



Enhancing Youth Employability in the Gaza Strip

Stakeholders' Workshop Report

Labour Market Priority Sectors in the Gaza Strip

March 2013

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1. Executive summary

Islamic Relief Palestine (IRPAL), in partnership with the Swiss Agency for Development and Cooperation (SDC), is responsible for the implementation of a new TVET/LM project entitled “Enhancing Youth Employability in the Gaza Strip” (EYE). The main aim of this project is to enhance the employability of young women and men in the Gaza Strip, through an improved and unified TVET system with public TVET centres providing trainees with high quality labour market relevant skills and employment services.

The main step of this project is to identify the economic sectors that the project will work under, based on the Labour Market Needs (LMN) and other important factors.

The project team has held Stakeholders Workshop in order to discuss the selection of three priority sectors and nine occupations in the labour market.

This Report presents the outcomes of the Stakeholders Workshops in a sequential way and sets out factual information relating to the establishment of the workshops, reflects on achievements and concludes with recommendations arising from the work of the participants.

The workshop took place on 28th March 2013 at Roots Restaurant in Gaza City.

The outcomes were derived from the group tasks and the interactive sessions which were held during the workshop. The workshop has allowed interested stakeholders an early opportunity to engage with the project and positively contribute to the selection process of the priority sectors and occupations. The Stakeholders Workshop has played an important role in meeting the objectives set out in the agenda and invitations. The outcomes will be used to guide the project team in selecting the sectors and occupations.

2. Introduction

The stakeholders Workshop is the milestone activity of Enhancing Youth Employability in the Gaza Strip Project which is conducted by Islamic Relief Palestine (IRPAL), in partnership with the Swiss Agency for Development and Cooperation (SDC). The workshop aimed to identify the economic sectors that the project will work under, based on the Labour Market Needs (LMN). This workshop conducted to achieve the following objectives:

- Introduce the EYE project to the stakeholders.
- Present the results of previous labour market needs studies and surveys up to date.
- Investigate the current labour market needs and trends.
- Discuss the selection of 3 priority sectors and 9 occupations that will meet the current labour market need and other factors.

3. Purpose and structure of Report

This Report presents the outcomes of the Stakeholder Workshops in a sequential way and sets out factual information relating to the establishment of the workshop, reflects on achievements and concludes with recommendations arising from the work of the participants.

4. Establishing the Stakeholder Workshop

- 4.1 The project team established the potential stakeholders for the workshop from its project database of relevant organisations and individuals working in the TVET sector and who have strong experience in LMN. Invitation letters explaining the purpose of the workshop were sent to over 40 stakeholders.

- 4.2 A total number of 60 participants attended the workshop. A breakdown of attendees is shown in Figure 4.1 and a full list of attendees is provided in **Annex 2**.
- 4.3 An analysis of the attendees shows that 29% comprised representatives from international NGOs working in the TVET sector; 15% were from Private Sector and TVET providers; 14% were from ministries; 10% represented educational institutions; and 5 % local TVET experts. This is considered to be a relatively balanced group in the context of investigating LMN related to TVET sector.

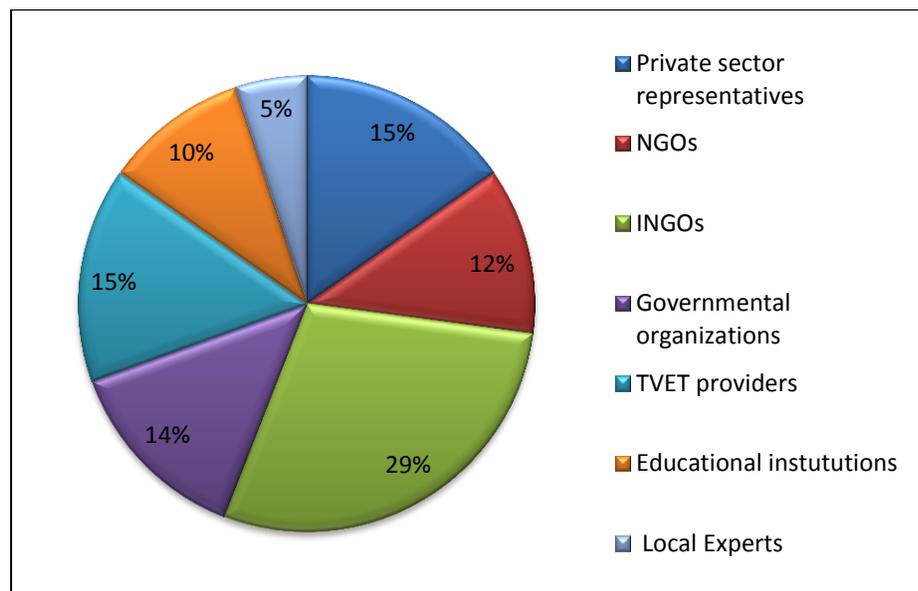


Figure 1 Attendees

5. The Agenda and format of the Workshop

- 5.1 The workshop began with a welcome and introduction to the workshop by Mr. Ammar El Qidra, TVET Project Manager; this was followed by a brief presentation about the EYE project after which attendees were invited to ask questions and get more details about the project. This was useful to let the participants know more about the project.

The second presentation, a summary of findings and recommendations of two LMN studies, was conducted by Mrs. Haneen A. Nahla, TVET Project Coordinator. The LMN studies provided the attendees with the recommended and top priority sectors in the Labour Market based on clear methodology.

Copy of the presentation is attached in Annex 1.

- 5.2 The first study was Palestine Market Gap, Economic and Industry Cluster and private Sector Linkages, November 2010 – USAID.



This study recommend the following sectors as top priorities in the labour market:

- 1. Construction.**
- 2. Hospitality**
- 3. Service Technician Repair and Maintenance**
- 4. Agriculture**
- 5. Automotive**

The second study was Labour Market Needs Assessment, April 2012 USAID – Mercy Corps and it recommended the following sectors:

- 1. Construction**
- 2. Industry sector**
- 3. Agriculture**
- 4. ICT**

- 5.3 The presentations were followed by facilitated discussions in five working groups of 12 delegates each, reflecting the diversification of delegates. The facilitator for this session was Mr. Nizar Naeem, TVET Project Coordinator. The format of the workshops was devised to give delegates an opportunity to participate in the identification of the top priority economic sectors and occupations. The workshop discussions culminated with one of the delegates providing feedback to the group as a whole.
- 5.4 The workshop concluded with an interactive session, again allowing individual delegates to record their views on a number of specific issues. It also provided an opportunity for the Facilitator to summarize the key outcomes and thank delegates for their valuable contribution to the process.
- 5.5 The detailed working group discussions and outcomes are set out in Section 6 below.

6. Working groups discussions and outcomes

- 6.1 The attendees to the workshop were divided into five groups; each group consisted of 10 to 12 delegates.
- 6.2 Three sheets were given to each group to fill after the discussion;
- The first sheet was about the sector preference among the group
 - The second sheet was about the selection of occupations for each sector
 - The last sheet was the attractiveness matrix for the sectors

The sheets are attached in Annex 3

6.3 After finishing the group discussions, each group recommended three priority sectors and three priority occupations in each sector. The groups presented their ranking of the sectors and occupations in front of other groups justifying their selection.

6.4 The recommended sectors and occupations from **Group 1** were

Sectors	Occupations
Industrial	Electrician- Welding- Carpenter
Agriculture	Food production- Plant production- Animal production
ICT	Mobile applications- Networks- PC and Mobile maintenance

6.5 The recommended sectors and occupations from **Group 2** were

Sectors	Occupations
Industrial	Wood Industry- Metal Industry- Plastic Industry
ICT	Mobile maintenance- Networks- PC maintenance
Construction	Building Shuttering- Steel Reinforcement- Painting, Gypsum, Decoration.

6.6 The recommended sectors and occupations from **Group 3** were

Sectors	Occupations
Construction	Plastering- Tiling- Plumbing
Maintenance & Repair	HVAC- Electronics- Medical Equipment Maintenance
Automotive	Auto-tronics- Automotive Vehicle Body
Agriculture	Food Processing- Fishing

6.7 The recommended sectors and occupations from **Group 4** were

Sectors	Occupations
Construction	Building Shuttering- Tilling- Plastering
Maintenance & Repair	Mobile maintenance- HVAC- Electrical maintenance
Industrial	Plastic Machines Technician- Auto Electronics- Wood carver

6.8 The recommended sectors and occupations from **Group 5** were

Sectors	Occupations
Construction	Building Shuttering- Tilling- Plumping
Industrial	Spinning & Weaving- Metal Industry- Wood Industry
Maintenance & Repair	HVAC- Electronics maintenance- Electrical maintenance

6.9 The analysis of the group priorities resulted in that, the top priority sector was Construction, the Industry sector was the second, and Repair and Service Maintenance sector was the third. ICT, Agriculture, and Automotive sectors were consecutively fourth, fifth, and sixth as it is shown in **Figure 2** below

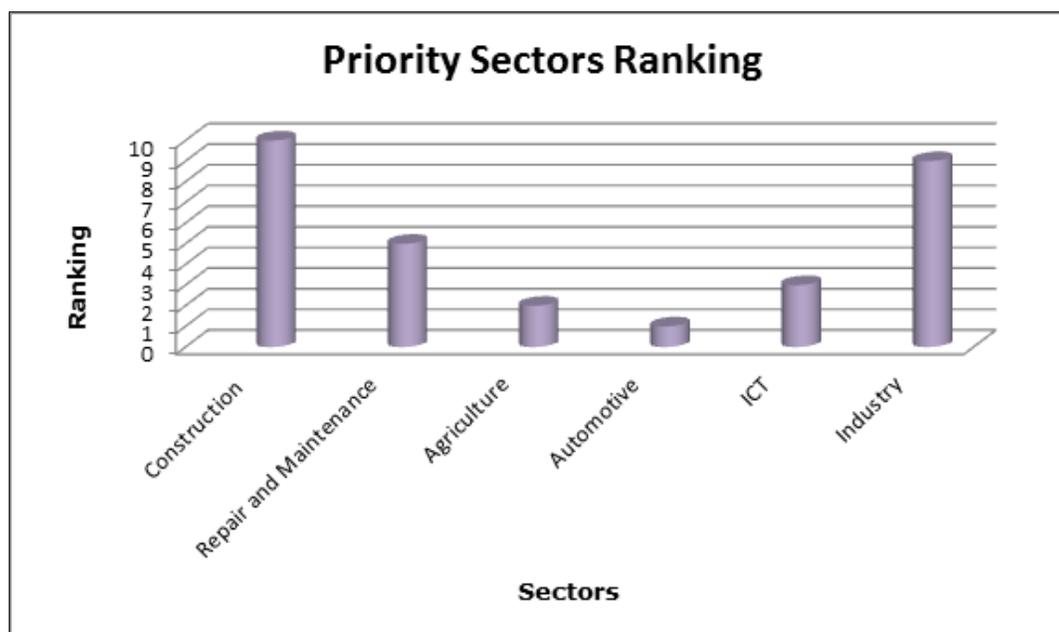


Figure 2 : Sectors Ranking

6.10 Based on the group discussions the 3 priority occupations in the Construction Sector were Building Shuttering, Tiling, Plastering and Plumbing as it is shown in **Figure 3** below.

6.11 The 3 priority sub sectors in Industrial Sector were Wood Industry, Construction Industry and Plastic Industry as it is shown in **Figure 4** below.

- 6.12 The 3 priority occupations in Service Technician Repair and Maintenance sector were Heating, Ventilation and Air Condition (HVAC), Mobile Servicing & Repair and Electrical as it is show in **Figure 5** below.
- 6.13 The 3 priority occupations in the ICT sector were Mobile Applications, Mobile & PC maintenance and Networks as it is shown in **Figure 6**.
- 6.14 The 3 priority occupations in the Agriculture sector were Food Processing, Plant Production and Animal production as it is shown in **Figure 7**.
- 6.15 The 3 priority occupations in the Automotive sector were Mechanical, Electrical and Body Maintenance as it is shown in **Figure 8**.



Figure 3 : Ranking of Construction Occupations

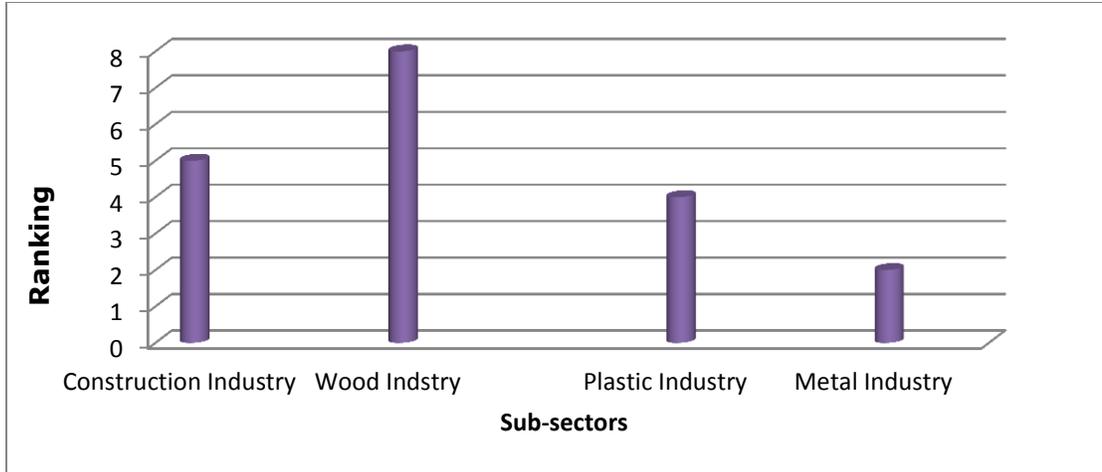


Figure 4: Ranking of Industry sub- sectors

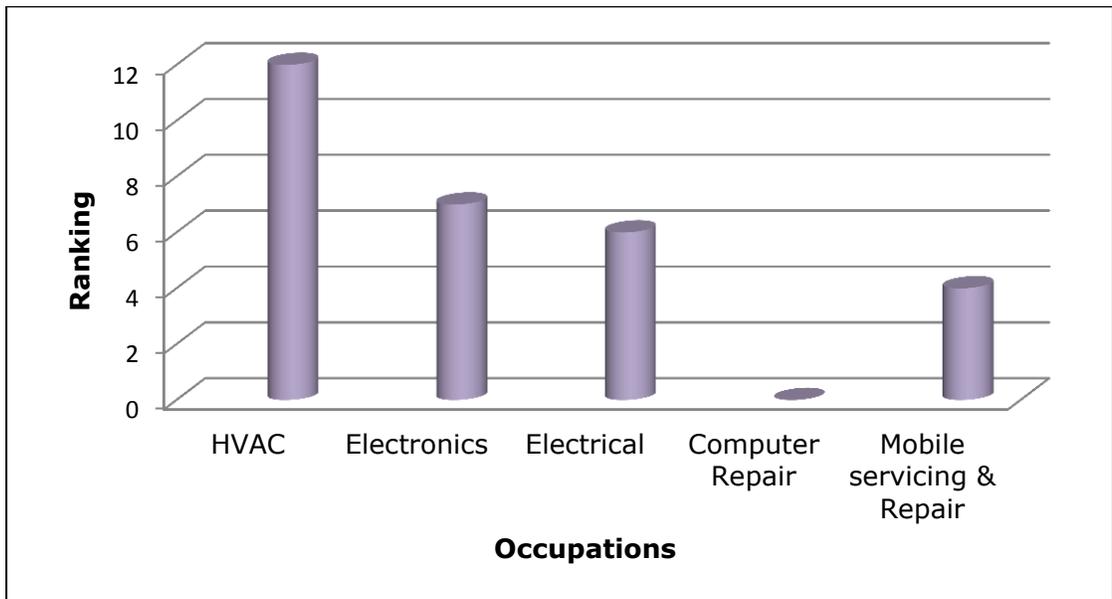


Figure 5 : Ranking of Maintenance & Repair Occupations

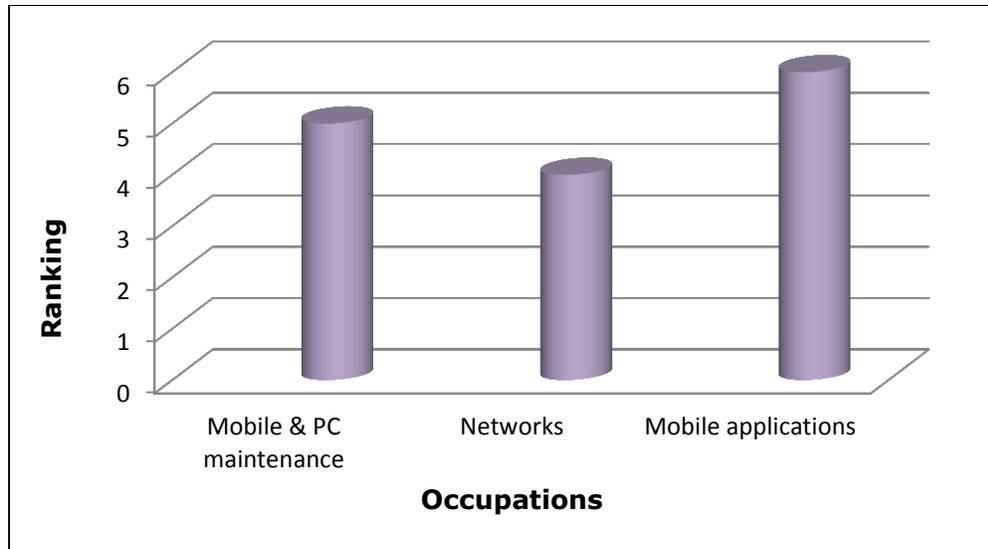


Figure 6: Ranking of ICT Occupations

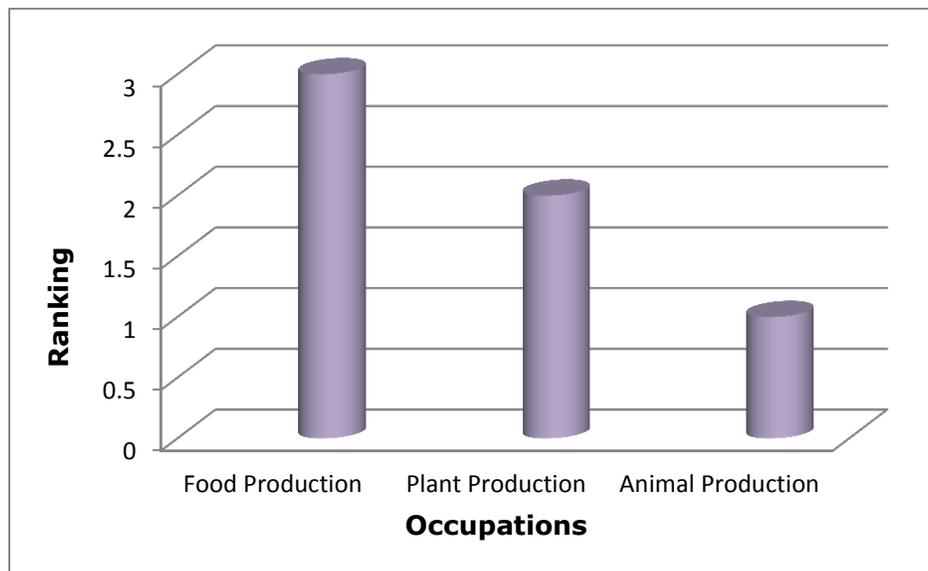


Figure 7: Ranking of Agriculture Occupations

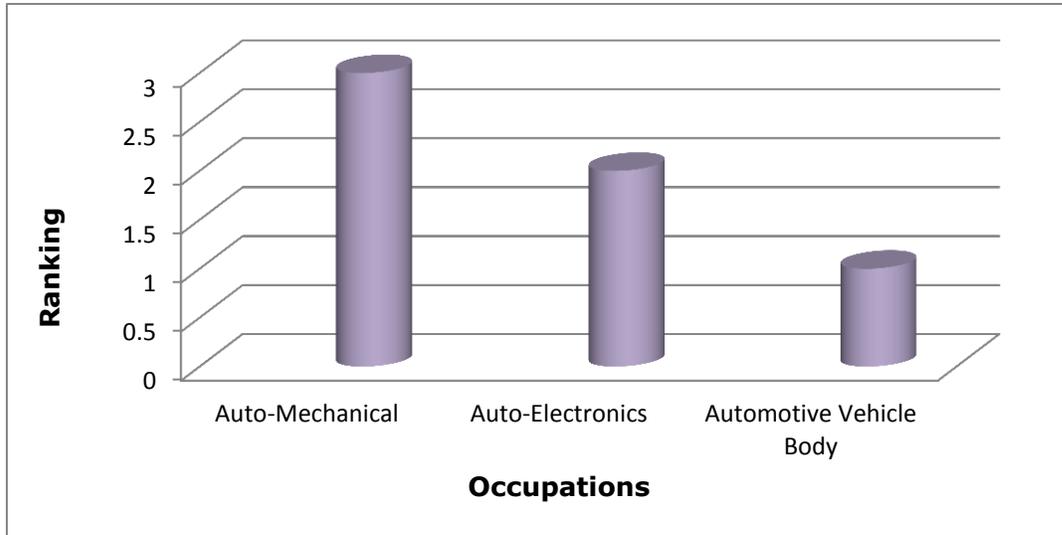


Figure 8 : Ranking of Automotive Occupations

7. Workshop Evaluation

7.1 The evaluation of the workshop was conducted by distributing an evaluation form which covered the following items:

- Workshop schedule
- Information presented
- Participation and feedback
- Order and organization of content
- Workshop management and coordination
- Workshop output
- Workshop location
- Workshop time
- Food & refreshments

The evaluation form is attached in **Annex 5**.

7.2 The overall evaluation was good; the participants were satisfied with the workshop content and logistics.

7.3 General comments come from the evaluation:

- Resend the working sheets to all attendees ,ask them to re-rank , recount totals then compare the results with workshop results
- Voting on occupations should be first despite they are allocating under whatever sector.
- To collect the workshop outputs and send it to the workshop attendees
- Holding another workshop to discuss the results
- To hold other specialize workshop to discuss each selected sector

8. Conclusions and Recommendations

8.1 The Stakeholder Workshop has played an important role in meeting the objectives set out above mainly introducing the project to the stakeholders.

8.2 The Stakeholder Workshop allowed interested parties an opportunity to engage with the TVET project team to select the priority economic sectors. The outcomes from the workshop will contribute to the final selection of the three sectors and nine occupations.

8.3 Female participation should be considered in the selection of sectors as it is one of the key selection factors.

8.4 New sectors and occupations should be considered such as Autotronics sector and Medical Machines Technician occupation.

8.5 Effort should be made to create new labour market benefits of the existing resources such as the Sea; we can develop ships and boats maintenance occupation or fishing nets and materials.

- 8.6 The findings and outputs of the workshop will be highly considered in the final selection of the three sectors
- 8.7 The final selection will be based on LMN, the availability to public TVET centres in providing the recommended sectors, the target group adding to the gender factor.
- 8.8 The three sectors will be discussed by the Project Advisory Committee (PAC) which is consisting of representatives from SDC, IR, Ministry of Education and Higher Education(MOEHE), Ministry of Labour (MoL), Ministry of Women’s Affairs (MoWA), Trade Union, UNRWA and University College of Applied Sciences (UCAS); **and will be approved by the Project Steering Committee (PSC) formed by SDC and IRPAL.**

9. Annexes

Annex 1: Presentations

Annex 2: List of Attendees

Annex 3: Work sheets

Annex 4: Workshop Agenda

Annex 5: Evaluation Form

Annex 6: Photos