

# **CLUSTER**

## **advanCing youth and women social incluSion in The mEditerRanean**

### **(C\_A.3.1\_0014) - WP3 (O.3.1)**

## **Market needs analysis**

### **PALESTINE**

**Business Women Forum (PP6)**  
**02/07/2022**



## Summary

<b>Introduction .....</b>	<b>3</b>
<b>Project target sectors .....</b>	<b>4</b>
<b>Market Needs Analysis .....</b>	<b>5</b>
<b>Blue Economy .....</b>	<b>5</b>
<b>Green Economy .....</b>	<b>9</b>
<b>Circular Economy .....</b>	<b>13</b>
<b>Sustainable Agriculture .....</b>	<b>16</b>
<b>Results and data of the A 3.2.1 – Sectors Needs Analysis .....</b>	<b>20</b>
<b>References: .....</b>	<b>44</b>

Implemented by





## Introduction

This report aims at providing an overview about the needs and contributions of Social-Economic actors, and Business Operators in Palestine in relative to the four sectors targeted by CLUSTER project in order to enhance youth and women social inclusion through developing the sustainable economic sectors.

The results presented in this report are based mainly on data collected from questionnaires and the evaluation within activity A 3.2.1. Where BWF managed to collect responses and feedback form 35 SEA and 20 business operators during the period devoted for data collection.

The report provides a description of the needs of developing sustainable sectors of the economy, NEETs, and women in terms of the required skills and specializations, obstacles, and challenges, in addition to the outlook and perceptions.

In general, the report highlights the main challenges face the SEA and Business Operators in the process of enhancing the NEETS and women employments and developing the Sustainable Economic sectors employment, which can be summed up in:

- 1) Lack of knowledge and awareness in sustainable economic sectors;
- 2) Lack of coordination; dialogue and trust between main actors; private, public, and other social and economic players;
- 3) Occupation related challenges; Such lack of control over resource; No access to resources, restriction on movement, and Non-compliance with treaties, etc;
- 4) Limited access to technology;
- 5) Lack of tracking of market needs, and a gap between the existing specializations according to the geographical region, its market and gender barriers;
- 6) No clear policies and incentive for private sectors to Go Green, Sustainable, and Environmental considerate;
- 7) Norms, culture, and social obstacles toward TVET specialization;
- 8) Traditional education system;

On the other hand, the report also classifies the main suggestions to overcome these challenges as follow:

- 1) Promote success stories in sustainable economic sectors and TEVT specializations; and follow best practices
- 2) Provide more orientation about TEVT and Self employment
- 3) Building capacity at 21 century skills for youth, women, and NEETs;
- 4) Attract private sectors to have better engagement and greater role in employment through open dialogue and real partnership;
- 5) Promoting, consultation, coaching and mentoring programmes for employment and career path;
- 6) Build modern educational system built of design thinking and producing knowledge;

The below sections show additional detailed information per sector.

Implemented by



## Project target sectors

**Green economy** is a system of economic activities connected with the production, distribution, and consumption of goods and services that results in better human wellbeing in the long term to avoid exposing future generations to significant environmental risks and the ecologic shortage.

**Circular economy** refers to strategies that limit the environmental impact and waste of resources and increase efficiency at all product economy stages.

**Blue economy** encompasses all industries and sectors related to oceans, seas and coasts, whether they are based directly in the marine environment (e.g. shipping, seafood, energy generation) or on land (e.g. ports, shipyards, coastal infrastructures).

**Sustainable agriculture** is a type of agriculture that focuses on producing long-term crops and livestock while having minimal effects on the environment, trying at the same time, to find a good balance between the need for food production and the preservation of the ecological system within the environment.

Implemented by



## Market Needs Analysis

### Blue Economy

<p>Skills and competencies young people should have to work within the sector</p>	<p>The main skills and competencies NEETs and women should have in order to find a job in blue economy, based on the social and economic actors are as follow ranked based on frequency:</p> <p>The 1st rank are the Learning skills that include critical thinking, creativity, collaboration, and communication), while) the Technical skills came in the 2nd place.</p> <p>The Agency, Soft and life skills that include flexibility, leadership, initiative, productivity and social skills, entrepreneurship skills; as well as Literacy skills of information, media, and technology; in addition to Employability skills which include problem solving, self-motivation, working under pressure, team working, organization skills, ability to learn and adapt, numeracy, negotiation, valuing diversity and difference, research and analytical skills came in the third place.</p> <p>From the business operators' point of view; and more specifically, Language and communication skills; Creativity and motivation; defined by them as the most extremely important skills, followed by Technical skills; then all of Education and background; Teamwork and self-confidence; Analytical thinking and problem solving in the 2nd place of importance, while Digital skills came in the last place.</p> <p>On other hand; Hydroponics, water harvesting techniques, fish farming, integrated control techniques, waste water treatment systems, water desalination systems, water network systems, and solid waste are the main majors demanded by the labor market according to the experience of the business operators related to this sector. In addition to other related intersection demanded mainly; Engineering, Tech and digitization including information Technology, computer engineering, digital marketing and microcontroller, graphic design, surveillance cameras, smart buildings, 3D printing, multimedia, management and</p>
---	--

Implemented by



# CLUSTER

	<p>entrepreneurship including environmental and social project management, accounting, strategic planning and fundraising, marketing, Industrial business including clothing and weaving, woodworking and furniture, musical instrument operators, jewelry-making, stone and marble manufacturing, Tourism and hospitality including tour guides and green practices.</p>
<p>Needs of the SMEs operating within the sector</p>	<p>Extension to what mentioned in the above section the business operators highlighted their needs for 1) Management Specialization including; marketing, public relations; public administration; sales then the need of 2) Engineering and Environment; followed by Digital marketing needs.</p> <p>Lack of professional figures, political instability in the country then lack of financial support were the main difficulties mentioned by the business operators for expanding their business within the market.</p>
<p>Potential in terms of business development and job creation</p>	<p>When looking at the employment frequency of business operators; we can find difference; some recruit every two or three years; and few of them several times per year and others recruit once in a year.</p> <p>The same applied for the number of employees in these entities where there is no similarity.</p> <p>It is true that the majority have less than ten, but we can find few others who have 25-50. Though; all the business operators in which operate in the Blue Economy sector from who participated in the questionnaire, think that there will be an increase in the business opportunities and employment related to this sector in the next years.</p> <p>When considering the main difficulties facing these operators in expanding their business within the market; building capacity of professional figures could have a positive impact in development of this sector any creation of more jobs.</p>

Implemented by



# CLUSTER

<p>Impact of the Covid-19 pandemic on the sector</p>	<p>The answers of the business operators working in the Blue Economy sectors show relative negative impact as a result of Covid breakout where answers divided between</p> <p>Double affect and negatively impacted operation by reducing and delaying business operations, partnerships, marketing, sales, income, development, registration, importing etc.</p>
<p>Policies adopted concerning the development of the sector</p>	<p>The responses to what Kind of Policies that should be implemented in order to increase the employability of NEETs, women and other vulnerable groups in this sector were different between the SEA and business operators, Where developing policies and programmes for raise qualification, job readiness and skills acquisition for NEETs that match with market needs mainly in TEVT and sustainable economic sectors; and Focusing on investment development policies in the field of entrepreneurial work including grants and financial support policies were the most important for the SEA. These were followed by Opening up employment prospects, projects, and opportunities for NEETs especially in vulnerable areas; then Raising the awareness among youth and women about various topics needed for the labor market for being qualified for engaging in job opportunities; and lastly Build active networking with stakeholders, training institutions and operators to cope with the needs and changes of the labor market the lead to better employment status. For the business operators Build positive motivation among the youth group towards learning and commitment to the interest of the institution and to work creatively came in the first place followed by Provision of financial support; then in the 3rd place came the proper Communication and linkages between the business operators and the stakeholders</p>

Implemented by



## CLUSTER

Any other observation relating with the sector at the country, regional or Mediterranean level

It is not possible to say that there is a Blue Economy in Palestine mainly in west bank, as the concept of the Blue Economy is a new concept first, and secondly, lack of water security and limited access to water resources pose a great challenge for having a national plan to build sustainable Blue Economy, especially in the West Bank, which is the target area in the CLUSTER project. Although there are some attempts to promote this sector in Palestine, through some initiatives by the European Union and other international organization such as the Programme of European Maritime and Fisheries Fund; However, it is a limited sector and the number of institutions and operators in it is insignificant, despite the absence of official statistics. This matter was evident during the data collection for A 3.2.1 activity, as it was difficult to find institutions and companies operating in this sector, and even the SEA and business operators reported working in this sector, showed limited or hazy activities related. Unlike Gaza Strip which is characterized by a coastal marine environment that can be built upon in the establishment of a national Blue Economy system, despite the challenges and difficulties associated with the right of water access the situation in the West Bank is different and more difficult.

In WB there are no available water resources adequate for the fundamental element of life and sustainable development. Based on the United Nations General Assembly water has been recognized as essential to the realization of all human rights. Indeed, safe, clean, accessible, and affordable water constitutes part of the right to life, however access to water remains a critical challenge for Palestinian residents mainly in WB. Based on an article published on relief web” The Palestinian population of the West Bank is one of the fastest growing populations in the world, and so is its demand for water. However, meaningful access to and equal distribution of water has been a serious issue since the commencement of Israel’s occupation of the West Bank in 1967.

Implemented by





# CLUSTER

	<p>According to the World Bank, the occupied Palestine territories is considered water-scarce with lower to middle-income levels in terms of water.</p> <p>In 1993, the Oslo II interim agreement provided details on water management in the West Bank. Despite stating that ‘Israel recognizes the Palestinian water rights in the West Bank’, ‘both sides recognize the necessity to develop additional water for various uses’, and that Israeli authorities are responsible for providing the agreed amount of water to Palestinian communities, Israel today enjoys 87 percent of these shared water resources, with Palestinians only able to access the remaining 13 percent.” Palestinian access to water &amp; attacks on WASH structures in Area C”</p> <p><a href="https://reliefweb.int/report/occupied-palestinian-territory/palestinian-access-water-attacks-wash-structures-area-c">https://reliefweb.int/report/occupied-palestinian-territory/palestinian-access-water-attacks-wash-structures-area-c</a></p> <p>13% of the water is insufficient to meet the population's consumption, and therefore the possibility of expanding the activities of the Blue Economy may remain confined to the existence of a political solution to the water issue. However, on the other hand, this issue may be trigger for adaptation of circular economy and other sustainable economies, in terms of reducing water waste, reusing it, refining it, or other practices that may contribute to reducing the impact of limited access and scarcity of water.</p>
--	--

## Green Economy

<p>Skills and competencies young people should have to work within the sector</p>	<p>The main skills and competencies NEETs and women should have in order to find a job in Green Economy, based on the SEA are as follow ranked based on frequency:</p> <p>The sector’s Technical skills came in the first place, followed by the Agency, Soft and life skills includes flexibility, leadership, initiative, productivity and social skills, entrepreneurship skills in 2nd place. The Learning skills of critical thinking, creativity, and collaboration; The Literacy skills for</p>
---	--

Implemented by



# CLUSTER

information, media, technology came in the 3rd place. While Employability Skills (problem solving, self-motivation, working under pressure, team working, organization skills, ability to learn and adapt, numeracy, negotiation, valuing diversity and difference, research, and analytical skills) Came in the 4th place.

From the business operators' point of view; more specifically, language and communication skills; mentioned as the most extremely Important skills, then Teamwork and self-confidence, creativity, and motivation. The Analytical thinking and problem solving came in the 3rd place, while both Technical skills, Education and background had the same weight of importance for the business operators and ranked in the fourth place.

About the main majors demanded by the labor market; 1) TVET including chefs specialties ; and Green and Environmental business including; Agricultural and Agri-business Specialties, Agronomy, Compost production, Food production, Sustainable agriculture, Rehabilitation of lands, Ecological Agriculture, Horticulture and Gardening , Organic Farming, Green production techniques and the use of alternative energy in agricultural plant and animal production, Tissue reproduction, Multiplication by seeds, Intensification of agricultural plant and animal production, Production of hybrid agricultural varieties, Molecular diagnosis of agricultural pests, Smart farming, Water network systems came as most frequency demanded majors for Green Economy; 2) Tech and Digitization including Technologies related to soil and its protection, Fertilizers, Modern technologies related to irrigation of crops, Modern technologies related to drying agricultural products, Modern technologies related to thermal treatment of agricultural crops came in the 2nd place

3) Management and Entrepreneurship including Environmental and social project management,

Implemented by



# CLUSTER

	<p>accounting, strategic planning and fundraising, marketing came in the 3rd place for the main majors demanded by the labor market according to the experience of the business operators related to this sector.</p>
<p>Needs of the SMEs operating within the sector</p>	<p>The Business operators who work in the Green Economy sectors said that the the training on Process innovation- innovation in processing techniques; Technical Innovation -IT or equipment training; Technical/ Professional skills; Soft skills and Marketing are areas of training that would be useful for their business and would help them to find a good fit and the qualified employees to expand their business operations.</p> <p>From the analyses it was found that Access to Finance, is the biggest difficulty the business operators face in expanding their businesses thus the solutions related to facilitate their access to financial resources might be an added value to have their business growing.</p>
<p>Potential in terms of business development and job creation</p>	<p>It was noticeable that all the operators who are working in the Green Economy sector from whom filled the questionnaire, are positive and optimistic about the growth possibilities. All of them thought that the sector's business opportunities will increase in the future.</p> <p>This impression might be a result of the global trends to address environmental issues by greening the economy which leads to opening new chances in order to create sustainability, where the business operators feel that the concept of green economy become more familiar at the local level and awareness about it is on the rise.</p>
<p>Impact of the Covid-19 pandemic on the sector</p>	<p>75% from business operators who are working on the Green Economy reported exposing to a negative impact as a result of Covid-19, where they had a decline in their business operation and suffered from income and profit decreasing</p>



**CLUSTER**

<p>Policies adopted concerning the development of the sector</p>	<p>The Social and Economic actors recommended that the most important intervention to develop the Green Economy sector is to develop policies aiming at raising qualification, job readiness and skills acquisition for NEETs in order to match with market needs mainly in TEVT and sustainable economic sectors; secondly to intensify and integrate the effort that aim at opening up employment prospects, business, empowerment projects, opportunities for NEETs especially in vulnerable areas; Thirdly raising the awareness among youth and women about various topics needed for the labor market for being qualified for engaging in job opportunities.</p>
<p>Any other observation relating with the sector at the country, regional or Mediterranean level</p>	<p>Among the four sectors targeted in CLUSTER Project, the Green Economy sector is the most present one in Palestine, where the number of businesses operates in this field constituted half of the respondents. In addition, we found that about 54% of the active institutions; social actors; public and NGOs implement activities related to Green Economy. On the level NEETs and women, we also noticed that the concept of the Green Economy is a more known concept than the blue economy and the circular economy, for example.</p> <p>In Palestine there is no specific regulatory framework for focusing exclusively on Green Economy. Nevertheless, green businesses can benefit from broader Palestinian policies such as the Environmental Law No. 7 of 1999, that include some articles encourage the reduction of solid waste production, prohibits the recovery of hazardous waste, sets the standards for permitted agricultural chemicals, identifies he projects subject requiring an environmental impact assessment, prioritizes the use of materials that are less harmful to the environment.</p> <p><a href="https://switchmed.eu/wp-content/uploads/2020/12/2020.11.30-Country-Profile-Palestine.pdf">https://switchmed.eu/wp-content/uploads/2020/12/2020.11.30-Country-Profile-Palestine.pdf</a></p>

Implemented by



# CLUSTER

	<p>As for national strategies, Environmental Quality Authority, in its “2017- 2022 Environmental Strategy Across Sectors” focused on the below 5 strategic objectives:</p> <ul style="list-style-type: none"> <li>- Lowering and controlling environmental pollution levels</li> <li>- Managing in a sustainable way the environment and biological diversity</li> <li>- Launching actions to mitigate and adapt to climate change and reduce desertification</li> <li>- Improving the policies and legal framework and strengthening their application</li> <li>- Improving environmental awareness and behavior.</li> </ul> <p><a href="https://info.wafa.ps/userfiles/server/pdf/en_2017-2022.pdf">https://info.wafa.ps/userfiles/server/pdf/en_2017-2022.pdf</a>)</p> <p>Where these objectives supposedly can support the development of green business.</p>
--	---

## Circular Economy

<p>Skills and competencies young people should have to work within the sector</p>	<p>For the social actors’ point of view the main majors demanded by the labor market for circular economy are TVET, and Green and Environmental majors</p> <p>Where the TEVT majors include Mechanics, electricity, plumbing, chefs, beauticians, furniture design and decoration, blacksmithing, carpentry and upholstery, air conditioning and cooling, sewing, building and construction works, crafts.</p> <p>While the Green and Environmental majors include</p> <p>Smart farming, sustainable energy, Solar energy systems, green buildings, Waste water treatment systems, Water desalination systems, Water network systems, Solid waste, Sustainable energy, Electric and hybrid vehicles</p> <p>The 2nd major demanded for the social actor is Tech and digitization including Information Technology, Computer Engineering, Digital Marketing and Microcontroller, Graphic Design,</p>
---	--

Implemented by



# CLUSTER

	<p>Surveillance cameras, Smart buildings, 3D printing, Multimedia.</p> <p>For the social actors, the main skills and competencies should NEETs and women have to find a job is the 1) Technical skills, 2) Soft such as flexibility, leadership, initiative, productivity, and social skills, and 3) Learning skills such critical thinking, creativity, and collaboration arranged in order of importance, respectively.</p> <p>As for the business operates</p> <p>In this sector, there is similarity in the opinion of both social actors and business operators. Whereas also business operators put the technical skills, and language and communication skills as the most 2 important skills that young people and women must possess in order to be able to get a job then education and background.</p>
<p>Needs of the SMEs operating within the sector</p>	<p>The business operators who work in the Circular Economy sectors showed equal interest to Professional skills; Soft skills, Management skills - specifically providing management courses for company managers and Marketing as areas of training that would be useful for their business and would help them to expand their business operations.</p> <p>From the analyses it was found that lack of experience, skill gaps and lack of opportunities are the main challenges the business operators in this sector face in expanding their businesses thus the solutions related to enhance their experience, qualify NEETs and women with the needed technical skills for this sector, as well as make initiative to create new opportunities could be very helpful for them.</p>

Implemented by



# CLUSTER

<p>Potential in terms of business development and job creation</p>	<p>The operators who work in this sector from whom filled the questionnaire, are positive and optimistic about the growth possibilities. All they agree that the sector's business opportunities will increase in the future. Looking at the current employment capacity they don't have opening vacancies however they recruit at least once a year as the stated.</p>
<p>Impact of the Covid-19 pandemic on the sector</p>	<p>100% of business operators who are working on the Circular Economy from whom filled the questionnaire, reported exposing to a negative impact as a result of Covid-19, where they had a decline in their business operation and suffered from income and profit decreasing. However; it is worthy to highlight that the number of businesses in this sector is insignificant from to the questionnaire respondents. Therefore, this is something should be taking into consideration relatively when look at the full evaluation for example when comparing the Covid impact between circular and green economy</p>
<p>Policies adopted concerning the development of the sector</p>	<p>The responses to the Kind of Policies that should be implemented in order to increase the employability of NEETs, women and other vulnerable groups in this sector were the same as the one mentioned for the green economy where the social and economic actors recommended to develop policies aiming at raising qualification, job readiness and skills acquisition for NEETs in order to match with market needs mainly in TEVT and sustainable economic sectors; and to intensify and integrate the effort that aim at opening up employment prospects, business, empowerment projects, opportunities for NEETs especially in vulnerable areas; Thirdly raising the awareness among youth and women about various topics needed for the labour market for being qualified for engaging in job opportunities.</p>



## CLUSTER

<p>Any other observation relating with the sector at the country, regional or Mediterranean level</p>	<p>The circular economy sector is ranked second in terms of scarcity at the level of the Palestinian economy after the blue economy. As the number of entities operating in this sector, whether as business operators or as social and economic actors are too low.</p> <p>The knowledge of individuals about the concept of circular economy is also limited, as shown in the the NEETs and women profiling.</p> <p>Generally, the Palestinians lack awareness about the circular economy and most likely they link it only to solar energy activities.</p> <p>However, there is initiatives, and steps toward include either as a result of global shifting to adapting more sustainable practice mainly that a major part of Palestinian economy depends on the donor's community.</p> <p>At the government level, the Environment Quality Authority (EQA) developed the Palestinian Sustainable Consumption and Production National Action Plan (SCP-NAP) under the EU-funded programme, with advisory services from the United Nations Environment Programme (UNEP). Where this plan is considering a pert of is part of efforts to achieve SDG. Through contribution to SCP-NAP which contributes to SDG12. (For reasonable consumption and production)</p>
---	--

### Sustainable Agriculture

<p>Skills and competencies young people should have to work within the sector</p>	<p>The main skill and competency category NEETs and women should have in order to find a job in sustainable agriculture, based on the SEA is the technical one. While, Soft Skills, Literacy skills Learning skills and Employability Skills came all in the second place of importance all at the same level.</p> <p>The business operators; search and look for about candidates who have teamwork and self-confidence, language and communication skills and technical skills in the process of recruiting new employees.</p> <p>On other hand; Green business major selected as</p>
---	---

Implemented by





# CLUSTER

	<p>the first major demanded by the labor market according to the experience of the business operators related to this sector. Followed by TEVT, Management and Entrepreneurship, and Tech and digitization respectively.</p>
<p>Needs of the SMEs operating within the sector</p>	<p>The business operators who work in the sustainable agriculture sectors showed the most interest in soft skills area of training that would be useful for their business and would help them to expand their business operations. While professional skills; Technical Innovation -IT or equipment training, Certification of quality and products Management skills - specifically providing management courses for company managers and Marketing came all in 2nd place of interest.</p> <p>The same as the green economy sector, this sector also find the Access to Finance as its biggest challenge the business operators face in expanding their businesses thus the solutions related to facilities their access to financial resources might be an added value to have their business growing.</p>
<p>Potential in terms of business development and job creation</p>	<p>The operators who are working in this sector from whom filled the questionnaire think that the sector's business opportunities will increase in the future. The agricultural sector in Palestinian socioeconomic context has a special importance, not only because its contribution to GDP by 7% as per the investment promotion and industrial estates agency statements, also due to its contribution to the issue of food security. Therefore the possibilities and opportunities for the development in sustainable agriculture are very large, especially that utilize the local resources is one of its pillar, and thus its developing could be less effected by the complexities associated with the political situation, such as import restrictions.</p> <p>In addition to the fact that the possibilities of development are largely linked to the presence of local expertise. Where at the local level, we can find</p>

Implemented by



# CLUSTER

	<p>experts, the successful experiences, even, educational institutions that teach sustainable agriculture, more than the other sectors targeted in the CLUSTER which could speed up its development</p>
<p>Impact of the Covid-19 pandemic on the sector</p>	<p>As is the case in other sectors, especially the green economy sector, the spread of the Corona virus has left negative effects on sustainable agriculture, although Corona gave the opportunity to spend more time in practicing the farming process, but its consequences had a negative impact when it's came to profitability of these projects</p>
<p>Policies adopted concerning the development of the sector</p>	<p>Also in this sector, respondent show that that the most two important intervention to develop the sustainable agriculture is to to develop policies aiming at raising qualification, job readiness and skills acquisition for NEETs in order to match with market needs mainly in TEVT and sustainable economic sectors; secondly to intensify and integrate the effort that aim at opening up employment prospects, business, empowerment projects, opportunities for NEETs especially in vulnerable areas; Thirdly raising the awareness among youth and women about various topics needed for the labor market for being qualified for engaging in job opportunities.</p>
<p>Any other observation relating with the sector at the country, regional or Mediterranean level</p>	<p>Among the four sectors targeted in CLUSTER Project, the Sustainable Agriculture sector is the most 2nd sector present in Palestine, where the number of businesses operates in this field constituted 28% of the respondents. In addition, we found that about 43 % of the active institutions; social actors; public and NGOs implement activities related to sustainable agriculture. On the level NEETs and women, we also noticed that the concept of the sustainable agriculture is a the most familiar one since 70% of the NEETs and Women know this concept.</p> <p>At the policy maker level, there are tendencies from the Palestinian government to focus on sustainable agriculture, such as the National food and security</p>

Implemented by



# CLUSTER

	<p>policy 2019-2030 and national investment plan for food and nutrition and sustainable agriculture 2020-2020. Catalyzing these polices are contributing to develop the the existence of the sustainable agriculture sector in the future.</p> <p><a href="https://www.moa.pna.ps/strategies#collapseTo_204">https://www.moa.pna.ps/strategies#collapseTo_204</a>  <a href="https://www.moa.pna.ps/strategies#collapseTo_205">https://www.moa.pna.ps/strategies#collapseTo_205</a></p>
--	--

Implemented by

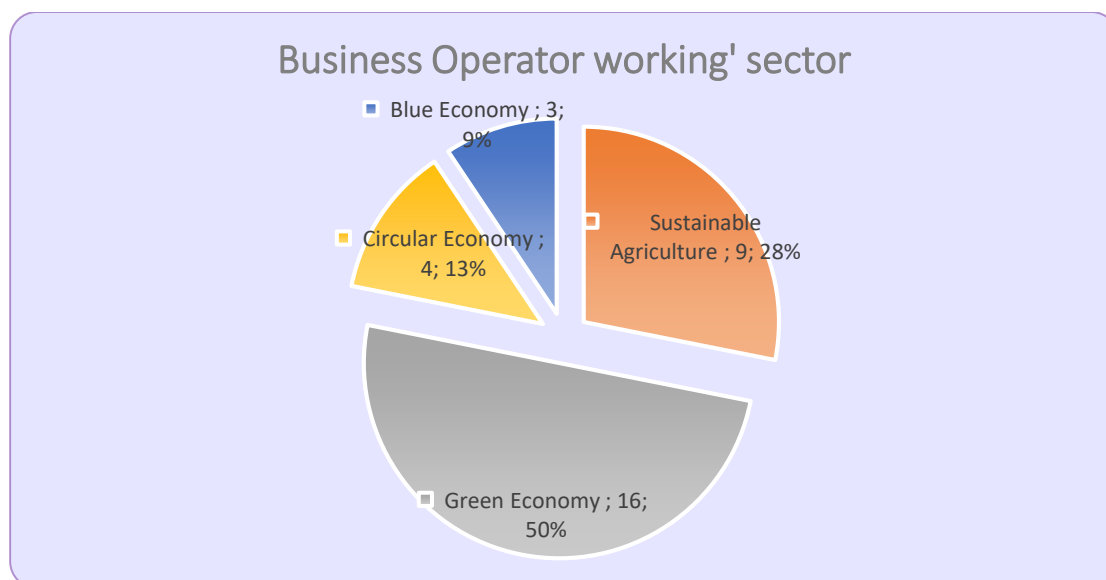


## Results and data of the A 3.2.1 – Sectors Needs Analysis

Please find below the general overview of the results and data collected during the Social Economy Actors profiling, shown as statistics tables and data charts.

### **Business Operators profiling:**

Business Operator working' sector	
Sustainable Agriculture	9
Green Economy	16
Circular Economy	4
Blue Economy	3

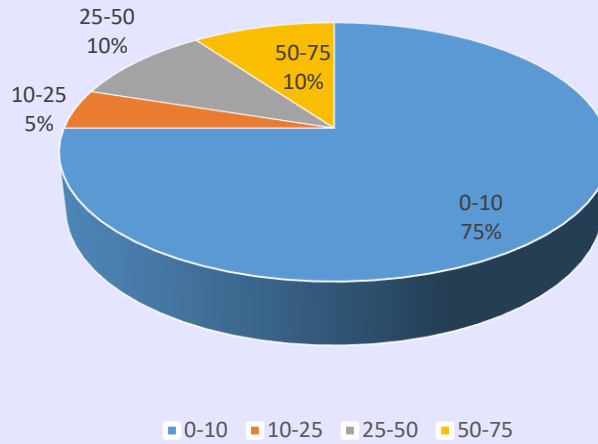


How many employees do you employ	
0-10	15
10-25	1
25-50	2
50-75	2
Total	20

Implemented by

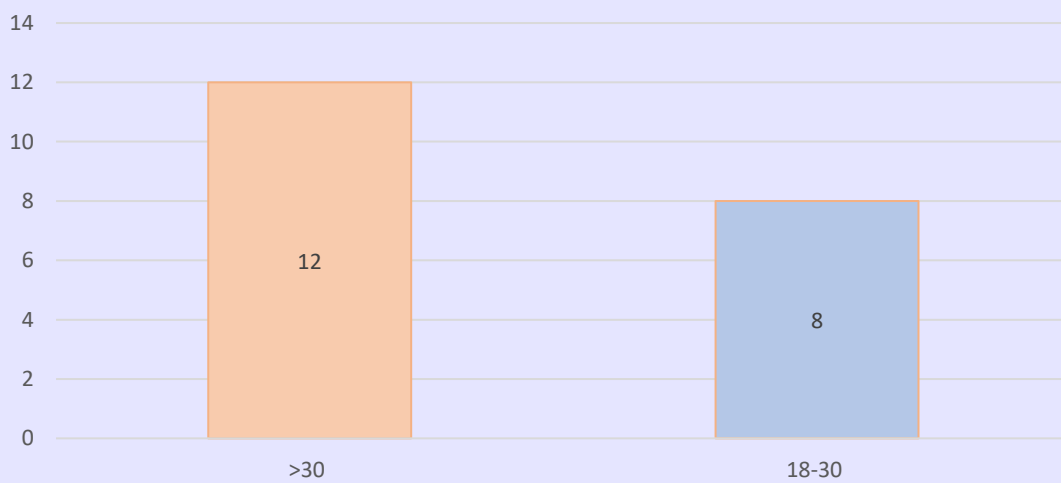

**CLUSTER**

### How many employees do you employ



What is the average age range of the employee	#	%
>30	12	60%
18-30	8	40%
Total	20	

### The average age range of the employee

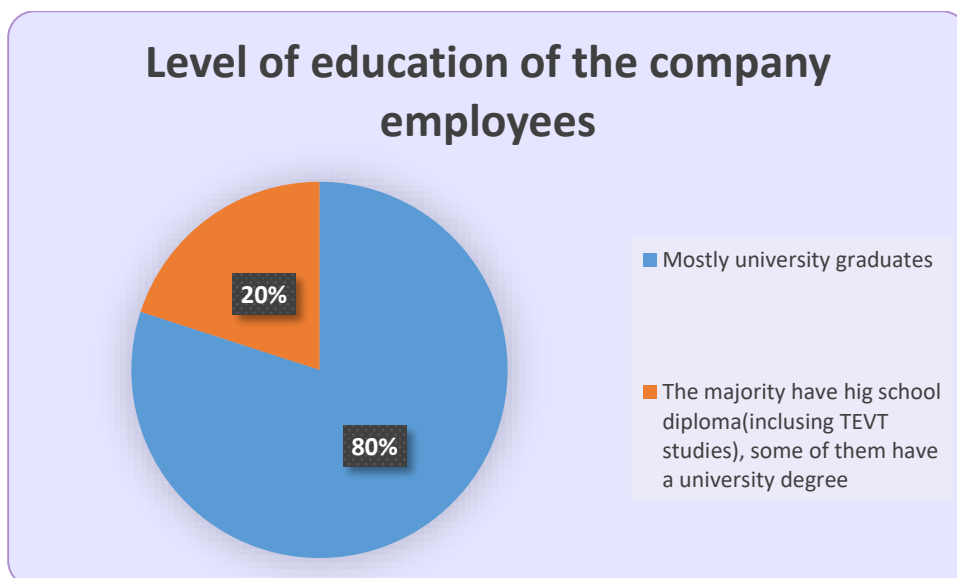


Implemented by



# CLUSTER

The level of education of the company employees	What is the level of education of the company employees
Mostly university graduates	16
The majority have high school diploma (including TEVT studies), some of them have a university degree	4
<b>Total</b>	<b>20</b>

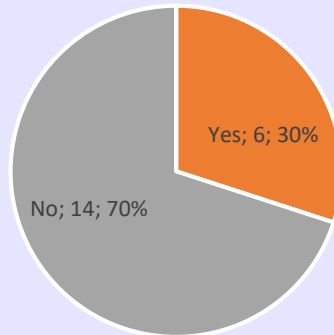


	Full Time	Part Time
Less than 20%	7	8
20%-50%	1	4
50%-80%	3	3
80%-100%	9	5

Implemented by


**CLUSTER**

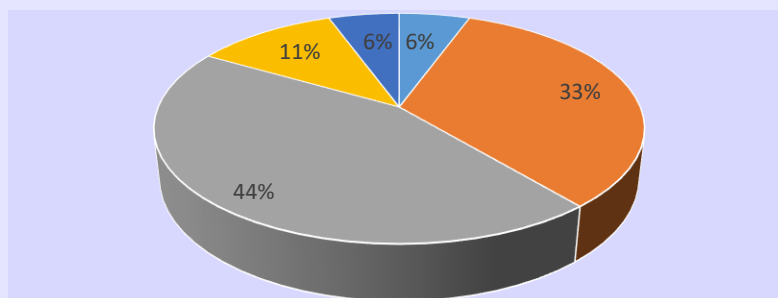
### Do you currently have any vacancies



■ Do you currently have any vacancies 
 ■ Yes 
 ■ No

How frequently do you recruit	
As needed	1
Once a year	6
Several times per year	8
Every two or three years	2
If an employee resigns	1

### Recruitment Frequency



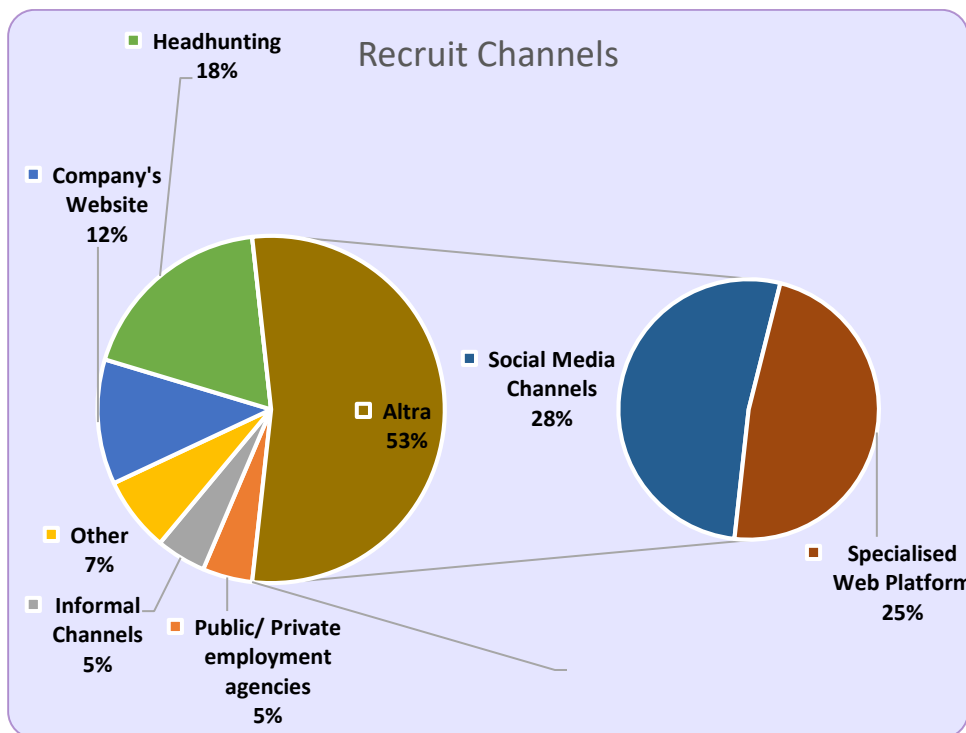
■ As needed 
 ■ Once a year 
 ■ Several times per year 
 ■ Every two or three years 
 ■ If an employee resigns

Implemented by



# CLUSTER

What Channels do you use to recruit	
Public/ Private employment agencies	2
Informal Channels	2
Other	3
Company's Website	5
Headhunting	8
Social Media Channels	12
Specialized Web Platform	11



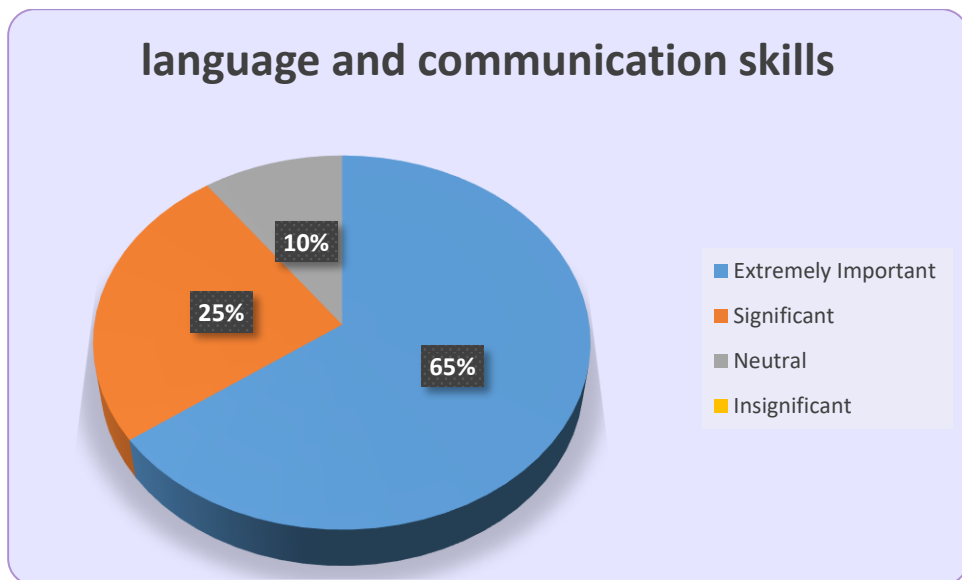
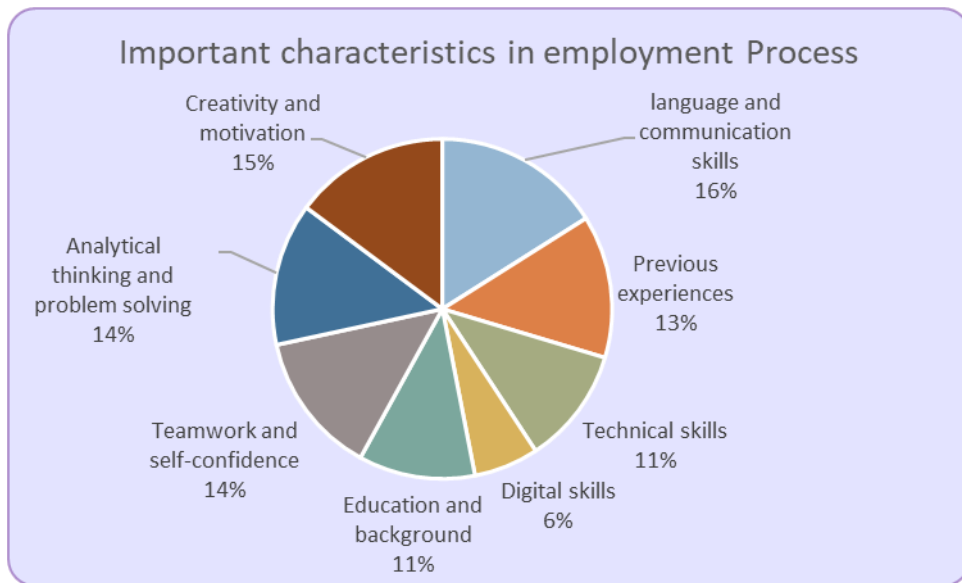
What characteristics (education, experience) and skills do you look for when you want to recruit a new employee	Extremely Important	Significant	Neutral	Insignificant
language and communication skills	13	5	2	
Previous experiences	11	6	2	1
Technical skills	9	8	3	
Digital skills	5	8	7	
Education and background	9	8	3	
Teamwork and self-confidence	11	9		

Implemented by




**CLUSTER**

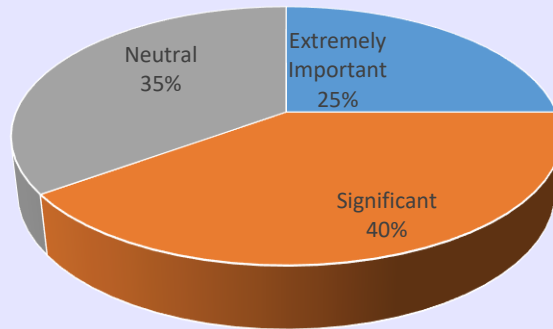
Analytical thinking and problem solving	11	8		1
Creativity and motivation	12	8		



Implemented by

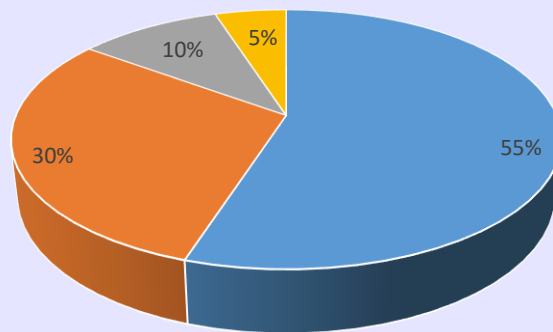

**CLUSTER**

### Digital skills



■ Extremely Important  
 ■ Significant  
 ■ Neutral  
 ■ Insignificant

### Previous Experiences

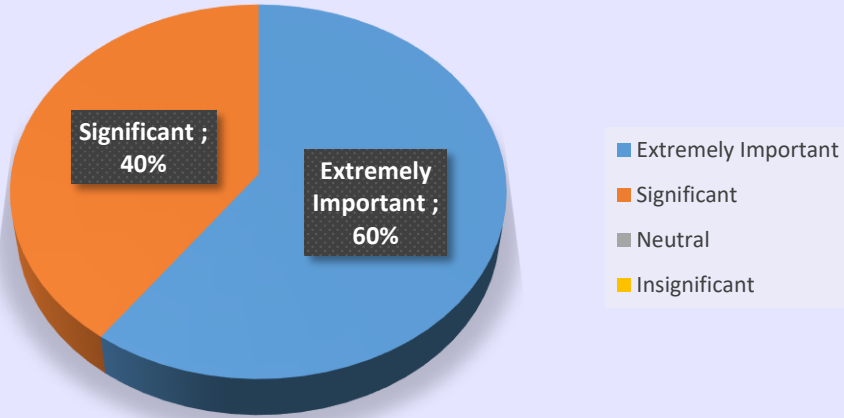


■ Extremely Important  
 ■ Significant  
 ■ Neutral  
 ■ Insignificant

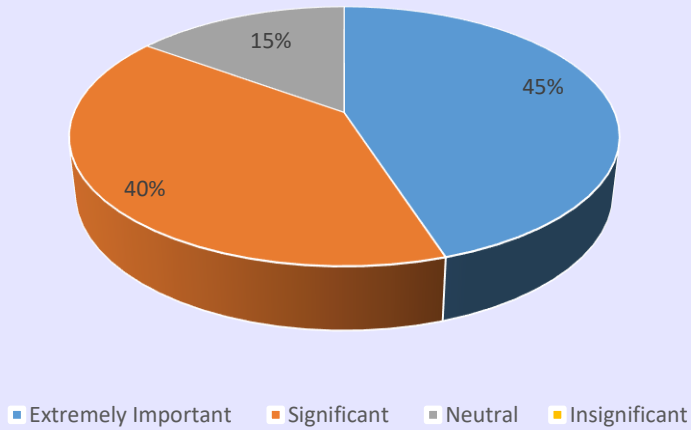
Implemented by


**CLUSTER**

### Creativity and Motivation



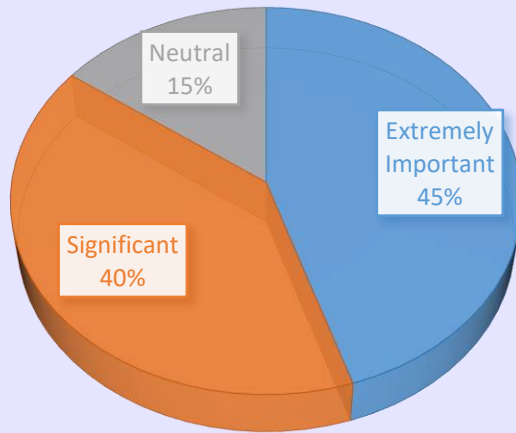
### Technical Skills



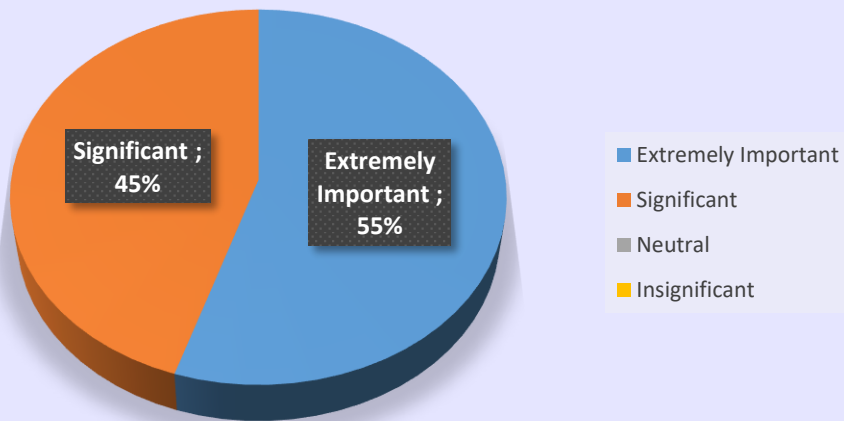
Implemented by


**CLUSTER**

## EDUCATION AND BACKGROUND

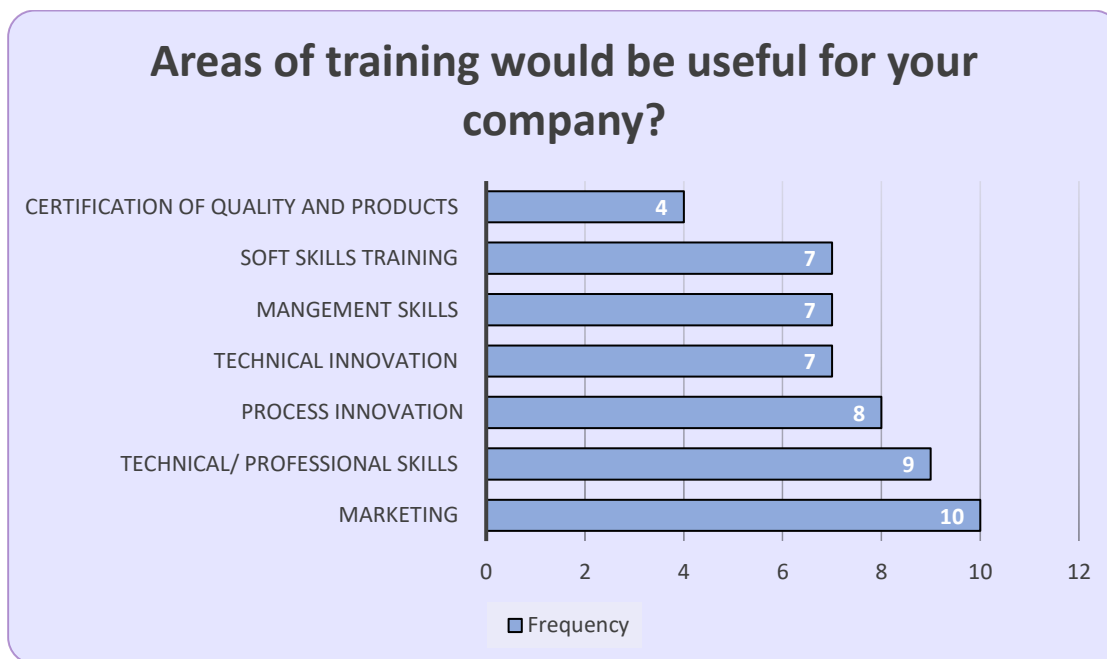


## Teamwork and self-confidence



Implemented by

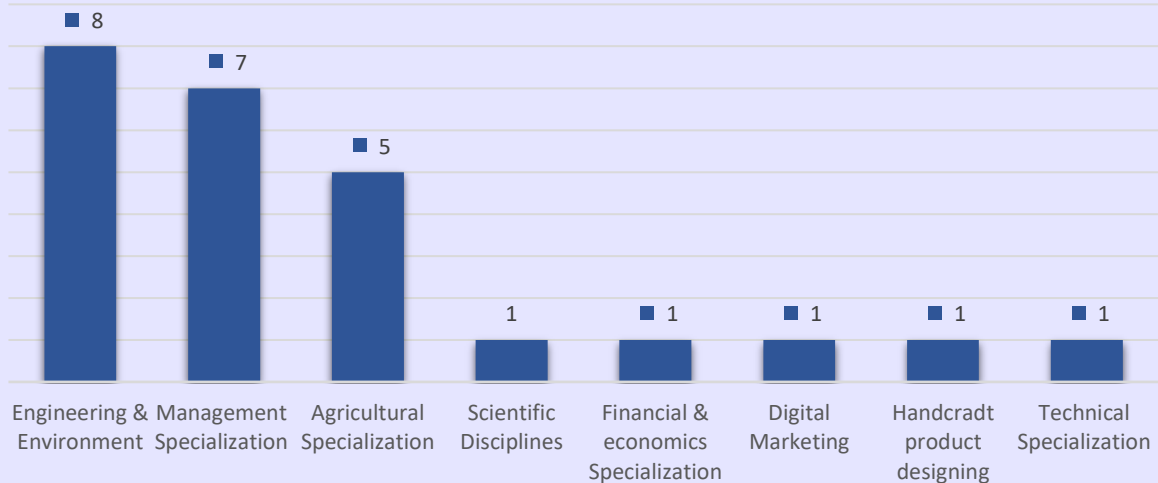
What areas of training would be useful for your company?		Frequency
Marketing	Marketing	10
Technical/ Professional skills	Technical/ Professional skills	9
Process innovation- innovation in processing techniques	Process innovation	8
Technical Innovation -IT or equipment training	Technical Innovation	7
Management skills - courses for company managers	Management skills	7
Soft skills training	Soft skills training	7
Certification of quality and products	Certification of quality and products	4





**CLUSTER**

Specialization are needed for Business Operators



In your opinion, what challenges do NEETs face in finding employment nowadays

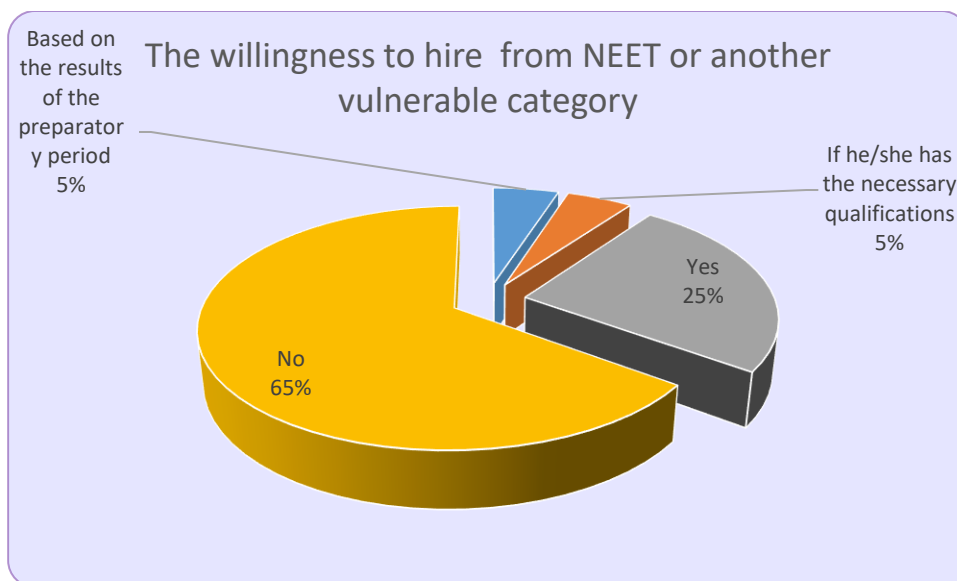
	#	Rank
Lack of experiences	7	1
Lack of job opportunities	3	2
Lack of motivation to learn, patience & insistence	2	3
Favoritism	2	
Societal traditions and norms	2	
The intensity of competition in the labor market due to the large supply and the lack of demand	2	
Lack of qualification	1	4
Lack of linking between education and practice	1	
geographic work location	1	
Lack of financial support	1	
Lack of self-marketing skills, lack of self confidence	1	
Gender inequality	1	

Implemented by



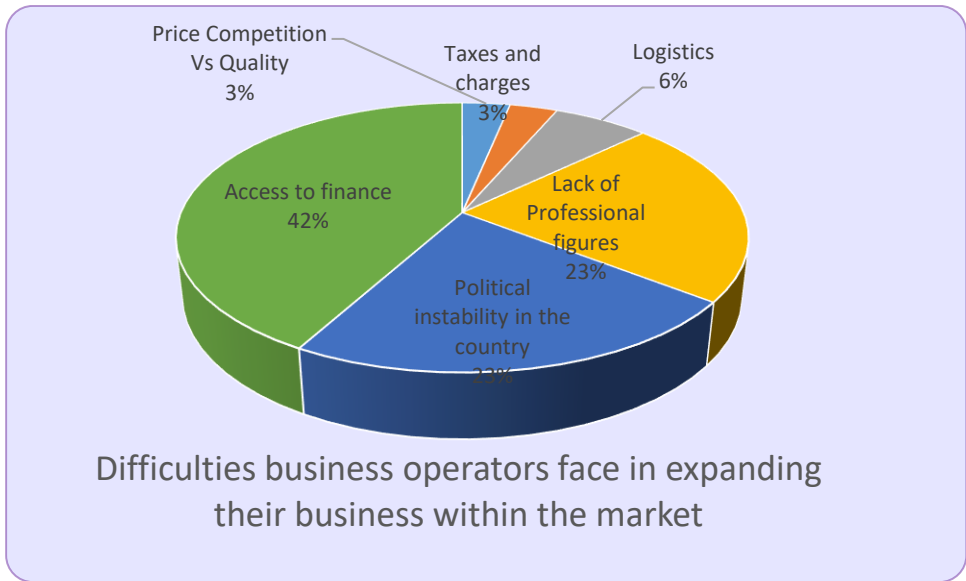
**CLUSTER**

Would you employ someone belonging to the category of NEET or to another vulnerable category	Frequency
Based on the results of the preparatory period	1
If he/she has the necessary qualifications	1
Yes	5
No	13
Total	20

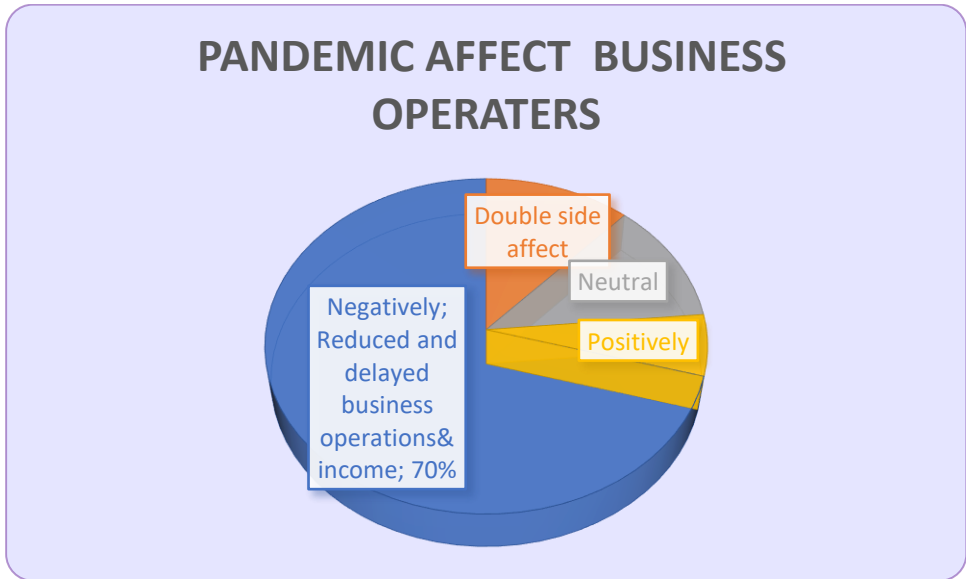


What Kind of difficulties do you face in expanding your business within the market	
Price Competition Vs Quality	1
Taxes and charges	1
Logistics	2
Lack of Professional figures	7
Political instability in the country	7
Access to finance	13


**CLUSTER**



How did the COVID-19 pandemic affect your business operations?	
Double side affect	2
Neutral	2
Positively	1
Negatively; Reduced and delayed business operations& income	12
Missing	3



Implemented by

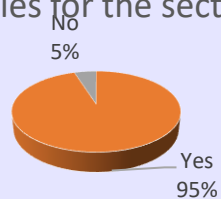




# CLUSTER

Do you think the sector(s) in which your company operates will increase its business opportunities in the next years	
Yes	19
No	1

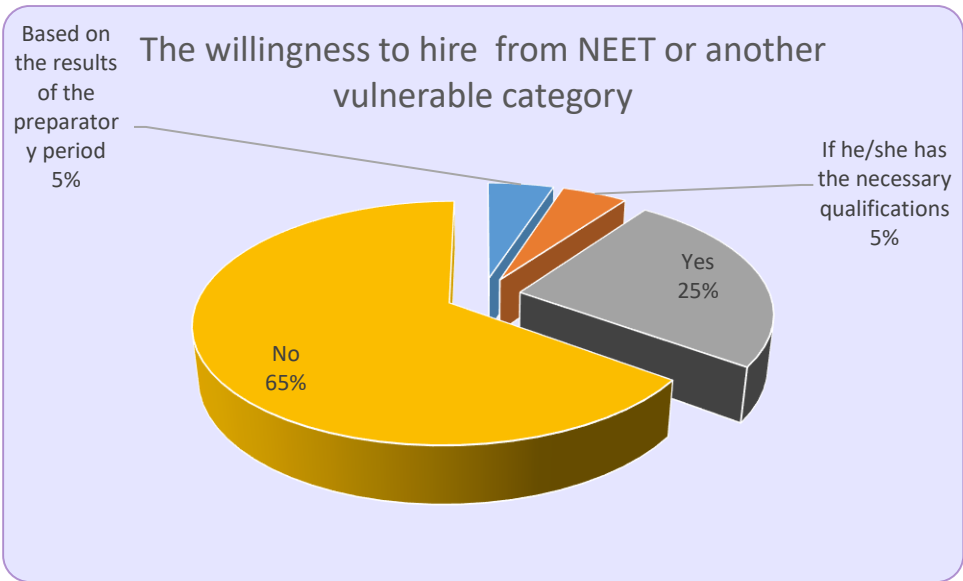
Business Operators opinion about the increase of future opportunities for the sector(s) working in



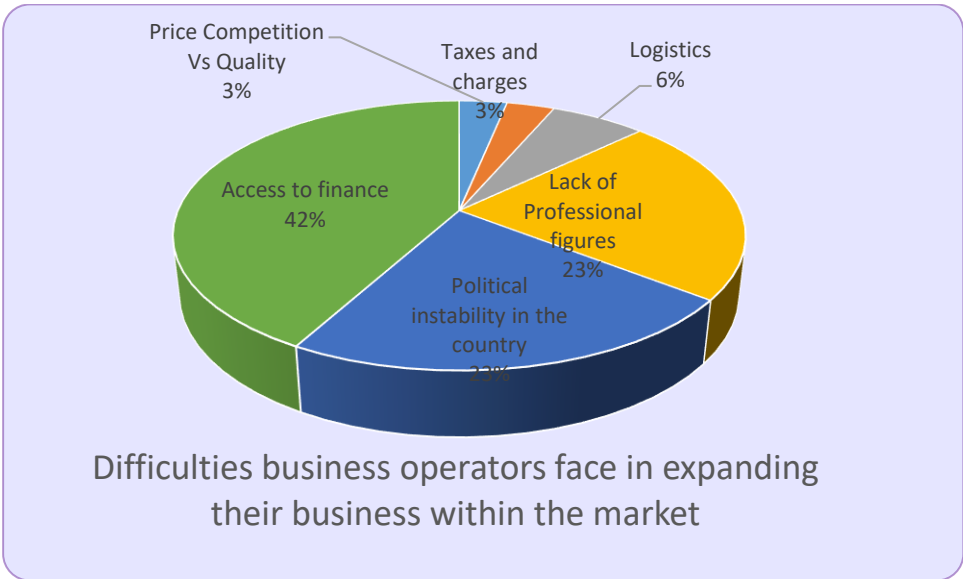
Would you employ someone belonging to the category of NEET or to another vulnerable category	Frequency
Based on the results of the preparatory period	1
If he/she has the necessary qualifications	1
Yes	5
No	13
Total	20

Implemented by


**CLUSTER**



What Kind of difficulties do you face in expanding your business within the market	
Price Competition Vs Quality	1
Taxes and charges	1
Logistics	2
Lack of Professional figures	7
Political instability in the country	7
Access to finance	13

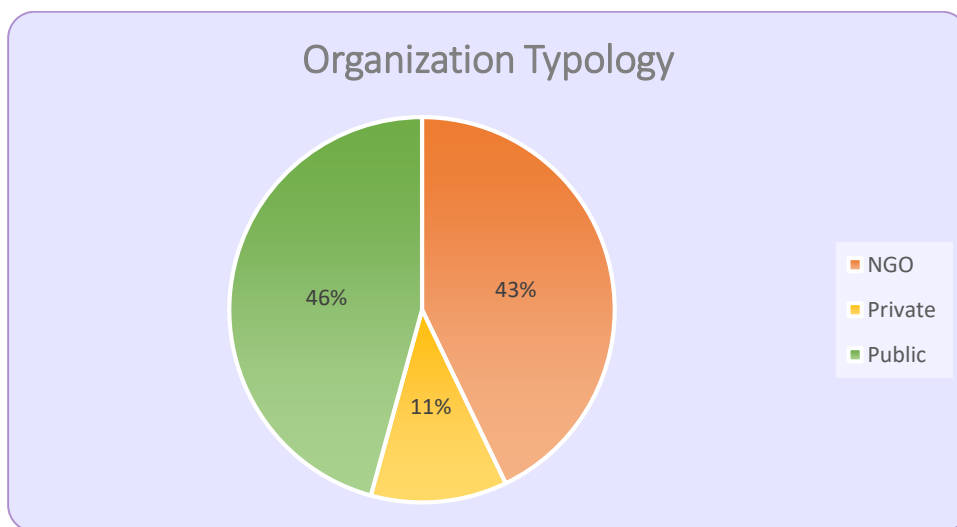


Implemented by



### Social Economic Actors' profiling:

Typology (NGO, Public Body, Employment Agency)	Frequency
NGO	15
Private	4
Public	16
Total	35



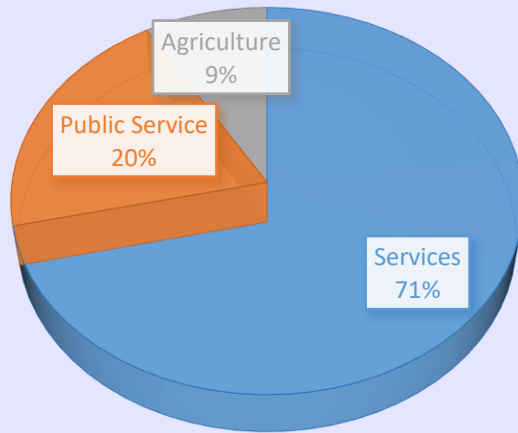
Sector of Work	Frequency
Services	25
Public Service	7
Agriculture	3
Total	35

Implemented by



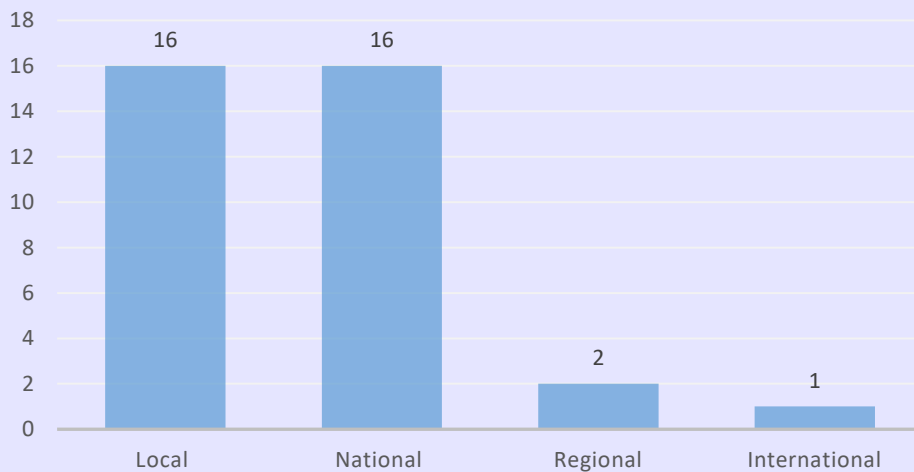
# CLUSTER

## SECTOR OF WORK



Geographical Coverage	Frequency	%
Local	16	46%
National	16	46%
Regional	2	6%
International	1	3%
<b>Total</b>	<b>35</b>	<b>100%</b>

## Geographical Coverage

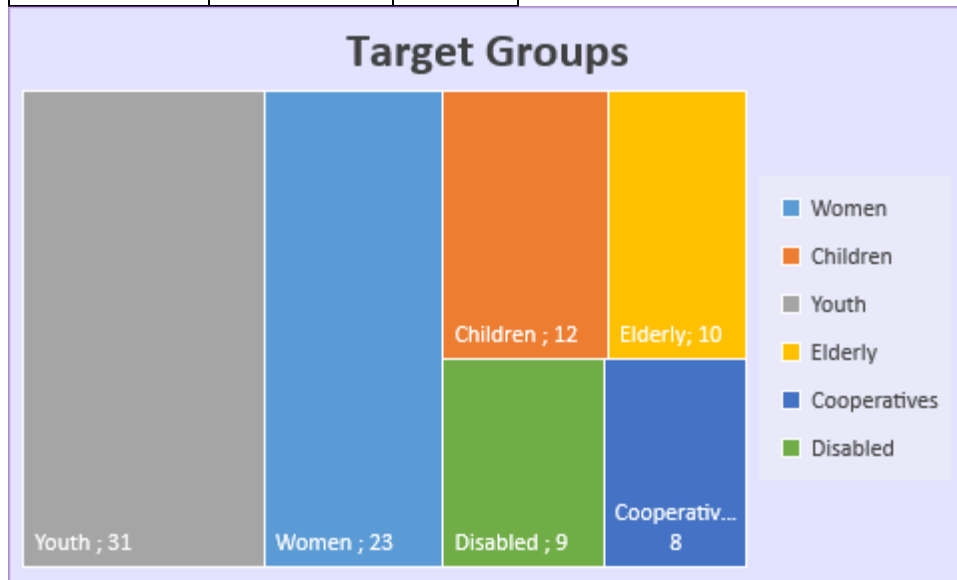


Main Target Group	Frequency	%
Women	23	66%

Implemented by


**CLUSTER**

Children	12	34%
Youth	31	89%
Elderly	10	29%
Cooperatives	8	23%
Disabled	9	26%



Have you ever carried out activities linked with one of the Sustainable Economy sectors targeted by CLUSTER?	Frequency
Yes	23
No	12
<b>Total</b>	<b>35</b>



Implemented by



**CLUSTER**

The Sustainable Economy sectors that the organizations activities linked with		%
Blue Economy	4	11%
Circular Economy	9	26%
Sustainable Agriculture	15	43%
Green Economy	19	54%

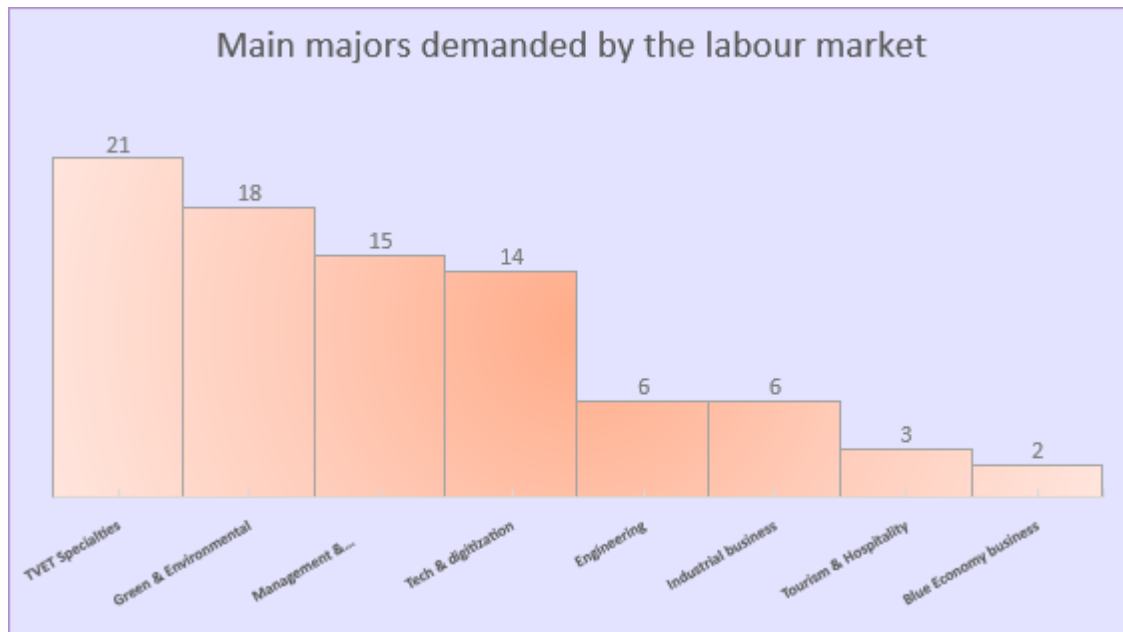


In your opinion what are the main majors demanded by the labor market	Frequency
TVET Specialties	21
Green & Environmental	18
Management & Entrepreneurship	15
Tech & digitization	14
Engineering	6
Industrial business	6
Tourism & Hospitality	3
Blue Economy business	2

Implemented by



# CLUSTER

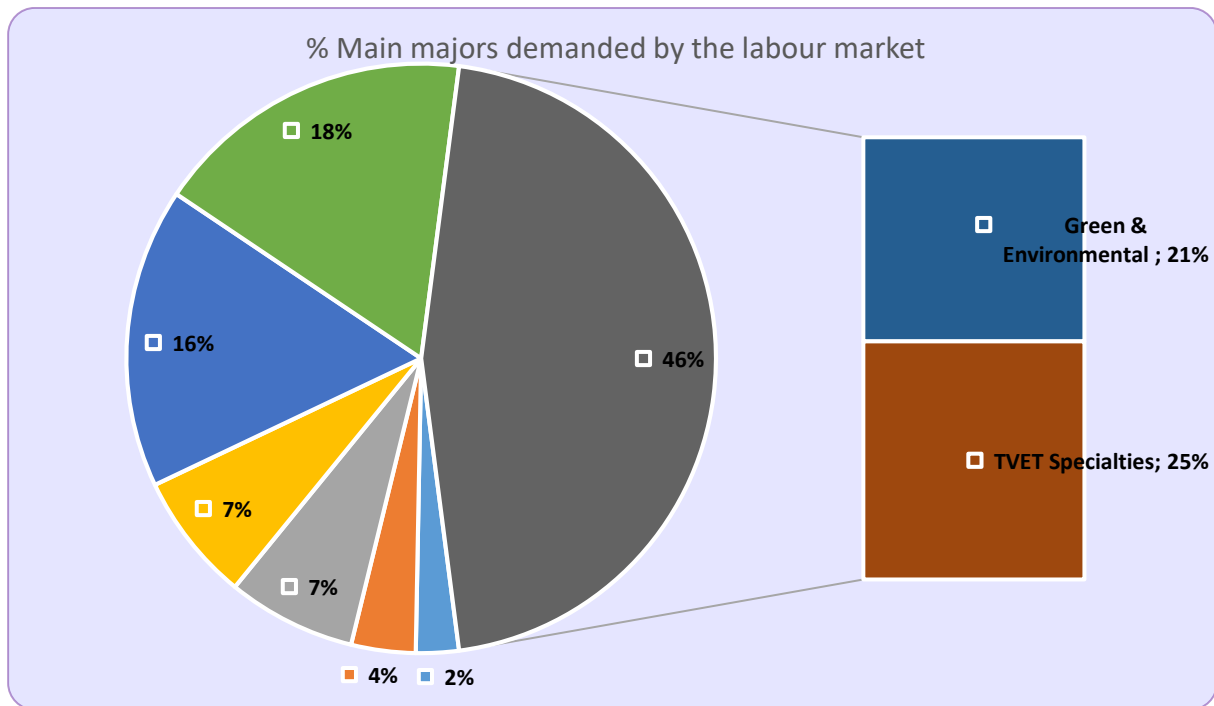


In your opinion what are the main majors demanded by the labor market	%
Blue Economy business	2
Tourism & Hospitality	3
Industrial business	6
Engineering	6
Tech & digitization	14
Management & Entrepreneurship	15
Green & Environmental	18
TVET Specialties	21

Implemented by



# CLUSTER



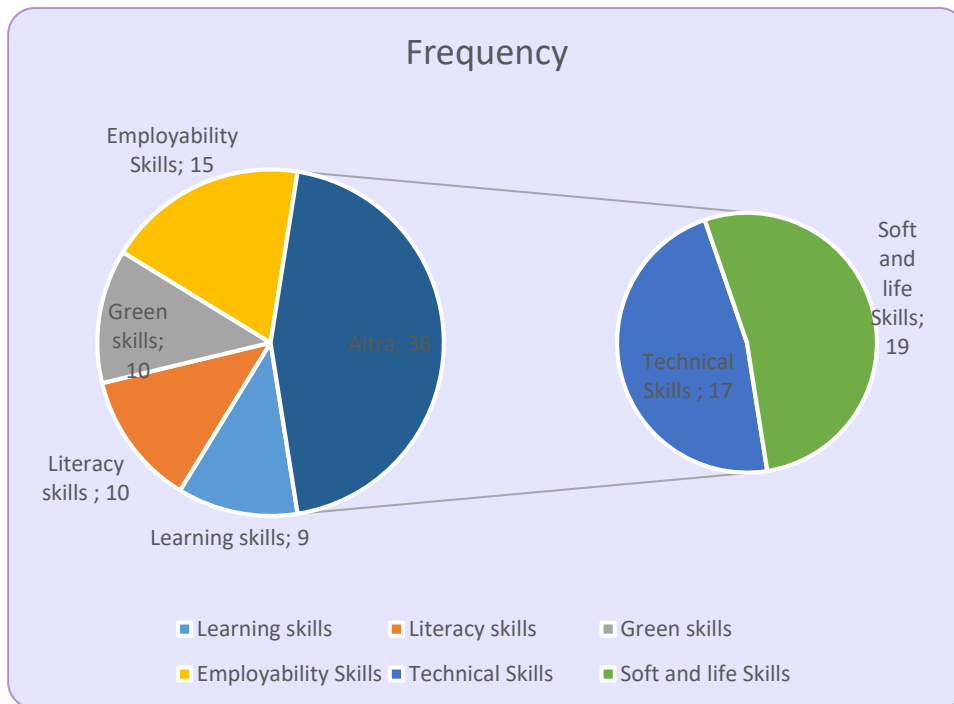
What skills and competencies should NEETs and women have to find a job in one or more of the 4 project sectors	Rank	Frequency
Learning skills	6	9
Literacy skills	5	10
Green skills	4	10
Employability Skills	3	15
Technical Skills	2	17
Soft and life Skills	1	19

Implemented by

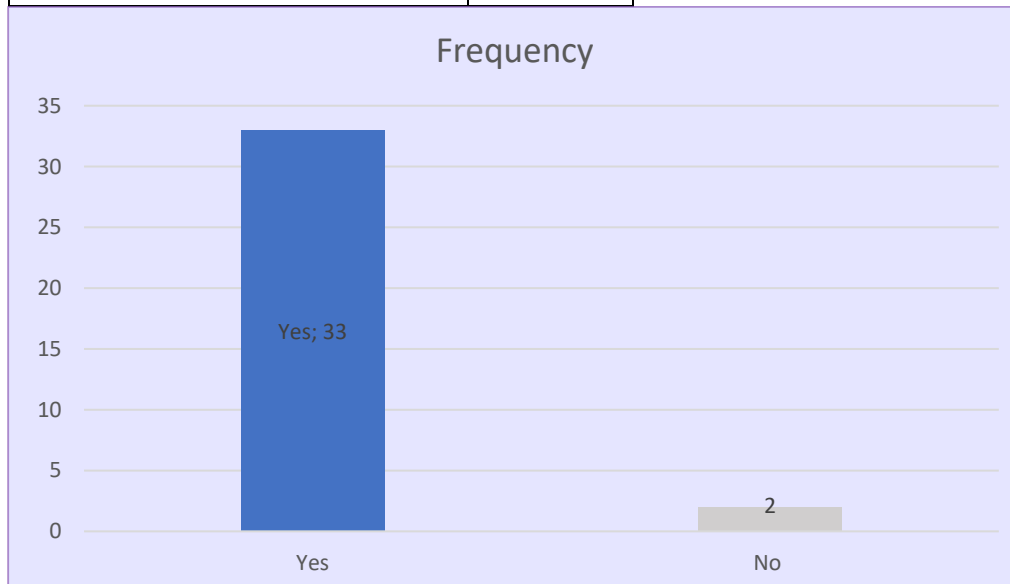




# CLUSTER



Do you offer any employment or training opportunities for NEETs	Frequency
Yes	33
No	2



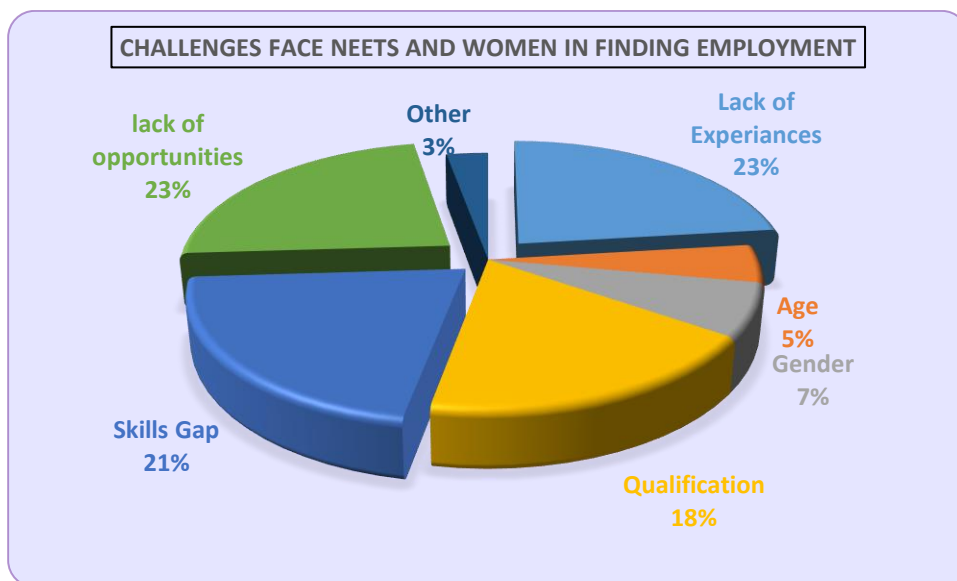
In your Opinion, what challenges face NEETs and women in finding employment nowadays?	Frequency

Implemented by



# CLUSTER

Lack of Experiences	24
Age	5
Gender	7
Qualification	19
Skills Gap	22
lack of opportunities	24
Other	3



What Kind of Policies would you implement in order to increase the employability of NEETs, women and other vulnerable groups?	Frequency
Develop and implement policies and programmes for raise qualification, job readiness and skills acquisition for NEETs that match with market needs mainly in TEVT and sustainable economic sectors	22
Opening up employment prospects, projects and opportunities for NEETs	10
Raising the awareness among youth and women about various topics needed for the labor market for being qualified for engaging in job opportunities.	8
Build active networking with stakeholders, training institutions and operators to cope with the needs and changes of the labor market the lead to better employment status	5
Revise and develop curriculum and specializations in line with the needs of the labor market by the education and TVET institutions	4



# CLUSTER

Conduct regular studies to determine the real needs and changes of the labor market	3
Considering policies that focus on the inclusion of gender and disabled	3
Focus on investment development policies in the field of entrepreneurial work including grants and financial support policies	3
Enhance the working environment specifically for women	2
Advocate to encourage the government to develop laws and legislation that contribute to activating the role of TVET and the enrollment of young people in the labor market.	2

The CLUSTER project proposes a series of activities that, in collaboration with local social economy actors, will help us to design and deliver trainings truly adapted to the job market needs. For this reason, we would like to know: in which of these activities do you think your company would be most interested in participating?	Frequency
Workshops with other companies/ organization: discussion groups on topics relevant to the sector	29
Support for teachers to improve their knowledge skills about the sector and their jobs	19
Support as an expert in the design of curricular content	18
Reception of candidates for internships in your organization	17
Teaching workshops/ Training pills	17
Involve workers as mentor for students	17
Share job offers that may be of interest to the participants of the training	16

Implemented by



## References:

- [https://info.wafa.ps/userfiles/server/pdf/en\\_2017-2022.pdf](https://info.wafa.ps/userfiles/server/pdf/en_2017-2022.pdf)
- <https://reliefweb.int/report/occupied-palestinian-territory/palestinian-access-water-attacks-wash-structures-area-c>
- <https://switchmed.eu/wp-content/uploads/2020/12/2020.11.30-Country-Profile-Palestine.pdf>
- [https://www.moa.pna.ps/strategies#collapseTo\\_204](https://www.moa.pna.ps/strategies#collapseTo_204)

Implemented by

