are targeted in the short term TVET course B (0), T (70), P (78) • % Female benefitted from short term TVET course B (0), T (40%), P (51%) • % of (M/F) recipients of capacity development initiative (CDI) reported improved skills ² B (Initial status), T (80%), P (81%) • No. Social enterprises for PwDs established B (0), T (2), P (0)
<p>Output 3: Youth engagement in upgrading the Municipal Information System (GIS)</p>	<p>Activity Result 3.1: Upgrading the GIS for Gaza Municipalities</p> <ul style="list-style-type: none"> ▪ Selecting process for graduate's youth M/F ▪ Contracting expert consultant to prepare training materials and GIS master planning coding ▪ Conduct training sessions on data collection and system design and development, and preparing survey questionnaire ▪ Media campaign ▪ Creating codification system on maps (office work), codification system and piloting testing, preparing street index codification generalization (handwriting numbers) ▪ Conducting doorway surveying and numbering of streets and doorways ▪ Data mining, verification and validation 	X	X	X	X	X	X	On-going	<ul style="list-style-type: none"> ➤ No. M/F of graduated youth benefitting from Municipal GIS works B (0), T (45), P (45) ➤ % Graduated female benefitting from jobs created B (0), T (40%), P (40%) ➤ No. of Municipalities targeted B (12), T (15), P (15) ➤ No. of buildings are inserted on the GIS system. B (0), T (10,900), P (10,299) ➤ No. of work days created B (0), T (5,700), P (4,849)

² Based on the assessment conducted by the vocational training center up to the report time date.

	<ul style="list-style-type: none"> ▪ Establishing database and connecting database with spatial data (GIS). 								
<p>Output 4: Improved Public Services through youth apprenticeships</p>	<p>Activity Result 4.1: Apprenticeship for Graduate's Youth</p> <ul style="list-style-type: none"> ▪ Review household income survey and analyses the livelihoods baselines (including sex-disaggregated data). ▪ Design the rapid employment schemes and beneficiaries' selection criteria, ensuring that it is gender-sensitive ▪ Identify and recruit rapid employment scheme's beneficiaries, ensuring the equal participation of females ▪ Recruit graduated young beneficiaries (women and men) 	X	X	X	X	X	X	On-going	<ul style="list-style-type: none"> ▪ No. of M/F youth benefited from apprenticeship employment opportunities B (0), T (330), P (300) ▪ No. of work days created B (0), T (25,000), P (22,744) ▪ % Graduated female benefitting from jobs created B (0), T (40%), P (43%)

Progress Review

The Project is implemented by UNDP/ PAPP Gaza office under the Direct Implementation Modality (DIM), whereby, UNDP as an implementing partner leads all project management, coordination, monitoring, quality assurance and possibly fund-raising activities. The Project is built on the past lessons learned from working with youth economic empowerment domain and utilized the existing and new initiatives undertaken by different local and external entities to assist in facilitating the project implementation. Interventions are implemented through many different channels depending on the feasibility on the ground and the availability of functional modalities to be suitable with the economic empowerment tools. Throughout the implementation of the project, UNDP worked in close coordination with the Ministry of Labour (MoL), Ministry of Health (MoH), Ministry of Education and Higher Education (MoEHE), Ministry of Social Development (MoSD), Ministry of Local Government (MoLG), Ministry of Health (MOH), Municipalities of Abasan Al Kabira, Al Nasr and Al Shuka; Job Creation Program,- Islamic university of Gaza / Irada Program, University College of Applied Sciences Technical Incubator (UCASTI), Atfaluna Society for Deaf Children (ASDC).

In August 2018, four technical steering committees were formulated according to the output result , co-chaired by UNDP, and the donor (SDC), along with representatives from the relevant Government Ministries (MoL, MOH, MOEHE, MOLG, MoSD), Universities business incubator, as well as the non-governmental organizations that provided overall direction and strategic guidance on the selection criteria of the nominated youth to join the different program activities.

During 2018, UNDP/PAPP and University College of Applied Sciences Technical Incubator (**UCASTI**) signed an agreement with the total amount of USD **230,000** to lead the support of Incubators' quality improvement and incubation of start-ups for Gaza youth entrepreneurs; **IRADA** program and Atfaluna Society for Deaf Children (**ASDC**) went into contractual arrangement with a total amount of USD **220,000** to empower the people with disability through TVET, and the final agreement was signed with the Job Creation Programme (**JCP**) with a total amount of USD **575,000** to implement the GIS and employment opportunities for the graduated youth activities.

An announcement was made targeting youth for programme registration through the MoL offices, filtration, interviews, and selection of the nominated youth was carried out based on the agreed upon criteria that was developed by the Steering Committee. (Note: The registered number of unemployed young graduates in the MoL data base exceeds 80,000 active applicants who are willing to find a Job).

The project adopted the following procedures:

GIS and apprenticeship:

- UNDP, jointly with representatives from the concerned municipalities, ministries, and the implementing partners, Job Creation Programme, formed an interview panel to select from the list of potential candidates. The selection was made based on the vulnerability status and job qualifications/requirements.
- The selected candidates signed individual contracts (Emergency Job Contract) with the employing institution.
- UNDP offered specialized training courses to the contracted graduates based on the work's

thematic area.

- Full coordination system between the employers and the graduated youth was developed before starting the hiring process, to ensure that the workplace will provide the suitable work environment that can enhance their practical experiences.
- All the employed graduates signed the attendance sheet upon their arrival and departure.
- The project implementing partner, the Palestinian Job Creation Programme, monitored the attendance sheet on daily basis.
- UNDP conducted random site visits to assess, monitor implementation and provide needed feedback and quality assurance on project progress.
- By the end of each month, attendance list of the employed youth is prepared along with their dues according to the number of days attended. The daily wage is US \$ 14.0.

Selection Criteria for GIS and apprenticeship.

- The selected youth should be recruited from vulnerable groups that include, but not limited to women, youth and persons with disabilities.
- Around 40% of the beneficiaries would be women, benefiting from training and job opportunities.
- Age of benefited/employed youth is between 18- 35 years.
- The selected graduate youth must be unemployed (not employed in government or private sector).
- The graduate youth does not benefit from similar programmes at the same time.
- The ability to pass the technical interview.
- The graduates should have at least a bachelor's degree from a recognized university.

TVET for PwDs:

- Persons with a disability were invited to update their registration in the offices of the MoL.
- Interviews and medical tests were conducted for the candidates.
- Final selection of 78 PwDs was done which included 45 youth with a physical disability and 33 deaf people and followed by signing the contracts with the selected PwDs.
- The training material was developed before conducting training sessions for 78 PwDs.
- Training sessions were conducted for three days weekly over a period of six months.
- Three months of on job training are offered for 78 PwDs where the project participants will get the opportunity to increase their practical skills and provide them with incentives (USD 250 per month).
- UNDP conducted random site visits to follow up on the training process and to assess and monitor implementation, in addition to providing needed feedback and quality assurance to project activities.

Selection Criteria for People with Disabilities

- He/ she has a disability (physical disability, partial vision loss, partial hearing loss).
- Unemployed neither in private or government institution.
- Age 18-35 year.
- Poor and suffering from bad economic situation.
- Not benefiting from any current temporary employment projects.
- Showed motivation for the training.

Incubation and Acceleration Works:

The innovative ideas were selected based on the following sorting and selection model:

#	Stage	Activities/Services
1.	First electronic sorting	<ul style="list-style-type: none"> ▪ Activity idea: To review all applications and sort them according to their compliance with the incubator's criteria and conditions ▪ Selection criteria: Filling the full application, inclusion of non-traditional idea ▪ Objective: To exclude all applications outside the incubator's criteria ▪ Follow up Committee: incubator teams ▪ Implementation time: 2-3 days ▪ Number of eligible ideas: about 300 ideas
2.	Final electronic sorting	<ul style="list-style-type: none"> ▪ Objective: Sort and nomination for the initial interviews ▪ Selection criteria: Non-traditional idea to be creative and have the pre-economic feasibility ▪ Selection committee: a specialized committee consisting of two members of the incubator team + external business advisor ▪ Duration: 2 - 3 days ▪ Number of eligible ideas: about 100 ideas
3.	Initial interviews	<ul style="list-style-type: none"> ▪ Activity idea: Initial interview of all candidates from final electronic screening (3 minutes). ▪ Objective: To choose the best entrepreneurial ideas to participate in the bootcamp ▪ Selection criteria: team work, best innovative idea and presentation ▪ Selection Committee: A committee of the incubator team specialized in the development of local market. + External specialized team. ▪ Duration: 2 days ▪ Number of eligible ideas: about 60 ideas.
4.	Bootcamp	<ul style="list-style-type: none"> ▪ Activity idea: Implementation of a Bootcamp over three days with the participation of a group of specialists and advisors ▪ Objective: To guide and assist entrepreneurs in developing their entrepreneurial ideas to become competitive to enter the final interviews and qualify them for the next incubation stages. ▪ Selection criteria: team work, best innovative idea, presentation, economic feasibility. ▪ Selection Committee: A committee of experts in the field of entrepreneurship specialized in the development of business in the field of idea scope (by sector). ▪ Duration: 3 days ▪ Number of qualifying ideas: about 30
5.	Intensive training program	<ul style="list-style-type: none"> ▪ The idea: implementation of an intensive specialized training program for two groups; each group consists of 45 people.

- **Objective:** To build and strengthen leadership skills and capacities through training topics related to how to study the local market, marketing your idea, managing the financial and legal affairs of the company.
- **Selection criteria:** Assessment results of required tasks by trainers and full commitment to the program
- **Selection committee:** a specialized committee consisting of incubator team + 3 external business advisors
- **Duration:** four consecutive days.
- **Number of Qualified Ideas:** About 20 leading ideas

The project is implemented as per the schedule and plans, and with respect to the progress per each project outputs, the following has been achieved:

Output (1): Supporting entrepreneur youth engagement in the incubation works

- An invitation for providing consultancy services by international specialized experts was announced to conduct an evaluation study of the incubation model in Gaza. Three offers were received, and the technical committee selected ANIMA Investment Network (<http://www.animaweb.org/en>) based on their technical and financial offers.
- Two workshops were conducted with external experts from France and Jordan to discuss the best practices in managing the business incubators.
- As a result of the external Networking activities, four MOUs were signed in the area of knowledge transfer with **Erciyes TechnoPark** (Turkey), **MolenGeek** (Belgium), **INSME** (Italy), and **ANIMA** (France). On the other hand, the incubators’ management built a connection with the State Secretariat for Education, Research and Innovation in Switzerland (**SERI – SWISS**).
- One bootcamp was held in January 2019 where **200** youth (more than 50 % female) presented sixty innovative ideas and attended three days of training and mentoring sessions to develop their ideas and finally, **30** ideas (represented 90 youth) were nominated to the advanced training and prototyping phase.
- **90** youth (leading 30 ideas) benefited from an extensive training program in entrepreneurship and prototyping phase, and the technical expert committee set the score for every project idea.
- **16** start-up ideas were nominated based on their score achieved through the competition process, serving 53 youth (40 % females).

#	Idea Brief	Name
1	Cracks is the most annoying problem in concrete which adversely affect its durability and sustainability. By introducing the bacteria in concrete, it produces calcium carbonate crystals which block the micro cracks and pores in the concrete. The goal is to create a concrete mix used in several types of structures without any cracks.	Self-Healing Concrete "phoenix"

2	This project is a mobile phone application that gives users the ability to convert text to video, with the ability to add, edit and write images and videos, also users can convert all of them to a video file, moving text in different formats, that are similar to (AJ + / Buzzfeed / social first) on networking sites and application platform.	video Plus
3	The project is a game based on astronomy and space sciences to promote educational industries in those fields . It will simplify the basic concepts of astronomy and space science in an easy and smooth way for the students. It is a means to contribute fast learning in a recreational way by integrating the concepts and theories of modern learning with space science while giving awareness in those fields in Palestine and the Arab world.	Angstrom
4	A voice service company provides voice-over service directly by collaborating with professional voice commentators in addition to technical support services.	Sound Pulse
5	This project is the first of its kind in the Gaza Strip. It entails producing agarics mushroom which is similar to the quality of meat as a protein source, it has low fat and cholesterol in addition to its cheap prices, the plant also contains all the amino acids needed by the body.	Agarics Mushroom Production
6	In this project, concrete block will be produced which is distinctive with enhanced quality through the high capacity of thermal insulation while produced at the same price as the normal block.	WWBLOCK
7	It is an electronic platform to receive medical consultations, targeting both healthy and sick people through communicating online with doctors from various disciplines in the Arab world The service is available throughout the day.	Fact Medicine
8	It is an application that works on connecting expatriates who missed their countries food with the nearest restaurant / productive family / sale point that is registered on the application. This will help in increasing the income of productive families	Mughtarib Food
9	The project concentrates on using modern agriculture methods throughout finding alternatives to the used chemicals and start using organic materials that are environment friendly. This project will help in reducing the proportion of waste in the sector and rationalizing the recycling of waste by using the (Fermi worm) that gives higher quality for the organic fertilizers and it is more valuable for food and soil.	Fermi Land
10	The project consists of the establishment of a training company specialized in crisis management and disaster management; (evacuation-extinguishing-ambulance-sheltering) works under the emergency plan preparedness (EPP), which has not been implemented in the Gaza Strip, it is concerned with the security and safety for the establishment. And that all by designing an integrated program for crisis and disaster management	The Global (to manage crises and disasters)
11	Educational application automates the contents of the textbooks using augmented reality (AR). It is a live direct or indirect view of a physical, real-world environment whose elements are "augmented" by computer-generated or extracted real-world sensory input	Mini Technological School

12	Is a company specialized in the production of digital content for social networking sites, offering 3 basic services: digital content production of all kinds, management of communication platforms, management of media campaigns, and coverage of events on social media.	Palm Media
13	A company specialized in the development and investment of Arabic calligraphy and heritage in the current and applied art design. The company simply is a design office accompanied by a workshop for implementing the designs that will be marketed through antiques and gifts shops also household workshops.	Kitabat
14	A studio specializing in interior design and modern handicraft	A&K studio
15	It is a leading company in the manufacture of cosmetics and detergents. The company offers unique ingredients and added value that compete other products in the market.	Pal_Clean
16	An institution licensed from the Palestinian Ministry of Economy as a training institution specialized in the field of supernatural memory and mind maps. * Super Memory; means the ability to save information quickly and retrieve easily * Mind Maps is a sophisticated scientific method that enables you to summarize and understand the material so that you can shorten the entire book and summarize it in one sheet	Supernatural Memory and Mind Maps

Output 2: Building the capacities of persons with disabilities component:

- **78** Persons with disabilities (**51%** female) have started their vocational training courses in the field of sewing, mobile and smart devices maintenance, maintenance of electrical motors & generators, media design & E-marketing, food processing and embroidery.
- Transition to work stage will start on the July 2019 that includes the on-job training for practical skill enhancement for three months.

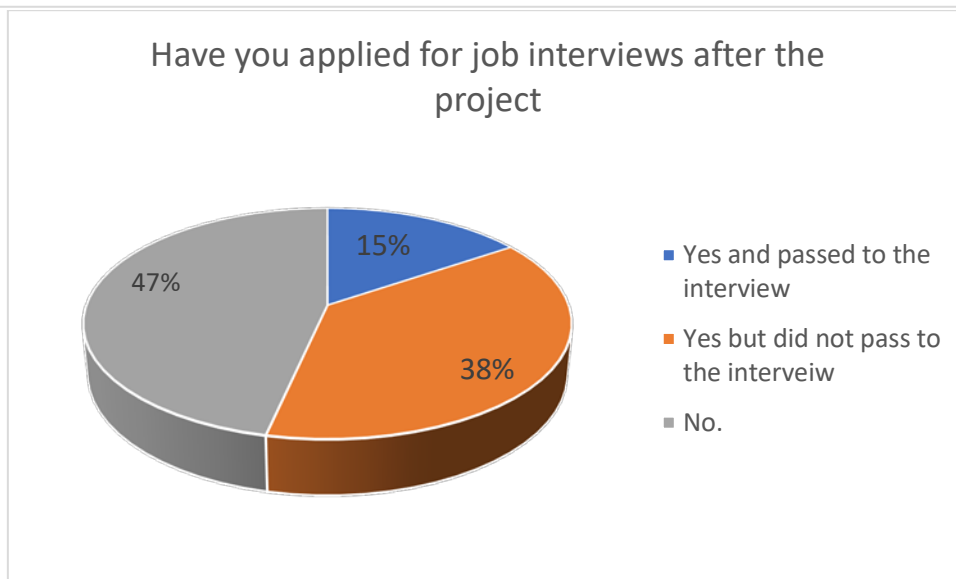
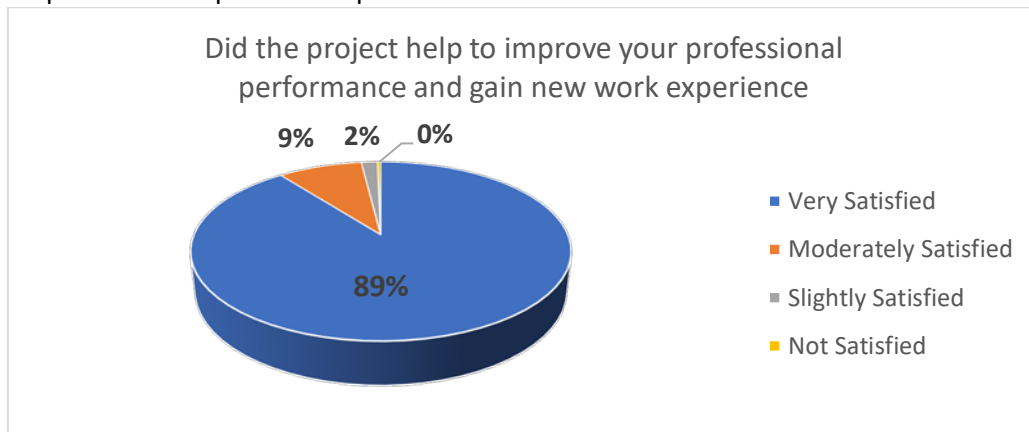
Output 3: The Geographical Information System and data base component:

- **45** Graduated Youth (**40 %** females) selected to perform the GIS activities in Abasan Al Kabira, Al Nasr and Al Shuka municipalities.
- Two training sessions on GIS and master planning for buildings and streets coding took place.
- Two awareness campaigns with local communities' representative were conducted.
- **4,849** working days generated.
- Codification system on maps for buildings had been developed, where **10,299** buildings had been covered.

Output 4: Employment opportunities for 330 graduated youth:

- **300** young graduates benefited from apprenticeship employment opportunities (**40%** were females), **22,744** working days were generated.
- In the educational sector, **157** teachers' assistants were involved in supporting the academic achievement in English language, math, Arabic, as well as enhancing students' skills in science related subjects through the activation of scientific laboratories.

- Apprenticeship for **143** nurses and doctors to provide primary health care services, contributing to improving the health services in some selected health centres in the Gaza Strip.
- A new model for connecting the temporary employment with sustainable employment has successfully piloted through applying the 3X6 Approach and because of that 4 start-ups have established offered opportunities to 16 youth graduated.
- A quick survey was held with the youth who were served in the Health and Education sectors, after 6 months around 304 youth were interviewed and the following some of the main question and response that mainly positively correlated between the rising the employability and the engaged youth in the apprenticeship activities that enabled the exposure to the practical experiences.



N.B: The Ministry of Education in Gaza had announced for an exam to hire teachers in the governmental school, so the result should be interpreted in the following manner around 150 teacher assistants applied for the written exam then followed by interviews and around 115 passed.

New turn (3X6 approach)

To support and empower youth in the Gaza Strip, UNDP adapted new turn to sustainability and through “Gaza Youth and Women Employment” project, 150 fresh youth graduates have been selected to support the education sector , they were invited to join a new pioneer approach (3X6

UNDP approach), 30 out of which (20%) were motivated and indeed started to build the teams and think together to formulate new business ideas (learning centres). Each participant should save part of his income (around 40%) as a small contribution which will increase their ownership towards their future business. During their employment period, trainings and business principles were introduced by using social media tools (WhatsApp groups) for the first time in Gaza. So, the youth, trainers and the technical coordinators were connected 24/7 on WhatsApp groups, in which they had the chance to meet each other and work on creating pioneer ideas for their micro projects. By the end of the employment period 7 teams were capable to present their business ideas and compete to gain a seed fund, the committee selected the most four sustainable interventions supported and mentored them by multiplying their savings. Finally, 16 youth (33 % female) started their new future with sustainable job opportunities, and great motivation to make positive change.

V. Project Risks and Issues

a. Updated project risks and actions

Risk	Likelihood	Potential Impact	Team Response / Mitigation Measures	Risk Escalation (Yes/No)
Escalation of hostilities or armed conflict in the Gaza Strip and extreme increase in the divide between Ramallah and Gaza Strip	Likely	Jeopardize Project ability to implement the Project activities, that would have impacts on the security of UNDP staff and cooperating partners	Suspension of the implemented activities, and coordination with UNDSS for evaluation the security condition on the ground beside negotiation with donor around any required changes (if needed)	No
Due to the ongoing internal divide between Ramallah and Gaza, the project may face some operational risks in the neutrality in setting the selection criteria for targeting the nomination beneficiaries for each Project outputs.	Highly likely	the reputation and trust in UNDP role as neutral and transparency organization will be affected.	Grievances from this risk is mitigated through mechanisms developed during the previous Project. As the Project will be led by the steering committee that will provide overall direction and strategic guidance, setting the selection criteria as per each the Project outputs	No

VI. Conclusions Lessons Learned and Way Forward

▪ Incubation and acceleration Works

This economic empowerment tool aims at broadening the employment base by establishing new businesses for youth and connecting them with external and internal markets. Advancing and upgrading the internal and external environment will be positively reflected on the growth of these incubated SMEs. So, the future project should take into consideration to put more efforts to expand the networking activities internally and externally, encourage academia to actively engaged with entrepreneurs to develop new ideas and projects, besides raising the capacities of the local mentors.

▪ Vocational and Technical Training:

Continued investment is needed in vocational and technical training to increase specialized skills to meet the local demands of the labour market, especially for the benefit of persons with disability and the graduate's youth who willing to join the productive sectors through short term TVET courses.

▪ Developing the GIS System in Three Municipalities:

The impact has been remarkable on the municipality's performance as the following indicators strongly appear; GIS departments are established in each municipality for facilitating services in the one-stop shop for citizens, equipped with thousands of updated electronic data, exposing unlicensed buildings, supporting the municipalities' financial sustainability, in addition to the planning support in establishing the local economic units.

▪ Apprenticeship:

Apprenticeship schemes proved to be an effective mechanism towards meeting the needs of employers and graduates. Fresh graduates-built experience and networking skills, while the employers received subsidized human resources. On the other hand, the public sector is willing to incubate the graduates and improve the level of service to people. The initial signs of piloted 3X6 approach were very positive, it's recommended to scale up this approach taken into consideration the market demand originated side of newly suggested start-ups.

VII. Financial Report

Expected Outputs	Total Resources Required {Activity Result Level}		Total Resources Allocated Per Partner					
	Activities	Resources Required (USD)	SDC ¹ (USD)		IsDB ² (USD)		Total ³ (USD)	
			Planned	Spent	Planned	Spent	Planned	Spent
Output 1: Young graduates in Gaza encouraged to actively engage into entrepreneurship works.	Activity Result 1.1: Supporting the improvement of Incubators' Quality	100,000	80,000	34,615			80,000	34,615
	Activity Result 1.2: Incubation and Acceleration of Start-ups	1,000,000	150,000	64,785	400,000	150,000	550,000	214,785
	Activity Result 1.3: Promoting Investment and Local Economy Development	150,000						
	Activity Result 1.4: Support Youth Employment through freelancing	300,000			150,000	150,000	150,000	150,000
	Subtotal for output 1	1,550,000	230,000	99,400	550,000	300,000	780,000	399,400
Output 2: Strengthened Investment in Vocational and Technical Training (TVET) for the youth	Activity Result 2.1: Promoting Enrolment TVET for Graduates Youth	2,025,000			300,000	300,000	300,000	300,000
	Activity Result 2.2: Prompting TVET by Enabling the technology transfer in the promoting sectors	500,000						
	Activity Result 2.3: Empowering PwDs through TVET	670,000	220,000	105,040	150,000	150,000	370,000	255,040
	Subtotal for output 2	3,195,000	220,000	105,040	450,000	450,000	670,000	555,040

Expected Outputs	Total Resources Required {Activity Result Level}		Total Resources Allocated Per Partner					
	Activities	Resources Required (USD)	SDC ¹ (USD)		IsDB ² (USD)		Total (USD)	
			Planned	Spent	Planned	Spent	Planned	Spent
Output 3: Youth engagement in upgrading the Municipal Information System (GIS)	Activity Result 3.1: Upgrading the GIS for Gaza Municipalities	600,000	140,000	125,800			140,000	125,800
Subtotal for output 3		600,000	140,000	125,800			140,000	125,800
Output 4: Improved Public Services through youth apprenticeships	Activity Result 4.1: Apprenticeship for Graduate's Youth	4,500,000	435,000	418,000	200,000	200,000	635,000	618,000
Subtotal for output 4		4,500,000	435,000	418,000	200,000	200,000	635,000	618,000
Direct Project Cost		618,000	86,111	14,174			86,111	14,174
Total Programmable amount		10,463,000	1,111,111	762,414	1,200,000	950,000	2,311,111	1,712,414
General Management Services (8%)		837,040	88,889	60,993			88,889	60,993
Grand Total		11,300,040	1,200,000	823,407	1,200,000	950,000	2,400,000	1,773,407
Received amount			974,619		950,000		1,924,619	
Disbursement %			84.49%		100%		92%	

^[1] Contribution of the Swiss Agency for Development and Cooperation (SDC).

^[2] The contribution of the Islamic development Bank (IsDB) is from DEEP Programme Phase II (Due to the institutionalization acceleration of DEEP within the government, only 950,000 out of 1,200,000 USD has been allocated in the program up to May 2019) and represents part of DEEP contribution in youth economic empowerment through skilling, incubation and employment during 2018-2019 in the Gaza Strip.

SDC Contribution: Breakdown of the Expenses Report

Expected Outputs	Activity Result	Activity	SDC (USD)		
			Planned	Spent	
Output 1: Young graduates in Gaza encouraged to actively engage into entrepreneurship works.	Activity Result 1.1: Supporting the improvement of Incubators' Quality	Evaluation / Analysis Report	44,300	18,459	
		Validation finding study and Design of activities	4,400	786	
		Recommendations implementation and networking with external incubators	31,300	15,370	
		Subtotal for activity result 1.1		80,000	34,615
	Activity Result 1.2: Incubation and Acceleration of Start-ups	Media campaign for awareness and registration, Pre-selection stage and incubation preparations include the prototypes	16,600	11,027	
		follow-up team for mentoring the incubation process and Business Development	22,250	39,887	
		Seed fund (15 start-ups * 6000 \$)	90,000	2,500	
Non-financial service for the entertainers (specialized training, marketing campaigns, guiding and consulting in the technical, financial and administrative fields, etc....)		21,150	11,371		
	Subtotal for activity result 1.2		150,000	64,785	
Subtotal for output 1			230,000	99,400	
Output 2: Strengthened Investment in Vocational and Technical Training (TVET) for the youth	Activity Result 2.3: Empowering PwDs through TVET	Vocational training fees including transportation (78 trainees* \$ 330)	25,740	21,853	
		Raw material for training, safety tools, and labor insurance	17,000	11,216	
		Skilled team [(450 \$ * 6 trainers * 9 months), (450 \$ * social worker* 15 months), (450 \$ * Sign language interpreter *15 months)]	37,800	25,875	
		Internships opportunities (78 trainees * \$ 250 * 3 months.) + transportation during employment	62,500	28,350	
		Seed fund for start-ups (\$8338*4 project)	33,350	0	
		Networking and marketing activities, Entrepreneurship & small business training, Follow up, monitoring, and coaching	43,610	17,746	
Subtotal for output 2			220,000	105,040	

Output 3: Youth engagement in upgrading the Municipal Information System (GIS)	Activity Result 3.1: Upgrading the GIS for Gaza Municipalities	Skilled team (Project Coordinator, 2 Project assistants, accountant)	26,700	22,028
		unskilled youth graduates (46 youth X 350 \$ X 5 months)	80,500	75,500
		Laptops, GIS devisees, Map, Hardcopy paper, stationery, uniform, materials & Building number plates labor insurance, transportation, media campaign, communication, and qualified consultant for prepare master plan	18,800	18,825
			14,000	9,447
Subtotal for output 3			140,000	125,800
Output 4: Improved Public Services through youth apprenticeships	Activity Result 4.1: Apprenticeship for Graduate's Youth	Skilled team (Project Coordinator, 2 Project assistants, accountant)	25,300	24,180
		Wages for unskilled youth graduates (350 youth X 350\$ X 3 months)	367,500	359,127
		Communication, hospitality & publicity	7,700	2,950
		Graduate training (include seed fund for 4 start-up)	25,000	22,620
		labor insurance, Auditing & Transportation	9,500	9,123
Subtotal for output 4			435,000	418,000
Direct Project Cost (DPC)			86,111	14,174
Total Programmable amount			1,111,111	762,414
General Management Services (8%)			88,889	60,993
Grand Total			1,200,000	823,407

**It is important to highlight that the financial figures in this report are temporary figures, and may be corrected at a later stage due to exchange rate fluctuations, realized gain/loss or any other possible corrections. UNDP/PAPP's financial system operates in such a manner that the financial system closes in early December of each year and that final expenditure reports reflecting the disbursements and GMS of the previous year are only published in March of the following year.

VIII. Photos and success stories.











Hunting for Choices Brings Good Fortunes



Areej Abu Mualiq, 27 y-o-, from the Gaza City, raised up in a middle-income family of eight members. She started early searching for a job that could satisfy her desire, as a graduate from the Basic Education Dep since 2015. But the only possible chance was to volunteer for ever with no income, and yet it was hard to find.

” I was hesitant about the vocational training. However, I wanted to try something news and I passed the interview” she said.

Areej spent years working in voluntary work, and despite its importance, she still needed an income to go on with her life. The consideration of vocational training was difficult as she though she needs to have a job with the university major.

Passing the interview successfully, she felt she wanted to know more about it, she said “I wanted to experience a new thing, but my disability was a barrier and I was looking for opportunities that respect my disability and consider it.” She joined the sewing course at IRADA centre and started doing small things. And after practice, she produced better pieces and even her hand with disability became better.

The skilful-disabled left hand of Areej has easily made beautiful products other’s people healthy hands wouldn’t make. She recycled old clothes and developed her skills to design dresses for little girls and clothes for most her relatives, all stemmed from her private creativity.

When Areej was asked about her source of inspiration, she proudly answered, “My family was my foundation and my support”. Meanwhile, she has feels no longer hindered by disability thanks to the programme implemented by UNDP’s Programme of Assistance to the Palestinian People in partnership with IRADA centre and with funds from Swiss Agency for Development and Cooperation.

Disability is my Ability

After his graduation, Noor was faced with the difficult unemployment situation in Gaza, for healthy normal people it was hard, and for him, it was even much more.

Graduating from Al-Aqsa University 2016- media and journalism department, Noor Shameia couldn't practice his major by being a journalist due to the high unemployment rate in this field and his disability. However, he was aiming at studying and learning new things to overcome this challenge.



“I’m certain that I would bloom wherever I was planted.” Noor said confidently. With more than 60% of youth unemployed, Noor was almost sure it will hard for him to find a job in the major he studied, in addition, the journalism field requires movement and ability to exist inside actions. This is why he thought of having another job that he can practice while staying in one place and not to have moving a lot.

Noor loves to learn new things, he saw the advertisement of the TVET project in IRADA centre that is supported through the SDC Swiss Agency for Development and Cooperation and implemented through UNDP’s Programme of Assistance to the Palestinian People. He registered for free mobile maintenance courses as he believes it is shameful for anyone to stay home waiting for people to offer him money and support, he believes he should support himself by himself.

The first days in the training centre switched his misery into happiness as he learned so many practical and knowledge skills. He also volunteered in a maintenance shop in Khan Younis -where he lives- to develop his skills and learn easier and faster.

When he was asked about his first paid job, he said” I first volunteered in a friend’s shop to develop my skills and relations with people. By the time, the owner of the shop started to take my work for granted and the satisfaction was very high, he assigned me a job and I was paid for the first time and it felt as if I was paid in gold not in money.”

With a big smile on his face, Noor remembered one of the good situations during the training. His colleague brought a modern mobile with a screen problem, the trainer suggested to change the screen itself but Noor though it would be something else. He said “I detected the phone and my expectation was correct, as the screen was displaying lines then I though there is nothing wrong with the screen. I checked the socket and discovered the problem and fixed it. Which was an extraordinary for the trainer.”

Learning centre open prospects of excellence

“Because of the financial situation we suffered, I was not able to pay my full university fees; I had to borrow money from people in order to complete my diploma, and I had to work during my studies to be able to continue them.”

Mohamed Alhjoui, a 25-year-old a member of Master Learning Center team.



Mohamed Alhjoui, Nahid Al'agha, Duaa' Alshuwbiji and Inas Nasman are fresh graduates were struggling against unemployment as their peers, where unemployment rates reached unprecedented levels especially among youth exceeding 60% (70% youth, 78% women). 53% live in poverty.

The four graduates were part of the 150 Education youth graduates, who benefited from apprenticeship “Gaza Youth & Women Employment” project. In which they started working as teacher assistants at schools across the Gaza Strip with different specializations for 3 months during which they developed their skills.

With great motivation, Mohamed and his colleagues joined pioneer approach (3x6 UNDP approach). Which is an approach to help youth sustain their business in the Gaza Strip, through which they had business trainings that improve and enhance their admin skills. By the end of their employment period, they achieved the 3 phases of the project, together they were able to create pioneer team with pioneer idea (Learning Center).

The 4 ambitious graduates had implemented their trainings and formulated business plan that aims at generating sustainable livelihoods and contributes to the overall delivery of the 17 interconnected Sustainable Development Goals (SDGs). After convincing the committee with their micro- project, UNDP multiplied their collective savings.



The team started their new future towards sustainable job, opening their learning center (Master Learning Center), working their best to improve teaching process in Gaza by helping students from different levels and offering different educational and training programs. Duaa' Alshuwbiji, another member in the project, said 'I am glad I had this opportunity and I consider myself blessed and lucky to be part of this project, because now we can generate our own income helping ourselves and our families. We are not unemployed

anymore, yes the three-month temporary job period has ended, yet our future begins now.” Joining this program is the opportunity we young people always want, to prove ourselves and participate in reviving and improving our community. My colleagues and we will try our best to embrace success and sustainability. Now we can generate our own money; become capable to support not only ourselves but given the chance for other ambitious youth to benefit from such projects." Mohamed explains.

1. Report Authorization by UNDP/PAPP

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Date of submission: 19 August 2019
Supervisor staff with his signature:
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