



Increasing the Employability of NEETs by tackling the skills gap for the Sports Sector

A.3.2.1

Situation Analysis and Report

WP3 – Research & Tools Development



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Palestine

SITUATION ANALYSIS REPORT

within the project Skills4sports



Ramallah
May, 2021

1 Introduction

This Situation Analysis Report has been designed in the framework of the ENI CBC MED project “Skills4Sports” which aims to increase the employability of NEETs in the Mediterranean area by tackling the skills gaps for the Sports Sector. The analysis will be used as a tool for the Project Partners to better understand what the current situation in their region is in regards to the skills development and the employment requirements in the sports sector in Palestine.

As a result for conducting this report, a clear, detailed and realistic picture of the opportunities, resources, challenges and barriers regarding the sports skills development in the sports sector is going to be reported for Palestine. The thematic focus is especially on the current situation in Palestine, on the legal framework and on the public support.

Skills4Sports framework

In the MED region youth unemployment is twice as high as adult unemployment. In the Southern Mediterranean, young people are three times more likely to be out of a job (ILO,2017). Contrarily, prominent sectors, like the sports industry, face challenges finding the right skills for their rising needs. The European Association of Sports Employers and the UNI Europa Sports (European trade union federation), both observe skills shortages and mismatches, along with gender inequality in the sector. Furthermore, the Union for the Mediterranean has identified digital skills as a key for employability in the region, especially for NEETS and youth. The sports sector is thus in need for more skilled employees and at the same time capable to offer opportunities to the NEETS and youth. The sports industries of the Mediterranean region are showing significant rise in employment. The highest Annual Average Growth Rates, between 2012 and 2017, were observed in Greece (+19%), and Malta (+12%), accounting for 0.8% of total EU employment, with 4 in 10 workers being aged 15-29. The identical challenges and characteristics of the NEETS of the Mediterranean, as well as the frequent mobility of athletes and sports professionals, call for a cross-border approach to reduce the skills gap, offering new career opportunities. Skills4Sports aims to increase the employability of NEETS of the Mediterranean area by cultivating new professionals for the thriving Sports sector, reducing the mismatch of skills and involving key stakeholders in the process. The project will strengthen multilateral cross-border cooperation between social and solidarity economic actors of participating regions thus creating better perspectives for social inclusion through increased employability, of NEETS. Both the training opportunities offered by the project, and the support network, “Strategic Alliance for Skills4Sports”, will contribute to a matured working environment in the sports industry of the region. Increased capacities of the available workforce will lead to better jobs that offer even more opportunities.

The conduction of the regional reports by each Project Partners is essential and will become the baseline on which the Skills Gaps Analysis will be based on. The present report focuses on the description and analysis of the situation in Palestine.

2 Methodology

The conduction of the Situation Analysis Report for Palestine has been based on four different methods:

- ✓ Desk research
- ✓ Online survey with stakeholders and beneficiaries of the project
 - Interviews with Stakeholders and beneficiaries of the project
- ✓ SWOT Analysis report
- ✓ PESTLE Analysis report

Most of the information for the sports sector in Palestine is not available online, but rather obtained through the stakeholders such as the youth strategy from the Higher Council of Sports.

The main results and key information from the Online survey at the national level are presented in the last sections of this report.

2.1 Key words

To better understand the situation in Palestine and to address the problem, a literature review needs to be conducted.

Before continuing with the desk research and the state of the art of the skills development in the sports sector, the key definitions used throughout this methodology will be introduced. These key definitions are used to look for literature that fits within the scope of the Situation Analysis Report, including existing quantitative and qualitative data about the problem and the number of people/organizations affected.

NEETs

NEET is an acronym for ‘not in employment, education or training’, used to refer to the situation of many young persons aged between 15 and 29, in Middle East. The aim of the NEET concept is to broaden understanding of the vulnerable status of young people and to better monitor their problematic access to the labour market (Eurofound).

Key Stakeholder

An individual, group, or organisation that might affect, be affected by, or perceive itself as affected by a decision, activity, or outcome of a project (PMBOK Guide, 2017). Stakeholders also may exert influence on the project, project deliverables, or the team in order to satisfy their own agenda.

Skills development

The process of identifying the skill gaps, and developing and enhancing these skills. It is important because skills determine the ability to execute any plans with success.

Sport sector/ industry

Sport industry is an industry in which people, activities, business, and organizations are involved in producing, facilitating, promoting, or organizing any activity, experience, or business enterprise focused on sports.

2.2 ONLINE SURVEY (questionnaires)

The data was collected during April to May 2020

60 invitations were sent out to stakeholders, and the response rate is representative as it had the main stakeholders responding: the Ministry of Education, Higher Council of sports, Palestine Sports TV, Bethlehem University, YMCA and Trifitness Gyms, Burj alLaqlaq youth center, Orthodox Ramallah, Sarreyat Ramallah, and beit Liqya represent youth sports clubs.

2 PORTRAIT OF THE LOCATION

Palestine (Arabic: فلسطين, romanized: Filasṭīn), is under occupation since 1948, comprises of historical Palestine (Israel today), Gaza Strip (along the coast of the Mediterranean Sea) and the West Bank (West of the Jordan River) (Figure 1) below.

Palestine is an area of the eastern Mediterranean region, recognized officially as the State of Palestine (Arabic: دولة فلسطين, romanized: Dawlat Filasṭīn) by the United Nations and other entities, is a de jure sovereign state in Western Asia claiming the West Bank and Gaza Strip with Jerusalem as the designated capital; West Bank is divided into three areas (A,B,C), Area A (under Palestinian Authority control - but Israeli forces regularly enter these areas), Area B (under Israeli security control) and Area C (almost complete control by Israel).

Palestine has a population of 5,164,173 (3,086,816 West Bank and 2,077,375 Gaza) as of end of 2020 (Palestine in Figures 2020 , 2021), ranked 121st in the world.

The total area of Palestine is 6,024.82 km² (5,659.91 West Bank and 364.91 Gaza) with a population density (Capita/km²) of 857 (545 West Bank and 5,693 Gaza) (Palestine in Figures 2020 , 2021). The largest city in the Gaza Strip and all of Palestine is Gaza City and the largest Palestinian city in the West Bank is Hebron. There are 121 Palestinian municipalities: 96 in the Wes Bank, and 25 in Gaza. These exclude the UNRWA-administered refugee camps which instead have service committees.

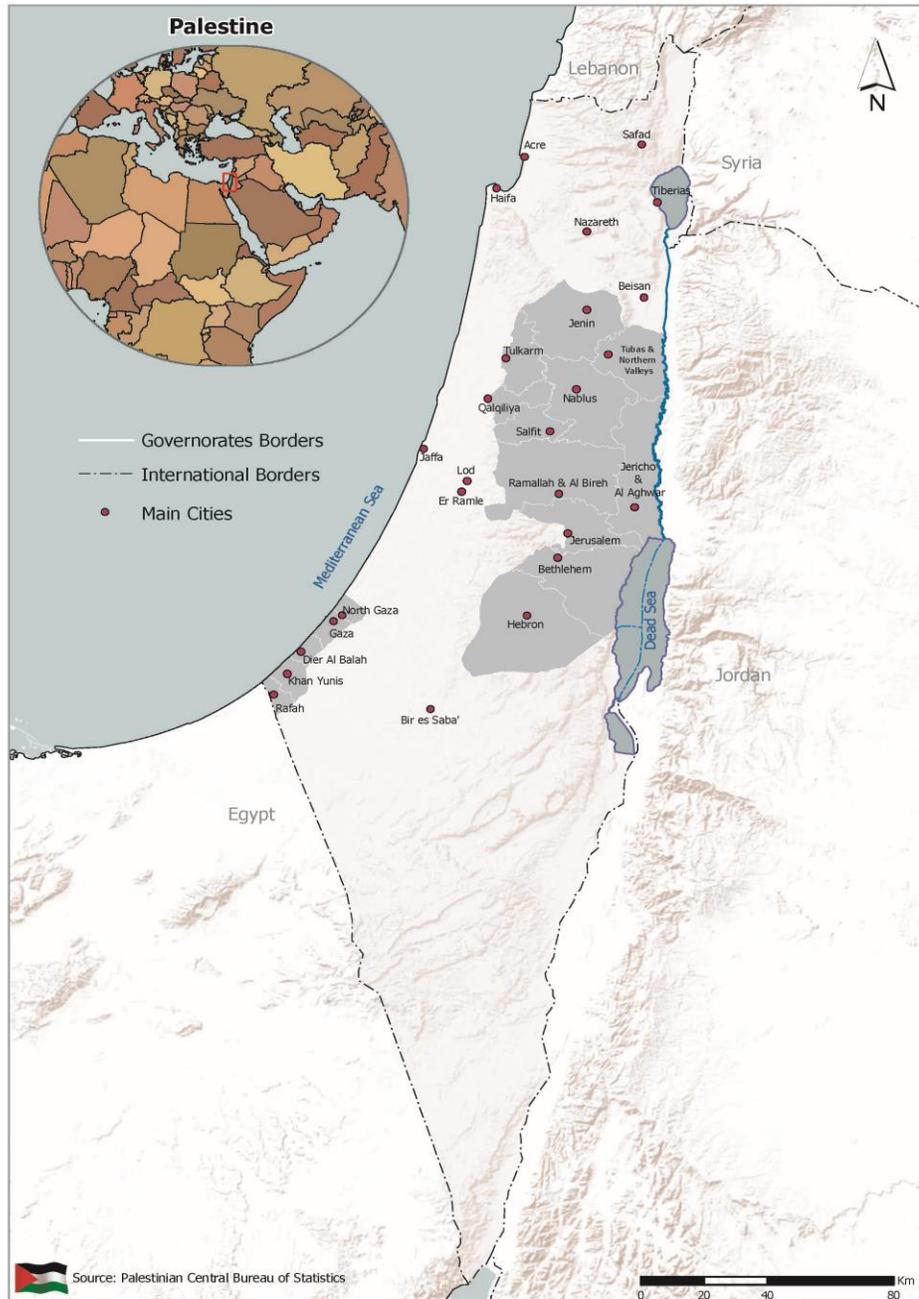


Figure 1 Map of Palestine

4. NATIONAL KEY FACTS AND OVERALL DATA

1. Political System

Palestine is a parliamentary democracy, based on political pluralism, and is a multiparty system. Palestine does not have a formal constitution. Instead, its legal framework is based on various historical legal systems (Ottoman, Egyptian, Jordanian, and Israeli) as well as the 2002 Basic Law (amended in 2003 and 2005) that functions as a temporary constitution until the establishment of an independent state (The Palestinian Basic Law, Facts about the Palestinian Basic Law, 2002).

The President of the National Palestinian Authority (PA) is elected by universal, direct suffrage for a 4 year period. The President holds executive powers, shared with the Council of Ministers in charge of enforcing decisions of the Legislative Council. The president appoints the Prime Minister, who appoints the government ministers.

The Palestinian Legislative Council holds the legislative power. Its 132 members are elected by universal suffrage for a 4 year mandate.

In recent years, the Palestinian authorities have been working on strengthening the separation of powers. Pursuant to the 2003 amended Basic Law, the government is to be accountable to the president and to the Legislative Council. However, in practice, there is currently no effective parliamentary supervision of the government's work ('Hidden Injustices. A Review of PA & Hamas Human Rights Violations in the West Bank and Gaza'', 2012).

State building efforts have been impaired by political realities, specifically the Israeli occupation, the deepening fiscal crisis and the division between the Fatah-dominated West Bank and the Hamas-controlled Gaza Strip. Since 2007, the West Bank has been under a state of emergency, and general elections have not taken place. In 2009, President Abbas' legal term as president expired, but he remains in office and is still the acting president of the Palestinian Authority) Freedom in the World 2014(2010 ' A new Palestinian government was established in June 2014. It was endorsed by Fatah and Hamas. However, Israel views Hamas as a terrorist organisation, and is unwilling to negotiate with the new government. This situation perpetuates the political and historical friction (including for example the 2014 Israel-Gaza conflict).

2. Geographical System

Palestine is divided into two main geographical units: the West Bank and the Gaza Strip. It operates at three different levels of government: the central level, the regional level (Mouhâfazat), and the local level. There are 16 governorates and 405 local government units.

The Central Level

The Oslo Accords (The Oslo Accords, Middle East Information and Research Project) led to the establishment of the PA, formed in 1994. It holds civil powers over the Palestinians in the West Bank (but not East Jerusalem) and the Gaza Strip. It is in charge of some forty areas of responsibility, listed in the Oslo Accords, such as agriculture, trade, employment, water, religious affairs, telecommunications, education, the courts, municipal government, health care etc. The Palestine Liberation Organisation (PLO) is in charge of foreign policy, while Israel remains in charge of security issues and border control. (Signoles, 2010)

The Oslo accords divided the occupied territories into the following three areas:

- Area A: consisting mainly of Palestinian cities, is under full Palestinian control, including civil affairs and security issues.
- Area B: consisting of villages and outlying areas, is under joint Palestinian-Israeli control, with Israel controlling the flow of goods and the movement of people; and
- Area C:, includes pastoral areas, Israeli settlements and military installations, remains under full Israeli control, including civilian affairs and security issues.¹

This division has far-reaching consequences for the everyday lives of the local population. For instance, in the West Bank, the areas over which the Palestinians have, in principle, complete control are geographically fragmented.

Regional Level

The 16 governorates (muhafazat) make up the regional level. They are managed by governors who are nominated by the president and are under the direct supervision of the [Ministry of the Interior](#). Legislative power is held by the governorates general council elected by universal suffrage. The executive committee is chaired by the governor. Half the members are elected by the Provincial General Council, the remaining half is appointed by the governor.

¹ Approximately 62% of the West Bank is considered as belonging to Area C, while Areas A and B make roughly 38 percent of the West Bank. See the United Nations Office for the Coordination of Humanitarian Affairs, Occupied Palestinian Territory, Area C Humanitarian Response Plan Fact Sheet, August 2010, available at http://www.ochaopt.org/documents/ocha_opt_area_c_humanitarian_response_plan_fact_sheet_2010_09_03_english.pdf (EN).

Governors do not operate under any specific legal framework but are regulated by presidential decrees, mainly Presidential Decree No. 22 of 2003, regarding the powers of governors. Governors are de facto in charge of the local police force, the supervision of all government agencies in the district and of coordinating state services such as youth and sports, health, agriculture, provincial environmental planning, culture, arts, tourism, assignment of land and building of primary and secondary schools.

Local Level

On a local level, 405 localities (municipalities and village councils) are under tutelage of the [Ministry of Local Government](#). Municipalities hold a status of local authorities, while village councils are de-concentrated state bodies. While in principle, these various statuses vary according to demographic criteria (municipalities being in theory more populated than villages), in practice, they are allowed to control the territory: the granting of the status of “village”, allow the reinforcement of the presence of the state in territories close to Israeli settlements, or can be a means to sanction the behaviour of certain elected representatives.

There are 4 categories of municipalities (A, B, C and D), varying according to demographic criteria. Also, a number of municipalities (the so-called "new municipalities") were established following the Oslo Agreements.

In the West Bank, autonomy and powers of municipalities are to a large extent affected by the Oslo Accords, defining three types of areas with various autonomy levels towards Israel (as mentioned above Area A,B,C)

Although not part of the Palestinian government hierarchy, the State of Israel is also involved in local government decision-making. The division of the territory into different jurisdictions often forces local governments to ask the Israeli authorities for authorisation for local development projects. This concerns particularly the smaller and newer municipalities in areas B and C. Local law enforcement can also be impaired by this situation, making emergency operations practically impossible to coordinate. (Part 1: Update on Major Interventions in the Local Governance Sector since 2004)



Figure 2 Map of Regions

3. Economic System

In general the economy suffers ongoing shocks as a direct result of the 1993 Paris Protocol of Economic Relations (PER), which integrates the Palestinian and Israeli economies through a customs union, “the primary characteristic of which is the absence of economic borders between members.” (Protocol., 2011) The protocol concerns 6 major areas: customs, taxes, labour, agriculture, industry, and tourism. (The Israeli - Palestine Interim Agreement Annex V, 1995). Most importantly, it gives Israel custody over the State of Palestine’s external borders and the power to collect tax and VAT, enabling Israel to delay transfer of taxes (Protocol., 2011) to put political pressure on the Palestinian Government. The Protocol was intended to expire after five years but is still in effect 22 years later. As such, “this logic lies at the core of Palestinian dependency on Israel; whereby 85% of Palestinian imports come from Israel (USD4 billions), and 73% of Palestinian exports are shipped to Israel (USD 300-400 million). Whereas the Palestinians were promised to negotiate aspects of the trade policy through joint economic committees, in reality Israel monopolizes veto power over trade policy in line with its economic interests.” (Haddad, August 2016, 5.)

The main characteristics of the Palestinian economy are dependency on Israel and the donor community and a lack of self-sufficiency. It is important to note that the fragmentation of the Palestinian territory into three areas, the West Bank, Gaza Strip, and East Jerusalem, with differing levels of governance and autonomy, has led to an unviable economy. (Farsakh, 2016) Each area suffers from economic dependence, limited growth potential, and is subject to Israeli policies of economic strangulation.

(Performance of the Palestinian Economy, 2020 , 2021)A sharp decline in the value of GDP in Palestine in 2020 that reached 11.5% compared to 2019. It decreased by 11.3% in the West Bank compared to a decline of 12.3% in Gaza Strip. This is due to the impact of the COVID-19 pandemic on the Palestinian economy, which started on March 2020, in addition to the Israeli occupation measures of withholding clearance tax revenues that lasted for more than seven consecutive months. Hence, such factors led to a decline in the value of per capita GDP by 13.7% compared to 2019, as a result of the natural growth of the population. During 2020, the labor market indicators showed that the labor force decreased by 5.6% reaching 1,217 thousand individuals, while the participation rate in labor force decreased to 41.3%. This was accompanied with a decrease in the number of employed individuals by 6.8% and the unemployment rate increased in Palestine reaching 27.2% in 2020 compared to 26.3% in 2019.

GDP by region, 2016- 2020 at constant prices: base year 2015

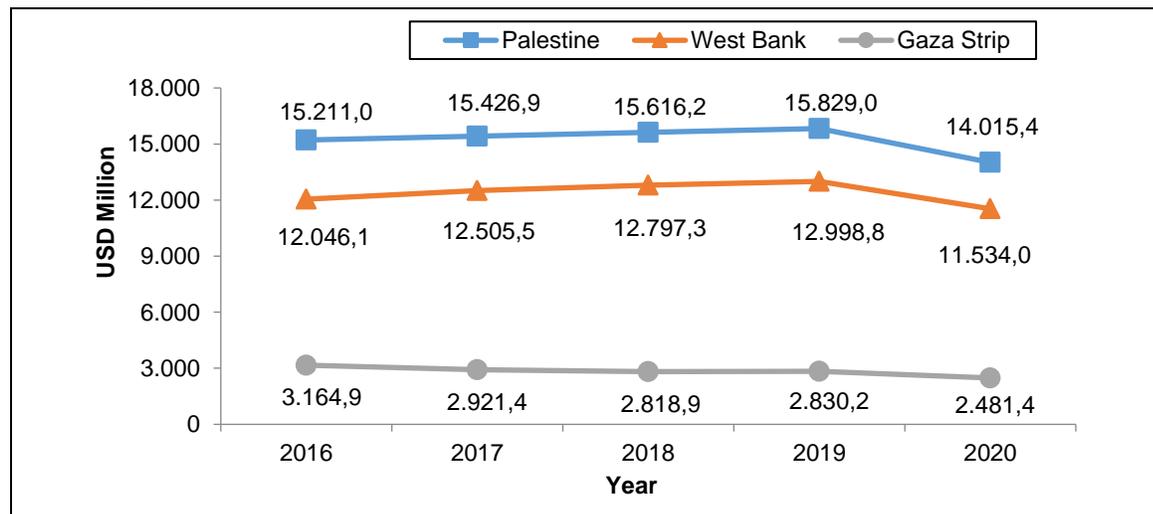


Figure 3 GDP

The activities of services and other branches ranked first in the Palestinian economy in terms of the value added; thus, the Palestinian economy is considered a service economy. This activity recorded a decrease of 7.0% in Palestine during the year 2020 compared to the year 2019: and a decrease in the West Bank by 8.0%, and a decrease of 4.3% in Gaza Strip.

Industrial activity is considered one of the main productive activities in the Palestinian economy, as it is a mainstay of the economic development in any country, and it provides a portion of the goods that are used in production processes to provide goods for final consumption, in addition to its contribution to the Palestinian exports. Industrial activity in Palestine faces great challenges. The most important of which is the Israeli occupation control of the entry of raw materials used in the Palestinian industry, in addition to the impact of the COVID-19 pandemic on the economy, as it witnessed a decrease in its value added during 2020 by 12.7% compared to the previous year. It recorded a decrease of 13.3% in the West Bank, and a decline of 8.1% in Gaza Strip.

The agricultural activity is an important activity in the Palestinian economy and contributes to the gross domestic product, as it contributes to covering a part of the final food consumption, in addition to its contribution to providing commodities and raw materials that are used as inputs in many manufacturing industries. The agricultural activity in Palestine is characterized by its dependency mainly on rain and its limited reliance on modern agricultural methods, where its value added recorded a decrease of 9.2% during the year 2020 compared to the year 2019, it recorded a decrease of 8.3% in the West Bank, and it recorded a decline of 11.1% in Gaza strip.

As for construction activities, which constitute an essential component of the gross fixed capital formation, that is included in the calculation of GDP; therefore, represent a main dimension in the study of the structure and development of the Palestinian economy, construction activity, like other economic activities, has gone through great fluctuations. The value added for this activity recorded a sharp decrease of 35.6% in 2020 compared to the previous year as a result of the COVID-19 pandemic; a sharp decrease of 36.0% in the West Bank, and 33.6% in Gaza Strip.

Value added* of main economic activities by region 2016- 2020, at constant prices: base year 2015

Value in USD Million

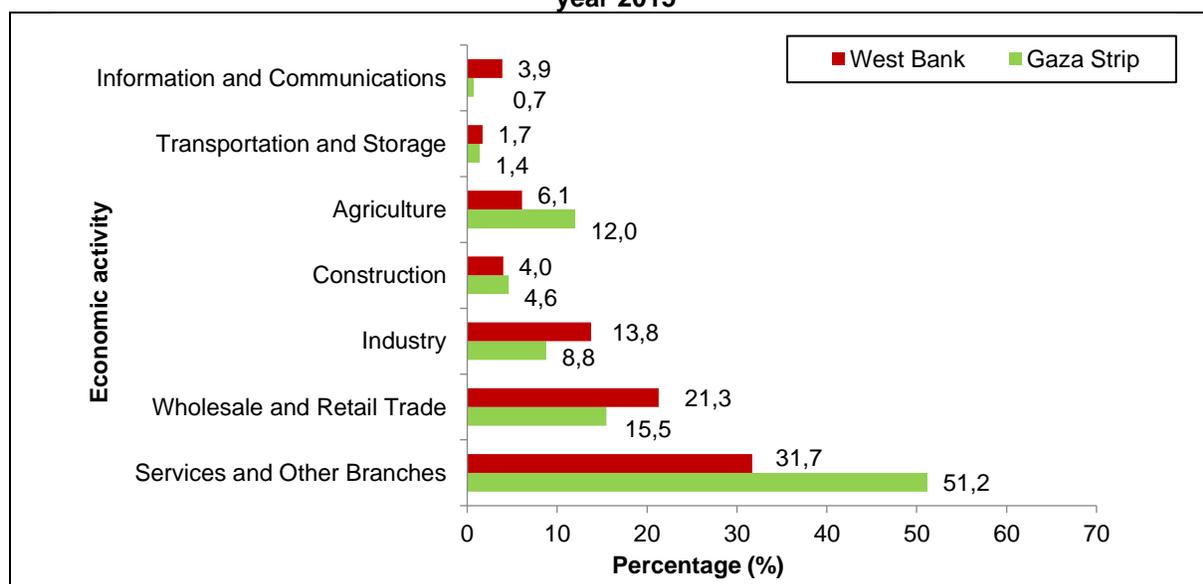
Economic Activity	2016	2017	2018	2019	2020
Palestine					
Agriculture	1,142.9	1,074.1	1,091.1	1,100.7	999.8
Industry	1,829.4	2,094.2	2,056.6	2,074.7	1,811.6
Construction	780.3	818.8	920.8	889.1	572.9
Wholesale and Retail Trade	2,950.5	3,165.5	3,346.1	3,371.4	2,844.4
Transportation and Storage	274.6	275.6	278.0	270.6	234.3
Information and Communications	523.6	486.3	497.0	489.7	468.9
Services and Other Branches	5,545.8	5,158.3	5,127.9	5,297.8	4,924.9
West Bank					
Agriculture	749.7	745.2	756.3	764.7	701.2
Industry	1,480.5	1,738.1	1,790.9	1,838.1	1,594.1

Construction	606.1	664.9	752.8	717.6	459.0
Wholesale and Retail Trade	2,331.3	2,638.6	2,791.6	2,829.4	2,460.8
Transportation and Storage	240.9	236.5	237.8	228.9	200.2
Information and Communications	509.1	471.3	479.7	472.7	452.2
Services and Other Branches	4,126.7	3,824.0	3,845.0	3,970.0	3,653.6
Gaza Strip					
Agriculture	393.2	328.9	334.8	336.0	298.6
Industry	348.9	356.1	265.7	236.6	217.5
Construction	174.2	153.9	168.0	171.5	113.9
Wholesale and Retail Trade	619.2	526.9	554.5	542.0	383.6
Transportation and Storage	33.7	39.1	40.2	41.7	34.1
Information and Communications	14.5	15.0	17.3	17.0	16.7
Services and Other Branches	1,419.1	1,334.3	1,282.9	1,327.8	1,271.3

(*) The summation of the value added of the economic activities doesn't equal the value of Gross Domestic Product due to the exception the adjustment items.

The structure of the economic activities differed between the West Bank and Gaza Strip during 2020, but the services and other branches activities remained the largest contributor to the GDP in both regions. Its contribution stood at 51.2% of GDP in Gaza Strip, while it constituted 31.7% of the GDP in the West Bank. The wholesale and retail trade activities ranked second, contributing 21.3% of the GDP in the West Bank compared to 15.5% in Gaza Strip. (See figure below).

Percentage contribution* of economic activities to GDP by region, 2020 at constant prices: base year 2015



(*) The summation of percentages is not equal 100 due to exception of the adjustment items.

Labor is the most important production factor in the Palestinian economy, especially in the face of limited natural resources and Israeli control over land, water and mobility of people, goods and capital.

Labor market indicators for individuals aged 15 years and above by region 2016- 2020

Indicator	2016	2017	2018	2019	2020
Palestine					
Labor Force (thousand individual)	1,219.8	1,256.3	1,254.8	1,290.3	1,217.4
Employed Individuals (thousand individual)	926.0	929.8	918.8	950.9	886.1
Labor Force Participation rate (%)	44.4	44.6	44.2	44.8	41.3
Unemployment rate (%)	24.1	26.0	26.8	26.3	27.2
Average Nominal Daily Wage (NIS)	107.2	111.4	118.8	122.2	125.3
Average Real Daily Wage (NIS)*	107.2	111.2	118.8	120.3	124.3
Average Value Added Per Employed Individual** (USD thousand/ employed Individual)	15.8	15.9	16.6	16.4	15.2
West Bank					
Labor Force (thousand individual)	776.7	800.0	807.8	813.8	793.1
Employed Individuals (thousand individual)	639.8	650.7	664.5	689.6	659.6
Labor Force Participation rate (%)	46.3	46.7	47.2	47.4	45.4
Unemployment rate (%)	17.6	18.7	17.7	15.3	16.8
Average Nominal Daily Wage (NIS)	126.5	132.4	139.4	145.8	148.4
Average Real Daily Wage (NIS)*	127.0	132.9	139.4	143.2	147.1
Average Value Added Per Employed Individual** (USD thousand/ employed Individual)	18.7	19.1	19.4	19.2	17.2
Gaza Strip					
Labor Force (thousand individual)	443.1	456.3	447.0	476.5	424.3
Employed Individuals (thousand individual)	286.2	279.1	254.3	261.3	226.5
Labor Force Participation rate (%)	41.5	41.4	39.6	40.9	35.3
Unemployment rate (%)	35.4	38.8	43.1	45.1	46.6
Average Nominal Daily Wage (NIS)	61.9	59.5	63.1	61.4	61.9
Average Real Daily Wage (NIS)*	61.1	58.7	63.1	61.2	62.0
Average Value Added Per Employed Individual** (USD thousand/ employed Individual)	10.5	9.9	10.5	10.2	10.3

* The nominal daily wage was linked to CPI to monitor the purchasing power of employed individual at constant prices (base year 2018).

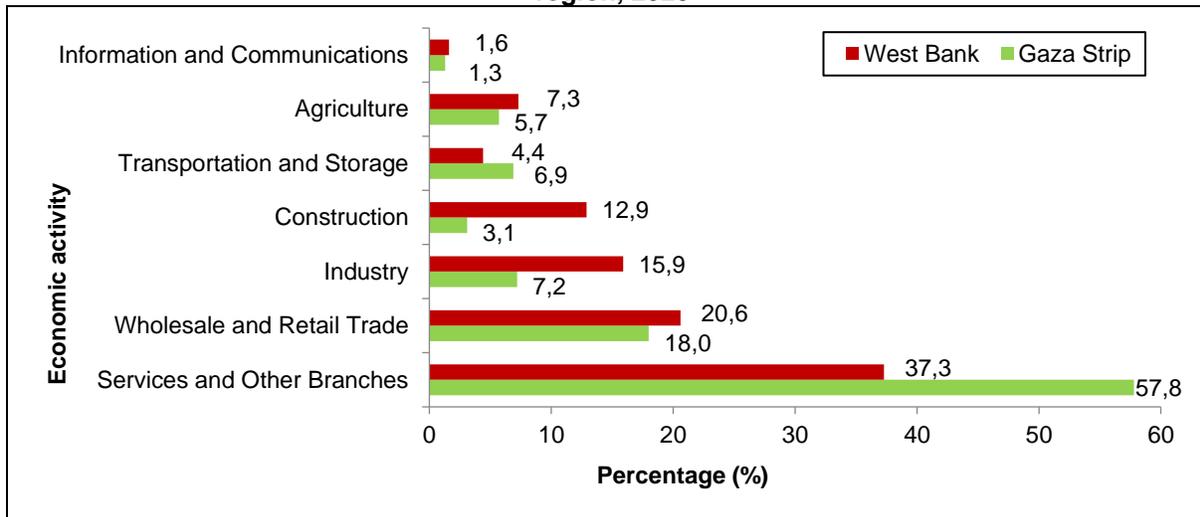
** Average value added per employed individual = value added / number of employed doesn't include the employees in Israel and Israeli settlements and abroad.

Labor Force Size

The size of labor force decreased by 5.6% in 2020 compared to 2019, reaching 1,217.4 thousand individuals. Whereas the labor force participation rate decreased to 41.3% compared to 44.8% during

2019. The labor force participation rate varied between the West Bank and Gaza Strip, as it was 45.4% in the West Bank in 2020 compared to 35.3% in Gaza Strip in the same year. Those figures indicated a decrease in the West Bank and Gaza Strip. Hence, such decrease is due to the decline in the size of the labor force in the West Bank and Gaza Strip during 2020 compared to the increase in the total manpower.

Percentage distribution of employed individuals* by economic activity and region, 2020

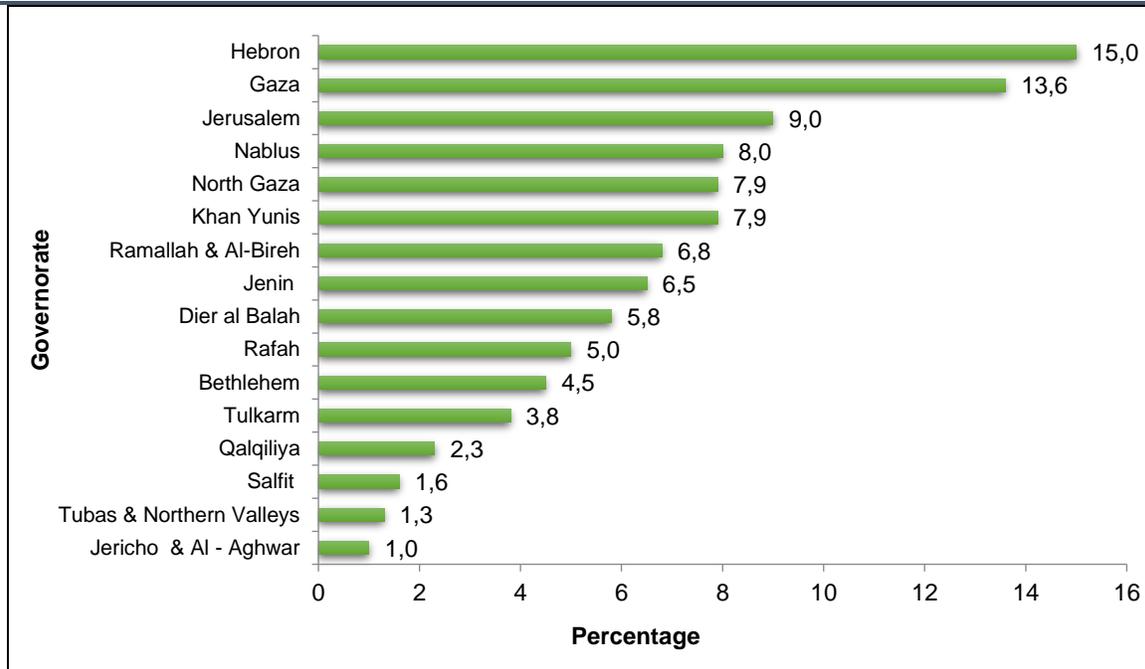


* The data doesn't include the employed individuals in Israel and Israeli settlements and abroad.

4. Population Factors in Palestine (Palestinians at the End of 2020, 2020)

The estimated number of the population of the Palestinians in the State of Palestine at the end of 2020 was 5.2 million: 3.1 million in the West Bank (59.8%) and 2.1 million (40.2%) in Gaza Strip. The highest population was in Hebron Governorate with 15.0% of the total population, followed by Gaza Governorate with 13.6% and Jerusalem Governorate with 9.0%. Jericho and Al - Aghwar Governorate had the lowest population percentage of 1.0%.

Percentage Distribution of Population in the State of Palestine by Governorate, at the End of 2020



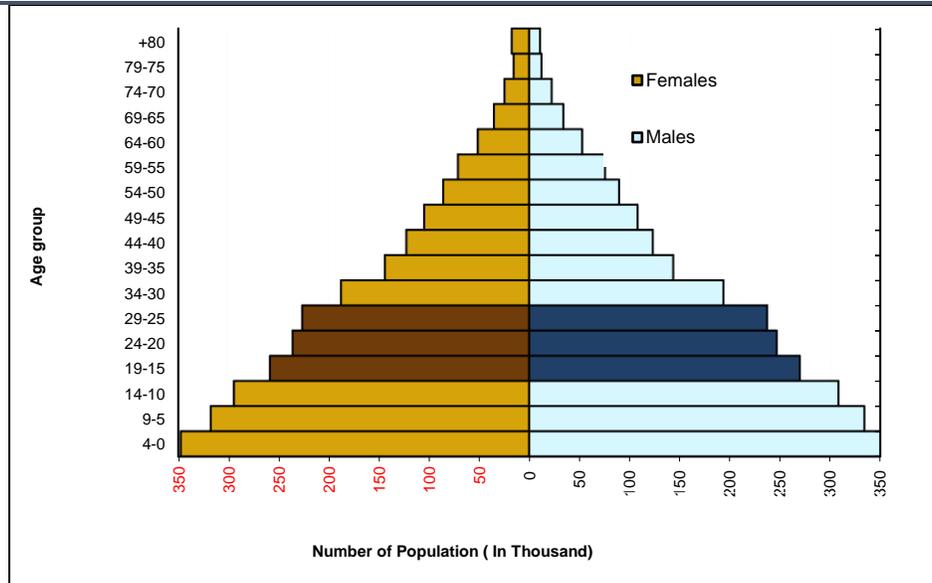
42.2% of the Palestinian Population in the State of Palestine are Refugees

Data of the Population, Housing and Establishments Census, 2017 showed that 42.2% of the total Palestinian population in the State of Palestine are refugees; as their number is estimated at 1.98 million: 741 thousand in the West Bank (26.3% of the total population of the West Bank) and 1.24 million in Gaza Strip (66.1% of the total population of Gaza Strip).

38.0% of Population in the State of Palestine are Under 15 Years

Palestinian society is a young society, as 38.0% of the population aged under 15 years at the end of 2020. There are distinct regional differences: 36.0% in the West Bank compared to 41.2% in Gaza Strip. The percentage of those aged (65 years and above) was 3.4%: 3.6% in the West Bank and 2.8% in Gaza Strip.

Population Pyramid in Palestine, End Year 2020



The Population Growth Rate in the State of Palestine is 2.5% in 2020

The population growth rate in the State of Palestine increased reaching 2.5% in 2020: 2.2% in the West Bank and 2.9% in Gaza Strip.

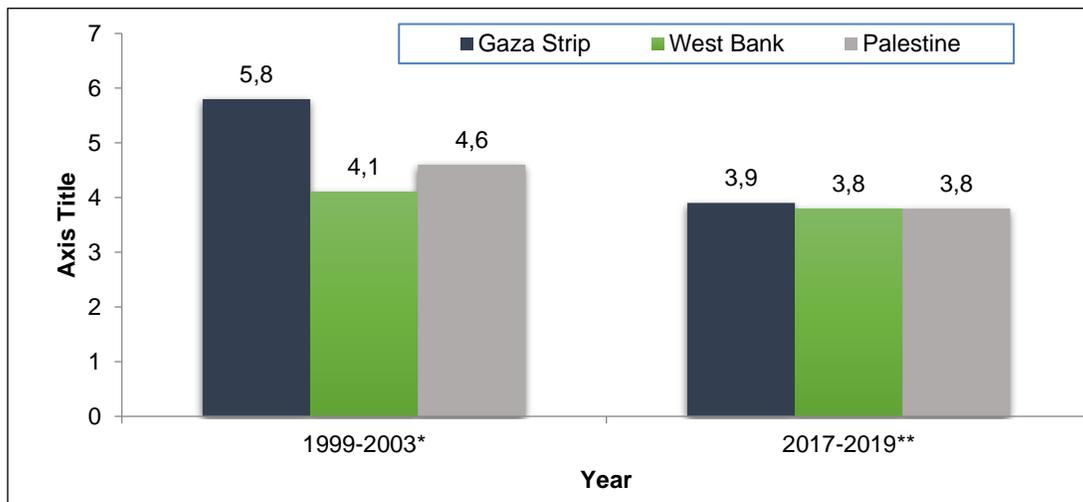
A Decline in Average Household Size in the State of Palestine

Estimates based on the results of the Labor Force Survey in 2019 and The Population, Housing and Establishments Census, 2017, data showed that the household size in the State of Palestine declined to 5.1 individuals in 2019 compared to 6.1 in 2000. On the regional level, the average household size declined in the West Bank to 4.9 individuals in 2019 compared to 5.7 in 2000. The average household size in Gaza Strip declined to 5.5 individuals in 2019 compared to 6.9 in 2000.

Fertility rates are declining on a constant basis in the State of Palestine

The fertility rate in the State of Palestine is high compared to other countries due to early marriage, especially for females, and the desire to have children, in addition to the prevailing customs and traditions in the Palestinian society. However, there are indicators showing that the fertility rate has begun to decline over the past decade.

Fertility Rates in the State of Palestine by Region for Selected Years



Sources:

*Palestinian Central Bureau of Statistics, 2005. Demographic and Health Survey- Main findings, 2004. Ramallah-Palestine.

**Palestinian Central Bureau of Statistics, 2020. Palestinian Multiple Indicator Cluster Survey 2017-2019 (PMICS). Ramallah-Palestine.

NEETs Population in Palestine (Dissemination and Analysis of Census Findings: Labour Force Participation and Employment in the State of Palestine., 2020)

The NEET overall unemployment rate for youth 15-24 years increased from 31 to 35 per cent. Instead of a decrease (SDG 8.6), we observe an increase of youth NEET unemployment of 4%.

Regarding marital status, we note that actual numbers are small, but they show that divorced young men and, notably, divorced as well as married women have high NEET-unemployment rates. However, rates of young unmarried women are rates of young unmarried men are. This is what we expect to find because female youth stay (much) longer in the educational system than male youth.

Rates are highest in Gaza Strip region and governorates, and lowest in the West Bank region, notably in Tubas & Northern Valleys, Salfit and Ramallah & Al-Bireh. As mentioned before, everywhere rates of female youth are, mostly, much higher than rates of men are.

The tables for 2007 and 2017 show that youth NEET-unemployment rates have increased during the intercensus period, most notably among male youth with highest educational attainment, in Gaza Strip governorates among male youth, and, among female youth almost irrespective of their background characteristics. In a few instances, rates (slightly) declined, such as among

male youth in Nablus, Ramallah & Al-Bireh, Jenin and among female youth in Jerusalem governorate.

Labor Force status and enrolment in education or training and NEET unemployment rate of youth (15-24 years old), 2007, 2017

2007	Currently enrolled	Not currently enrolled		Total
		Ever enrolled	Never enrolled	
Employed	8,409	95,916	431	104,756
Unemployed	1,755	70,947	596	73,298
Inactive: student	385,044	16,820	157	402,021
Inactive: house keeper	6,253	114,073	955	121,281
Inactive: ill, disabled, other	16	15,772	3,682	19,470
Total	401,477	313,528	5,821	720,826
Youth 15-24 NEET unemployment rate				31%

2017	Currently enrolled	Not currently enrolled		Total
		Ever enrolled	Never enrolled	
Employed	8,388	150,834	352	159,574
Unemployed	4,321	138,257	603	143,181
Inactive: student	421,179	21,628	95	442,902
Inactive: house keeper	3,873	145,987	593	150,453
Inactive: ill, disabled, other	375	8,840	4,222	13,437
Total	438,136	465,546	5,865	909,547
Youth 15-24 NEET unemployment rate				35%

Youth NEET rates by Sex and background characteristics, 2017

Background Characteristics		Men				Women				Total			
		NEET		Works and/or in education		NEET		Works and/or in education		NEET		Works and/or in education	
		N	%	N	%	N	%	N	%	N	%	N	%
Age group	15-17	24,442	17	119,728	83	14,873	11	122,818	89	39,115	14	242,546	86
	18-19	28,410	32	61,429	68	32,852	38	54,250	62	61,262	35	115,679	65
	20-24	77,456	34	153,419	66	142,392	65	77,678	35	219,848	49	231,097	51
	Total (15-24)	130,308	28	334,576	72	189,917	43	254,746	57	320,225	35	589,322	65
Marital status	Married	13,881	28	34,828	72	124,098	78	34,609	22	137,979	67	69,437	33
	Never married	116,233	28	299,502	72	63,779	23	219,207	77	180,012	26	518,709	74
	Divorced, separated, widowed	194	44	245	56	2,040	69	930	31	2,234	66	1,175	34
Educational attainment	Illiterate	2,997	91	291	9	2,257	100	6	0	5,254	95	297	5
	Can read and write	7,257	61	4,736	39	2,554	93	181	7	9,811	67	4,917	33
	Elementary	21,676	43	28,225	57	12,173	69	5,412	31	33,849	50	33,637	50
	Preparatory	58,069	25	171,653	75	71,458	37	119,215	63	129,527	31	290,868	69
	Secondary	21,052	16	108,286	84	53,584	32	114,722	68	74,636	25	223,008	75
	Intermediate diploma	7,433	49	7,746	51	14,183	79	3,686	21	21,616	65	11,432	35
	Bachelor	11,890	47	13,395	53	33,479	75	11,301	25	45,169	65	24,696	35
	Higher diploma, Masters, PhD	134	35	244	65	229	51	223	49	363	44	467	56
Refugee status	Registered refugee	66,749	34	127,399	66	77,124	42	107,993	58	143,873	38	235,392	62
	Non-registered refugee	962	26	2,809	74	1,977	47	2,205	53	2,939	37	5,014	63
	Non-refugee	62,515	23	204,096	77	110,558	43	144,304	57	173,073	33	348,400	67
Region	West Bank	52,931	20	216,137	80	104,309	41	151,730	59	157,240	30	367,867	70
	Gaza Strip	77,377	40	118,439	60	85,608	45	103,016	55	162,985	42	221,455	58

Background Characteristics		Men				Women				Total			
		NEET		Works and/or in education		NEET		Works and/or in education		NEET		Works and/or in education	
		N	%	N	%	N	%	N	%	N	%	N	%
Governorate	Jenin	6,328	19	27,325	81	12,765	40	19,355	60	19,093	29	46,680	71
	Tubas & Northern Valleys	941	14	5,558	86	2,084	34	3,967	66	3,025	24	9,525	76
	Tulkarm	4,215	21	18,315	79	6,846	36	12,011	64	11,061	28	28,326	72
	Nablus	6,863	16	34,846	84	14,746	37	24,814	63	21,609	27	59,660	73
	Qalqiliya	2,906	24	9,003	76	4,496	41	6,440	59	7,402	32	15,443	68
	Salfit	1,247	16	6,652	84	2,508	34	4,897	66	3,755	25	11,549	75
	Ramallah & Al-Bireh	4,640	15	27,265	85	10,405	34	20,434	66	15,045	24	47,699	76
	Jericho & Al Aghwar	1,066	22	3,874	78	2,341	48	2,514	52	3,407	35	6,388	65
	Jerusalem	2,982	25	8,963	75	4,818	42	6,701	58	7,800	33	15,664	67
	Bethlehem	4,570	20	17,759	80	8,134	38	13,488	62	12,704	29	31,247	71
	Hebron	17,173	23	58,577	77	35,166	49	37,109	51	52,339	35	95,686	65
	North Gaza	14,734	37	24,817	63	17,649	47	20,090	53	32,383	42	44,907	58
	Gaza	25,601	38	42,474	62	31,602	48	33,843	52	57,203	43	76,317	57
	Dier al Balah	11,219	40	16,604	60	10,698	40	16,264	60	21,917	40	32,868	60
	Khan Yunis	14,962	41	21,745	59	15,332	43	19,975	57	30,294	42	41,720	58
	Rafah	10,861	46	12,799	54	10,327	45	12,844	55	21,188	45	25,643	55

5. Characteristics of the Labor Market

Regarding economic activity, in Gaza Strip, most men are involved in three activities: public administration & defence, construction, wholesale & retail & repair, in 2007 and in 2017. Minor involvement is in manufacturing, transport and agriculture & fishing. Over half of all working or work-seeking women are involved with work in the educational system. Minor areas are public administration and health & social work, in 2007 as well as in 2017. In the West Bank, we see a different pattern among men, as their main activities are in construction, wholesale & retail & repair, or in manufacturing. Women in the West Bank resemble those in Gaza strip in that their main area of work is in the educational system, health & social work and, increasingly in public administration. Although working in manufacturing was important to women in 2007 it has become less important in 2017.

Primary sector activities comprise of agriculture & fishing, and mining activities. Secondary sector activities are manufacturing, electricity and water & sewage activities while tertiary activities comprise all remaining activities. Results show that most men and women in particular work in tertiary sector activities, even more so in Gaza Strip than in the West Bank. While numbers of men involved in primary sector activities (agriculture, fishing) increased in the West Bank, numbers of women working in that sector declined in the intercensus period. In Gaza Strip numbers of men working in agriculture & fishing remained more or less the same or increased slightly, while numbers of women working in that sector declined.

Regarding sector type, most men and women in the West Bank work indoor in national private institutions. Working outdoors in national private institutions is important to men, but not to women. Working for the national government is another important sector type, even more so to the West Bank women. In Gaza Strip the situation is quite different. In Gaza strip, most men and women work for the National Government, followed by working indoor for national private institutions. Women rarely work in outdoor contexts.

Regarding occupation, the situation in the West Bank is different than in Gaza, and also between men and women. Men in the West Bank are mainly craftsmen, work in elementary occupations or in services & sales, in 2007 as well as in 2017. Women work in occupations requiring higher levels of education, and thus work as professionals or as technicians, and, though less often, in service & sales.

Regarding employment status, in both regions men work mostly as regular or irregular wage employee, while most women work as regular wage employee only. Gaza Strip saw an increase in women working as irregular wage employee.

Profile of the labour force in Palestine by background characteristics and region, 2017



Background Characteristics	West Bank						Gaza Strip						State of Palestine					
	Primary sector		Secondary sector		Tertiary sector		Primary sector		Secondary sector		Tertiary sector		Primary sector		Secondary sector		Tertiary sector	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total persons	32,389	2,130	84,253	7,760	430,612	86,996	16,262	135	21,210	606	212,189	38,548	48,651	2,265	105,463	8,366	642,801	125,544
Age Group																		
15-17	5	2	4	1	2	0	2	0	2	0	1	0	4	2	4	1	2	0
18-19	6	2	6	2	4	1	4	0	3	1	2	0	5	2	5	2	3	0
20-24	16	5	19	11	15	12	18	2	17	11	11	7	17	5	19	11	13	10
25-29	13	7	18	15	18	20	22	11	20	15	18	19	16	7	18	15	18	20
30-54	49	65	47	63	54	63	48	71	53	63	63	69	49	66	48	63	57	65
55-59	5	10	4	6	5	4	3	8	3	6	4	4	5	10	4	6	5	4
60-64	3	5	2	2	2	1	1	7	1	2	1	1	2	5	1	2	2	1
65+	2	4	1	1	1	1	1	1	0	1	1	0	2	3	1	1	1	0
Educational Attainment																		
Illiterate	2	12	0	2	0	0	2	10	1	1	0	0	2	12	1	2	0	0
Can read and write	11	21	5	9	5	1	10	13	7	4	4	0	11	20	5	8	4	1
Elementary	24	28	18	18	15	3	23	21	19	11	11	1	24	28	18	17	13	2
Preparatory	38	28	42	31	34	8	42	26	38	25	27	3	39	27	41	30	32	6
Secondary	16	8	21	14	19	7	15	16	19	19	19	5	16	8	21	14	19	7
Intermediate diploma	3	1	5	7	6	13	4	4	7	11	8	15	3	2	5	7	7	14
Bachelor	6	2	8	18	18	59	5	10	9	26	25	68	5	3	8	19	20	62
Higher diploma, Masters, PhD	0	0	1	1	3	8	0	1	1	2	4	7	0	0	1	1	4	8
Marital Status																		
Married	70	68	67	38	74	67	78	80	80	58	87	73	73	69	69	40	78	69
Never married	29	22	33	51	25	27	21	9	19	33	13	21	27	21	30	50	21	25
Divorced, Separated, Widowed	1	10	1	11	1	6	1	11	1	9	1	6	1	10	1	11	1	6

Background Characteristics	West Bank						Gaza Strip						State of Palestine					
	Primary sector		Secondary sector		Tertiary sector		Primary sector		Secondary sector		Tertiary sector		Primary sector		Secondary sector		Tertiary sector	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Refugee Status																		
Registered refugee	21	33	23	27	25	29	46	73	59	67	65	76	30	35	30	30	38	43
Non-registered refugee	1	2	1	1	1	2	1	2	0	0	0	0	1	2	1	1	1	1
Non-refugee	77	65	76	72	74	70	53	24	41	32	35	23	69	63	69	69	61	55
Labour force status																		
Employed	95	98	97	95	96	96	73	58	77	77	87	86	87	95	93	94	93	93
Unemployed ever-worked	5	2	3	5	4	4	27	42	23	23	13	14	13	5	7	6	7	7
Employment type																		
Employer	11	2	12	6	10	4	5	1	9	7	5	2	9	2	12	6	9	3
Self-employed	27	21	12	14	19	6	20	7	15	33	17	3	24	21	12	15	18	5
Regular wage employee	26	18	54	59	50	83	6	41	29	38	55	83	19	19	49	58	52	83
Irregular wage employee	29	16	20	18	19	7	64	33	44	19	21	12	41	17	24	18	20	8
Unpaid family member	7	42	2	3	1	1	5	18	4	3	2	0	6	41	3	3	2	1

As a response to COVID-19 pandemic, 13% of the institutions have responded to this crisis by dismissing employees. Whereas 8% of the institutions responded to such pandemic by reducing the salaries and wages of their employees. Meanwhile, 11% of them responded to the crisis by giving their employees a leave without having their salaries and 9% of the institutions let their employees leave with their salaries.

5. SPORT SECTOR LABOUR MARKET STATISTICS

1. The Political System

The Ministry of Finance distributes the budget, which it gets mostly as donations/funds to the Higher Council of Sports and youth and the Olympic Committee.

The Olympic Committee is responsible to distribute the budget for its federations, while the Higher Council of Sports and youth distributes it to the youth centers and clubs.

There is no data available on the sources of funding nor budgets allocated.

2. The Economic System

The National Youth Strategy 2017-2022, launched by the Higher Council for Youth and Sport in 2016, identifies economic empowerment, poverty alleviation, and education and training as strategic areas of intervention. However, this strategy has still not been endorsed by the government. The Cooperative Sector Strategy (February 2017) underlines the important role of cooperatives in providing livelihoods for people and communities in Palestine, as well as the need to invest in cooperative education and literacy for young people and to explore the potential of the technology industry to increase employment opportunities.

The public sector contribution to value added and output is relatively low. For example, value added was around 6% in both education and the health sector, 2% in membership organization activities and 1% in recreational culture and sporting activities (Cairn, 2016). Taking into account the high level of employment in these sectors, the productivity level will be negatively impacted.

The only data available is the following:

2020 (Workers Database 2020, 2021) عدد العاملين 15 سنة فأكثر من فلسطين في الأنشطة الرياضية،

The number of labor force ages 15 and above in Sports Activities in Palestine, 2020

2,900	Labor force – عدد العاملين
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The number of working facilities, and number of labor force in the Private Sector and civil society in Palestine, according to the sports activities, 2017 (2017., 2021)

عدد المنشآت العاملة وعدد العاملين في القطاع الخاص والاهلي في فلسطين حسب أنشطة الرياضة، 2017

عدد العاملين Labor Force			Number of Facilities عدد المنشآت	النشاط الاقتصادي Economic Activity	رمز النشاط
اناث* Female	ذكور* Male	كلا الجنسين Both Gender			
31	49	80	27	تشغيل المرافق الرياضية	9311
418	1,969	2,525	853	أنشطة النوادي الرياضية	9312
7	25	32	5	انشطة رياضية أخرى	9319

ملاحظة: * عدد العاملين في المنشآت في محافظة القدس منطقة (J1) يتوفر لكلا الجنسين ولا يتوفر توزيعهم حسب الجنس.

Note: The labor force number in Jerusalem district facilities area (J1) is only available for both Gender as total but not for each.

6. THE SPORT SECTOR IN PALESTINE

There is no data available about the Sports industry in Palestine, nor how much it contributes to the country's GDP specifically.

Sports falls under the category of Arts, Entertainment and Recreation and contributes to 0.3% to the GDP in 2020 (The full table is attached to the report)

Palestine has a history in sports, especially football. It is not known exactly when football entered Palestine; most likely it was introduced in the late nineteenth and early twentieth centuries by the missionary schools established throughout the country. These included the St. George's School (Madrasat al-Mutran, est. 1899) and Collège des Frères (est. 1892) in Jerusalem, the Friends Boys School (est. 1901) in Ramallah, and the Salesian Schools of Bethlehem and Haifa (est. 1891) (Khalidi).

In terms of Olympics, Palestine first competed at the Summer Olympics, in 1996 ("Olympic Profile: Atlanta 1996; For Palestinian Runner, Carrying Flag Is Glory Enough", 4 April 1996). The Palestinian National Authority is represented on the International Olympic Committee by the Palestine Olympic Committee, which has sent teams to compete at each Summer Olympics since 1996 under the IOC country code PLE ("Athlete who carries Palestinians' first Olympic hopes to Atlanta", July 11, 1996. Retrieved 2009-11-09). Palestine has been recognized as a member of the Olympic Council of Asia (OCA) since 1986, and the International Olympic Committee (IOC) since 1995 ("Palestine Olympic Committee", Retrieved 2009-07-

28.). Through the Olympic Solidarity and wild card, Palestine has been able to take part in the Olympics in Athletics and Swimming, except for the Judoka Maher Abu Rmeileh . Maher Abu Rmeileh became the first Palestinian to qualify for the Olympic games based on merit.

Palestinians are attracted to sports, with a special focus on Football, which has been described as the national sport of Palestine. There is a West Bank Premier League, and Gaza Strip League. The Palestine national football team played Afghanistan in the 2014 FIFA World Cup qualifiers. They visited Australia for the 2015 AFC Asian Cup.

Palestine has also taken part in several Arab and international tournaments in different individual sports such as Athletics, Boxing, Swimming, Jujitsu, Judo, and Weightlifting. In addition to team sports other than football, basketball, volleyball and handball, with the national team of basketball taking part in the Asian Basketball Championship.

Central (EU, n.d.)

The Higher Council for Youth and Sports

The Higher Council for Youth and Sports is an official governmental sector, affiliated with the Palestine Liberation Organization, and it represents the youth and sports sectors inside Palestine and in the Palestinian diaspora and throughout the world.

General Objectives:

1. Providing a legal environment capable of organizing youth and sports work.
2. Developing and strengthening the values of citizenship, belonging and civil rights for young people.
3. Providing infrastructure at the youth and sports levels.

It is responsible for:

- Assisting in the development of the sport and youth legislative agenda
- Promoting a facilitative environment

- Partnering with international organisations to support youth work, volunteering and development
- Establishing minimum standards for youth and adolescents centres

The Palestinian Olympic Committee

A governmental entity that is the umbrella for all Sports Federations.

The Ministry of Youth and Sport (Gaza) is responsible for:

- Drafting policy and legislation
- Programmes such as youth support, youth awards, youth institute
- Facilitating young people participation in policy-making, and activating their role in decision-making
- Strengthening cooperation and exchange of experiences between young Palestinians and the Arab world

Young people represent the majority of the population and are disproportionately affected by the occupation. For example, it is mostly young Palestinian men who are arrested and detained by the Israeli military. This disrupts their education, employability and may have numerous other effects on their physical and mental health..

Regional

Governorates have a role in coordinating state services for youth and sports.

Local

Municipalities are responsible for:

- Sporting activities
- Local parks
- Recreational and sports stadium and facilities

Sport Federations

The sports federations are under the supervision of the Olympic Committee and are the highest form of organization of the sports clubs practicing the same sports or being active in

the same sector of sports activity. It serves the purpose of the development of a sport or of a sports sector.

The federation boards are elected every four years, representing Palestinians from West Bank and Gaza, and committees including Palestinian Diaspora.

Youth Centers and Sports clubs

The youth centers/ sport clubs are the primary organisational unit of a sport and is the initial cell of sport competitive structure/form in Palestine, at the same time they are a hub for youth. A sports club is a union of natural persons in accordance with the provisions of law, whose main purpose is to systematically cultivate and develop the potential of its athletes for their participation in sports competitions. Sports clubs of the same sport are under the supervision of the federation of this sport.

Findings showed that 6.3% of youth (15-29 years) reported being members of sports clubs and centers (5.7% in the West Bank compared to 7.4% in Gaza Strip). The percentage of young male members of sports clubs was 10.6% compared to 1.6% for young female members. (PCBS: Palestinian Youth Survey, 2015- Main Findings, 2016)

Percentage Distribution of youth (15-29) Years by Practicing Exercises about Half an Hour a Day, Sex and Region, 2015

Sex and Practicing Exercises	Region المنطقة		فلسطين Palestine	
	قطاع غزة Gaza Strip	الضفة الغربية West Bank		
Males				كلا الجنسين
Practiced Sports on a Daily Basis	32.6	19.6	24.6	يمارس الرياضة بشكل يومي

Did not Practiced Sports on a Daily Basis	67.4	80.4	75.4	لا يمارس الرياضة بشكل يومي
Total	100	100	100	المجموع
Males				ذكور
Practiced Sports on a Daily Basis	45.1	23.7	32.0	يمارس الرياضة بشكل يومي
Did not Practiced Sports on a Daily Basis	54.9	76.3	68.0	لا يمارس الرياضة بشكل يومي
Total	100	100	100	المجموع
Females				إناث
Practiced Sports on a Daily Basis	19.6	15.3	17.0	يمارس الرياضة بشكل يومي
Did not Practiced Sports on a Daily Basis	80.4	84.7	83.0	لا يمارس الرياضة بشكل يومي
Total	100	100	100	المجموع

Percentage Distribution of Youth (15-29) Years by Practicing Exercises and Selected Background Characteristics 2015

Background Characteristics	ممارسة الرياضة		الخصائص الخلفية
	لا يمارس بشكل يومي Did not Practiced on a Daily Basis	يمارس بشكل يومي Practiced on a Daily Basis	
			<u>المنطقة</u>
Palestine	75.4	24.6	فلسطين
West Bank	80.4	19.6	الضفة الغربية
Gaza Strip	67.4	32.6	قطاع غزة
Locality Type			نوع التجمع
Urban	75.4	24.6	حضر
Rural	78.3	21.7	ريف
Camps	70.4	29.6	مخيمات
Sex			الجنس

Male		68.0	32.0	ذكور
Female		83.0	17.0	اناث
Age				العمر
	15-17	68.7	31.3	17-15
	18-22	72.8	27.2	22-18
	23-29	81.4	18.6	29-23
Marital Status				الحالة الزوجية
Never Married		71.3	28.7	لم يسبق له الزواج
Ever Married		85.6	14.4	سبق له الزواج
Employment Status				الحالة العملية
Employed		75.4	24.6	عاملون
Unemployed		77.7	22.3	عاطلون عن العمل
Out side Labor force		63.0	37.0	خارج القوى العاملة
Educational Status				الحالة التعليمية
Less than a second		75.9	24.1	أقل من ثانوي
Secondary		74.6	25.4	ثانوي
Diploma and above		75.3	24.7	دبلوم متوسط فأعلى

7. EDUCATION AND TRAINING SYSTEM IN PALESTINE

The Ministry of Education and Higher Education leads the education sector in Palestine in its capacity as the official body responsible for running, organizing and developing the educational sector (direct management or through supervision) with all its sectors (pre-school education, school education (1-12 grades), technical and vocational education, non-formal education and higher education). It leads the national effort of strategic planning of the education sector, headed by His Excellency, Minister of Education and Higher Education Prof. Dr. Marwan Awartani, through the planning and budget group. It also engages the relevant governmental, civil society and international organizations in the process of planning. A brief on the education sector: the subsectors of the education sector in Palestine are multiple. These subsectors intersect with many other sectors in their interest and importance; these subsectors are:

Pre-school Education: It is a learning space offering early childhood education to children aged three years and seven months, prior to the commencement of compulsory education at basic school. Pre-school education aims to provide appropriate environment where child personality can physically, mentally and socially grow and get ready to basic school. It provides children with sufficient opportunities to develop their personality through play and other activities such as drawing, picnicking, relating stories and reciting poems appropriate to their age and environment. The Ministry of Education and Higher Education has indirect supervision of pre-school education. It licenses preschools in accordance with definite conditions and specifications. It also puts the terms and conditions the cadre of the preschools needs to meet, and determines the type of curricula and programs for this sector. However, its policy today is directed towards integrating preschools into the formal education system and adopting a standard curriculum. The data indicate that the majority of preschools are privately operated. It is noteworthy that the two-year pre-school education stage is not compulsory. However, the new Law of Education stipulates that the one year of preschool education (KG2, sometimes called Grade 0) is compulsory.

School Education (Basic and Secondary):

Basic Education Cycle: This stage starts from first grade through ninth grade. It is divided into two parts:

a. First stage of Basic Education (grades 1-4) - the preparation stage: This is considered the primary stage of Basic Education. It is considered the foundation stage to ensure balance and full development of the personality of the child (mentally, emotionally and physically).

It is designed to give them a sound Basic education in reading and writing Arabic and mathematics as well as to enhance their national and intellectual values; stimulate their interest in the environment and care for their physical health.

b. Second stage of Basic Education (grades 5-9) - the empowerment stage: This stage is designed to enable the child to acquire diversified knowledge and sciences.

Secondary Education (Acquisition):

This stage covers grades 10-12 with their academic, vocational and technical streams. The students join these streams according to their capacities and inclination and in accordance with the laws and regulations governing this process. It provides students with specialized scientific, professional and cultural experiences and knowledge which help them continue their higher education or join the labor market. It is aimed at helping students start their practical and university life since it constitutes a bridge between basic education, higher education and labor market.

Higher Education:

It is the high stage of education served by universities, academic and technical colleges that provide students with university certificate. Higher education is different than basic and secondary education. It presents students with specialized disciplines that qualify them for work based on the certificate he/she earns.

Non-Formal Education:

Unlike formal or standard education, non-formal education is conducted outside the frame of the standard education settings. It includes every objective and organized educational activity and every piece of knowledge, skill, value or behavior outside the framework of official educational systems-- such as schools, universities or any other formal educational institution--be they in social, economic or political institutions or in factories or Non-Governmental Organizations. Thus, it is any educational activity organized outside the frame of schools. The Ministry of Education and Higher Education has programs of non-formal education: 1. Parallel educational program provided for those who dropped out after 5-6 years from basic school; and 2. Literacy and adult education program designed for illiterate people, aged 15 years and over.

Palestinian Education System Structure



Youth unemployment is also very high (40.1% in 2019 for those aged 15-24), reaching the dramatic figure of 67.1% among young women. The recent available data shows that the situation in the Gaza Strip is particularly worrying, with a youth unemployment rate (aged 15-24) of 67.4% (85.6% for women and 62.7% for men) in 2019. This means that almost two-thirds of young people in Gaza have no income. In the West Bank, the youth unemployment rate (age 15-24) is 25.1%, 20.6% for men and 52.5% for women³⁰.

Overall in Palestine, poor labour market outcomes for young people combined with a high level of early school leaving have led to a large proportion of young people who are not in employment, education or training (NEETs). The NEET rate in 2019 was 33.4%. Major efforts on the part of the Palestinian authorities to increase access to higher levels of education have had a limited effect on employment. The overall unemployment rate for highly skilled people (31.5% in 2019) is significantly higher than for other skill levels and has been increasing in recent years (24.1% in 2013), which demonstrates the limited capacity of the economy to create high-quality jobs. A school-to-work transition survey conducted by the International Labour Organization (ILO) in 2014 found that higher education actually correlated with unemployment among both young men and young women (aged 15-29). It also found that the rate of unemployment increased with each incremental addition of an education level for both young women and young men.

Selected Indicators for Education in Palestine by Level of Education and Region

Click [here](#) for more information

Level of Education	Indicator	Scholastic Year	Palestine	West Bank	Gaza Strip
Pre- School Education ⁽¹⁾	Number of Kindergartens	2019/2020	2,164	1,452	712
	Number of Children in Kindergartens	2019/2020	160,162	93,909	66,253
	Number of Classes	2019/2020	6,816	4,130	2,686
School Education ⁽¹⁾	Number of Schools	2019/2020	3,074	2,323	751
	Number of Students	2019/2020	1,309,165	734,316	574,849
	Number of Classes	2019/2020	42,531	27,914	14,617
	Average Number of Students Per Class	2019/2020	30.8	26.3	39.3
	Average Number of Students Per Teacher	2019/2020	22.4	19.5	27.5
	Drop out Rate from Schools	2018/2019	0.8	1.0	0.5
Higher Education ⁽²⁾	Repetition Rate of Schools	2018/2019	0.8	0.9	0.6
	Number of Students in Universities, University Colleges	2019/2020	207,382
	Number of Graduates in Universities, University Colleges	2018/2019	39,647
	Number of Students in Community Colleges	2019/2020	10,263
	Number of Graduates in Community Colleges	2018/2019	2,747

The data for Schools do not include the Israeli Municipality and Culture Committee Schools in Jerusalem

(..) means not available

Source (1): Ministry of Education, 2020. Data base of education survey for Scholastic Year 2019\2020. Ramallah – Palestine

Source (2): Ministry of Higher Education and Scientific Research, 2021. Higher education statistical yearbook for Scholastic Year 2019\2020. Ramallah – Palestine

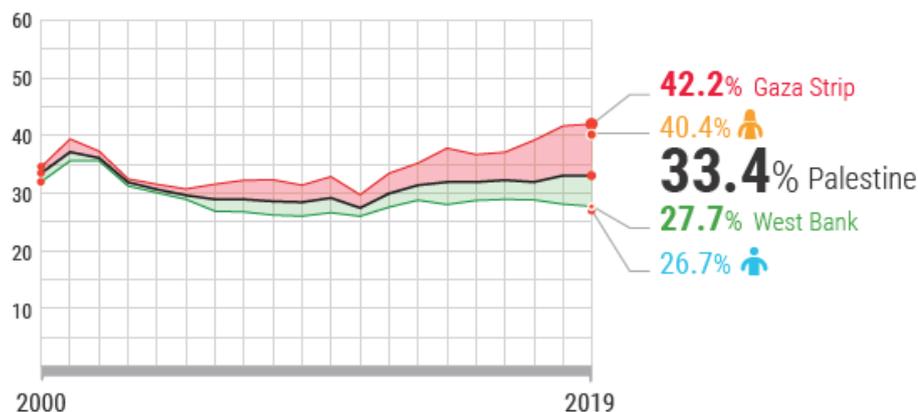
8.6.

Youth employment, education and training

By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training.

Number of young people who are neither in employment nor in education or training has increased in the past few years, particularly in Gaza. This figure reflects marginalization and disengagement, with youth at high risk of social exclusion. This figure also reflects the accumulation of multiple social, economic, and political disadvantages that the youth in Palestine have been facing.



(Atl)

8. SPORT EDUCATION AND TRAINING SYSTEM IN PALESTINE

Physical education is included in the lessons of the school program in primary and secondary level of education and is usually taught once a week.

Ministry of Education is responsible for the implementation of the Physical Education curriculum in all levels of Education. Physical education is necessary for the students health and wellbeing, it also shapes their personalities and develops their life skills. However, the mindset towards sports education in Palestine is very low, in terms of school and university. The teaching of the Physical Education in schools is covered with approximate 45mins of teaching per week and mainly covered by the following topics/activities:

The teaching of the Physical Education in schools is covered with approximate 2-3 hours of teaching per week and mainly covered by the following topics/activities:

1. **Primary Education:** (grade 1-4) activities aimed at playing small games,(grade 5-9) individual (athletics and gymnastics) and team sports (football, volleyball, basketball, handball etc.), taking part in school tournaments run by the ministry.
2. **Secondary Education:** individual and team sports such as basketball, volleyball, football, handball, athletics and taking part in school tournaments run by the ministry.
3. **Higher/Tertiary Education:** There are four (4) universities in Palestine for studying the Physical Education and Sport Science: Birzeit University (Ramallah), Najah University (Nablus), Polytechnic Hebron (Hebron), Khadouri University (Tulkarem), Dar AlKalima College University (Bethlehem). These Departments are under the department of Educational Sciences. They offer sport related Bachelor, Master's and Doctorate programmes in regards to the physical education and sport science.

Students can take part in local area school tournaments run by the ministry of education, which develop into district tournament thereafter a national team is formed to take part in Arab School Tournaments if available funds are there.

9. LEGAL FRAMEWORK

In Palestine, there is a huge focus on youth as they represent one third of the population and the projections for 2050 show that they will double. This will continue to exert massive pressure on the job market, education system and social programmes over the medium to longer term. Educational advances for girls, who remain significantly under-represented in the labour market, create further pressure for expanded, rewarding job opportunities that address under-representation in socioeconomic and political fields.

There are no specific national regulations, laws and policies in terms of the sports sector, however, in this section we will focus on the National Policy Agenda, Education Sector Strategic plan and Youth Strategic Plan, how they cross cut and support the sports sector.

1. National Policy Agenda

In the National Policies and Policy Interventions under Pillar 3: Sustainable Development (National Policy Agenda 2017-2022, Putting Citizens First , December 2016)

1. National Priority 6 Economic Independence, there is a focus on “Creating Job Opportunities” as a national policy, with the following national interventions
 - Expedite job creation through public-private partnerships.
 - Develop job creation programs for graduates, ensuring equal opportunities for women.
 - Expand the Palestinian Employment Fund.
 - Ensure a safe work environment through application of health and occupational safety standards.
2. National Priority 7 Social Justice and Rule of Law, there is a focus on “Our Youth, Our Future” as a national policy, with the following national interventions
 - Empower and equip Palestine’s youth to participate meaningfully in public life and state building
 - Ensure that our youth are provided with opportunities for a successful future.
 - Place a particular focus on assisting disadvantaged youth.
3. National Priority 8 Quality Education for All, there is a focus on “From Education to Employment” as a national policy, with the following national interventions
 - Align TVET and higher education with development and labour market needs, with equitable access to these opportunities.
 - Upgrade and expand TVET infrastructure and facilities.
 - Strengthen Palestine’s scientific research capacity.

In terms of the *Education Sector Strategic Plan* (Education Sector Strategic Plan, 2017-2022 (An Elaboration of The Education Development Strategic Plan III (2014-2019), April 2017)

One of the key partners with the Ministry of Education (MOE) is the Higher council of Youth and Sports which promotes school sports through the Directorate General of Student Activities.

One of the goals of the MOE is goal no.2 developing student-centered teaching and learning pedagogy and environment.

Priorities of the Strategic Goal: priorities of the second goal can be grouped under four categories, however, we will focus on

a. Developing programs, curricula and evaluation systems:

Providing an environment conducive to education through educational facilities and playgrounds, **promoting sports activity**, encouraging reading, and participating in the free activity for all students. This is done in cooperation between the Ministry and donors to the education sector, the local community and some international institutions.

b. Training and qualifying human resources working in the educational system:

Endorsing cross-sector joint policies (Basic education, vocational education, and higher education) to enhance and reinforce professional skills, vocational and technical training and education, and higher education; link between the different components; boost connections between knowledge and policy making processes, aiming to keep pace with the varying circumstances and uphold feasibility; and establish vigorous partnerships.

c. Adapting education, life and labor market needs

-Collecting and using evidence when a change of skills is recommended. This would guide the process of skill development; limit disparities; respond to the labor market changes and societal needs and circumstances; and finally respond to the needs of the “non-formal economy” and development.

-Offering opportunities to both male and female students of all ages, and at different stages of their lives. This will help them acquire the knowledge, expertise, skills, values and stands necessary for creating peaceful, healthy and sustainable societies.

While Goal 3: promoting accountability, result-based leadership, good governance and management.

Priorities of the Strategic Goal 3: priorities of the third goal can be categorized in four areas of which some related we will focus on are below:

a. Developing the legal and legislative framework of the Palestinian educational system:

Developing a modern law for higher education. Enactment of laws, policies and legislation that ensure: Educational sectoral policies, plans and budgets should uphold the principle of non-discrimination and equality in and throughout education. There is also a need for designing and executing urgent and goal-focused policies to support the vulnerable and marginalized groups, in addition to developing indicators to measure progress in achieving equality.

Connecting the government's National Policy Agenda with the policy, interventions and priorities of the programs of the Education Sectoral Strategic Plan:

Improving the quality of education. This requires several interventions, below are some that could be related to the sports sector

Reforming and developing the education curricula. Relevant interventions of the Education Sector Plan 2017-2022 include the following:

Developing and implementing evaluation and diagnostic methods for all aspects of learning

Promoting free activity as an integral part of the implementation of the curriculum and as a policy priority. Relevant interventions of the Education Sector Plan 2017-2022 include the following:

Encouraging and expanding implementation of the free activity and extra-curricular activities as an integral part of the implementation of the curriculum, and making learning more enjoyable for students.

Emphasizing the importance of physical education and fine arts, as well as develop strategies to activate these activities at school, especially at the basic school level.

While the MOE strategy focuses also on Cross-sector youth strategy:

First: youth constitutes an important part of the categories targeted in the Education Sector Strategy. The Ministry endeavors to address all issues pertaining to this category through its interventions to achieve the strategic goals. These interventions include:

Providing youth with educational and vocational guidance to help them choose suitable careers for their future.

Providing sport and free activity facilities for the youth to allow them to express their talents and interests at schools and universities.

Promoting voluntary activities for the benefit of society and to preserve the environment and enhance ethical values.

Providing learning tracks that suit youth's interests and needs to allow them to find suitable jobs.

Addressing the psychological, physical and mental needs of the youth through a variety of educational activities that are implemented at all levels of education.

2. *Palestinian Youth Sector Strategy (Palestinian Youth Sector Strategy (2017-2022) , Updated in 2020)*

The legal framework regulating the reality of youth locally and internationally

- National Laws and Legislations

Despite the early interest in the Palestinian youth sector by the Palestinian government, through which the Ministry of Youth and Sports was created and then the Higher Council for Youth and Sports was activated, and with the absence of specialized laws regulating the reality of youth and their needs within the Palestinian legislative system, and despite Palestine's participation in the development of all International resolutions related to youth through United Nations agencies, the Higher Council for Youth and Sports is working on preparing drafts that are prevented from being approved by the absence of the Legislative Council.

- Cross-cutting with National Policy Agenda

The national policy agenda included a special axis related to providing decent job opportunities for all by adopting measures to expedite the launch of pilot projects to employ graduates, support and develop the Palestinian Employment Fund, and ensure a safe work environment that respects occupational health and safety standards. As these policies and interventions intersect with the general directions of the National Youth Strategy within the axis of work and economic empowerment, which focused on the need to provide more job opportunities, reduce unemployment, provide support for young people, establish support funds for youth and entrepreneurial initiatives, qualify graduates, and ensure an environment that considers positive and non-positive working conditions in addition to providing support to young startups and small and micro enterprises.

1. *Strategic Pillars and areas*

The National Youth Strategy is based on six main pillars related to all areas related to the Palestinian youth sector in all their locations. These themes were identified through the active participation of youth and full coordination at all stages with partners from government institutions, civil society institutions, the private sector and United Nations agencies.

- First: Education, training and capacity building.
- Second: Economic Empowerment and Poverty Alleviation.

Third: Community and political participation.

- Fourth: Health, environment and positive behaviors.
- Fifth: Sports, culture and entertainment.
- Sixth: Media and Information Technology.

1. *Sports, culture and entertainment Pillar*

The first strategic objective: Supporting sports and youth centers and developing the infrastructure for the sports and youth sectors.

Suggested policies and interventions

- Developing the capabilities of sports clubs and enhancing levels of governance and the programmatic and organizational structure.
- Providing support to sports and youth centers and clubs.
- Rehabilitation and development of infrastructure for stadiums and sports facilities.
- Finding special centers for recreation and investing the energies of adolescents and youth.
- Rehabilitation of sports clubs in line with the needs of persons with disabilities.

The second strategic objective: Provide the requirements for the advancement of the sports sector at the local and national levels.

Suggested policies and interventions

- Building capabilities for athletes, players, administrators and technicians and enabling them to reach an advanced professional level
- Providing equipment and needs for different sports teams, clubs and youth centers.
- Providing and developing stadiums and sports facilities.

The third strategic objective: Expand the levels of youth participation in sports, scouting and recreational activities and events.

Suggested policies and interventions

- Encouraging the involvement of young people in sports activities of all kinds.
- Regular competitions (league, cup, shields, weights and age competitions) for all sports federations.
- Achieving more achievements through Arab, regional, continental and international participation.
- Upgrading and developing women's sports and providing its requirements.
- Developing the sports sector for persons with disabilities.
- Activating the scouting movement and the spirit of cooperation and brotherhood among the youth.
- Encouraging sports media and developing its capabilities.

Fourth Strategic Objective: Sponsoring and embracing creative people and enabling them to access services and specialized centers.

Suggested policies and interventions

- Paying attention to the creative and distinguished youth groups, developing their capabilities and supporting their initiatives.
- Establishing centers specialized in nurturing creative people and adopting their innovations.
- Building a cadre specialized in dealing with the talented and creative category in sports, culture and art.

10. MAIN NATIONAL AND REGIONAL STAKEHOLDERS FOR THE SKILLS DEVELOPMENT IN THE SPORTS SECTOR

Here it is needed to provide a short description of the main/key stakeholders involved in the sports sector in the region - who they are and what do they do for the sports sector.

UNDP: Government of Japan, and **the Governments of India, Brazil and South Africa (IBSA)**

- The role of the Higher Council of Sports:

The role of the higher Council is directly represented in supervising and following up the implementation of the national youth strategy and coordination between all relevant parties and parties, in addition to implementing the pillars related to the plan and which relate mainly to the work of the Council and related to the areas of youth empowerment, sports, culture, belonging, identity and others. The Higher Council will also contribute to enlisting support for the implementation of the strategy, following up and evaluating the achievement of achievements and measuring the results of the intervention process, in order to ensure the success of the implementation process in partnership with the relevant authorities.

- The role of the Ministry of Labor

The Ministry of Labor aims to provide services to a wide range of societal groups, including the youth, by providing vocational rehabilitation services through the Ministry's rehabilitation centers, in addition to helping job seekers find different job opportunities. Therefore, the Ministry of Labor will undertake the implementation of interventions and policies within the scope of the pillars of work, employment and empowerment. Economic development through rehabilitation programs, support for small projects and pioneering initiatives, eliminating discrimination in the work environment and providing fair employment conditions for young people.

- The role of the Ministry of Education

The Ministry of Education targets a large segment of Palestinian youth, which includes Palestinian school. Therefore, the Ministry will work on interventions related to improving the quality and quality of education and providing students with practical and behavioral skills, in addition to harmonizing educational outcomes with the requirements and needs of the Palestinian labor market.

- The role of the Ministry of Higher Education

The Ministry of Higher Education targets Palestinian universities and leads the academic training of Palestinian youth and prepares them to engage in the labor market, which constitutes an essential pillar in the lives of Palestinian youth and calls for more public policies regulating this stage of youth life, especially in building and refining their leadership capabilities and motivating them to Engaging in public work at the social and political levels.

- The role of the Ministry of National Economy

The Ministry, in cooperation with the Higher Council for Youth and Sports and the Ministry of Labor, will review economic policies related to small projects and entrepreneurial businesses, encourage investment and partnerships in viable sectors with regard to youth employment, motivate youth to take initiative, innovate, entrepreneurial work, launch small and micro projects, and facilitate youth access to markets Working at home and across borders, building business structures and developing business incubators that provide support and training for entrepreneurs and entrepreneurs.

- The role of Radio and Television Authority & Media

Coordination will be made with the Palestinian Radio and Television Corporation, local and international media to broadcast community awareness campaigns for NEETs and promote the work of the different stakeholders in the sports sector.

- The role of Universities and Institutes

Universities and graduate schools target a wide segment of Palestinian youth, which includes university students, institutes, colleges and vocational training centers. Therefore, their role is to work on interventions related to improving the quality of education, skills development and aligning university education outcomes with the requirements and needs of the Palestinian labor market.

- The role of the Palestinian Olympic Committee

Promoting national and Olympic values and principles in the Palestinian society in all its places of existence, through the development and awareness of the capabilities of Palestinian

athletes and their empowerment. The Palestinian Olympic Committee is responsible for all sports federations in Palestine.

- The role of the UN Agencies

UNRWA is responsible for refugees, provides after school extracurricular sports activities and psychosocial activities for the children coming from the refugee camps. UNRWA also has colleges and universities, where sports is taught and played.

UNODC are using sports to end violence and raise awareness on drugs.

UNFPA work with civil society organizations to conduct sports activities for the vulnerable communities.

UNDP, develops infrastructure and is responsible for sports leagues.

UNESCO, supports Education sector, psychosocial relief activities through sports, and infrastructure.

- The role of Donors and Businesses

International donors play a role in supporting the sports sector, such as the government of Japan, India, Brazil and South Africa (IBSA), US government, Australian government.

While main local businesses such as Oreedoo, Jawwal, Bank of Palestine, paltel sponsor different sports activities, federations and events.

- The role of civil society organizations and youth centers

Civil society organizations and youth centers provide sports activities and projects for youth.

11. MAPPING OF CURRENT ACTIVITIES AND INITIATIVES

- **The Construction of a Multipurpose Sports Centre in Ramallah 2011**

The Governments of India, Brazil & South Africa (IBSA), implemented through the United Nations Development Programme of Assistance to the Palestinian People, is in line with the Palestinian Reform and Development Plan (PRDP), which plans for the improvement of daily lives of Palestinians through the provision of public recreational facilities. It will benefit Palestinian youth and will have a positive impact on young girls and women's participation in sports activities.

- UNODC worked with international experts to develop an evidence-informed, sport-based life skills training programme called **Line Up Live Up**. The programme aims to

address risk factors associated with crime, violence and substance use, such as poor behavioural control.

- The United Nations Development Programme (UNDP) and the Government of Japan, in partnership with the Ministry of Education and Higher Education, Al Quds University and the Palestinian Olympic Committee launched in the city of Jericho the first Palestinian community based Youth Sports League.
- Tamkeen II is UNDP and the Government of Japan's primary programmatic vehicle to promote sports through development among Palestinian youth. Building upon the success of the first phase of the project, TAMKEEN II will contribute to creating a long term sustainable organized structure (i.e. The Palestinian Youth Sports League (PYSL)) for children and youth athletics and increasing levels of sports participation of vulnerable groups, in particular youth, females, and the disabled by encouraging a change in the social and cultural norms prevalent currently in the Palestinian society.
- The Real Madrid Foundation and UNRWA implemented two editions of 'Social Sports Schools in the occupied Palestinian territory (Gaza and West Bank)' programme.

Around 1,100 refugee children have so far benefited from the programme by taking part in training and activities organized as part of the football academies, which promote education in values, teamwork, gender equality and leadership among Palestine refugee children. In addition to training of UNRWA teachers, who act as coaches in UNRWA schools, applying their new knowledge and skills throughout the academic year.

- Palestine: Sports for Life designs and runs several programs in sports skills development, in cooperation with the ministry of education, UNRWA, youth centers by training teachers, social workers and trainers in the field of sports management, sports for development and life skills. In addition to holding different community programs across the country led by the trained trainers, and events for youth skills development.

12. BARRIERS AND DRIVERS

Describe the barriers and drivers for the sports skills development in the region. Please provide the discussion from two viewpoints:

-
- Stakeholders' view on barriers and drivers
 - NEETs' view on barriers and drivers

In case these two views differ, please provide a discussion about why these views differ.

The stakeholder's views on barriers for the sports skills development in Palestine through the online questionnaires and interviews are the following:

- There are no institutional courses
- Lack of financial resources, Lack of resources and funding
- Political conditions and no political stability
- The occupation and the obstacles it imposes on the ground to prevent the development of sports
- The financial return or profits attributable to an individual or group
- The high cost of entering the world of professionalism, especially football
- Infrastructure
- Lack of specialization and favouritism, lack of specialized personnel
- Bureaucracy and disorientation in systems.
- Multiple registration bodies without follow-up, favoritism and no facilitation
- Certainly, especially in schools, where sports classes are considered a recreational class only. It is supposed to increase the weekly portions, set goals, and introduce a variety of non-boring sports activities, along with healthy eating regimens, and awareness-raising especially for adolescents.
- Sports constructions, annual government sports budget
- There are obstacles in sports management
- Lack of scholarship opportunities
- Lack of motivation
- Sports policy level
- There is no strategy for sports development
- Difficult access

While the NEETs had the following views:

- The Pandemic situation, and secondly, the improper upbringing of children
- There are not many institutions, governmental or non-governmental programs that are looking for people to help them develop and integrate sports skills and hobbies and make it an official job with income.
- Some sports courses were unaffordable
- Lack of a culture of the importance of the right work in the sports field

- Location and access - faraway place
- There are many obstacles in our society, and they are summed up in the fact that the administrative people in the field of sports do not have administrative skills or knowledge of sports and sports matters, in addition to the uniqueness of some people in the sports decisions of the town or community, in addition to the lack of material and human capabilities, in addition to the presence of other important obstacles that are summarized in: Lack of athletes in place of decision-making.
- Money has become the norm in sports and without wise management. Lack of necessary capabilities
- The biggest obstacle is the lack of planning and strategy for the future, or the absence of a clear plan for the next stage
- All I notice in our sport is random planning for a very short period and no plan B or contingency plan with most sports departments.
- There is no real incubator for sports
- The lack of one body for sports
- Determining budgets and spending less on the sports sector
- Management is not interested in sports
- Negative mindset about sports
- There are no Sports facilities
- The insufficient support for sports by the institutions and ministries and the imposed blockade
- Failure to provide the necessary health and sports equipment to deliver seminars and conferences that develop skills.
- High unemployment in my country and poor living conditions, in addition to the presence of occupation in my country, is one of the biggest obstacles
- The Gaza Strip is besieged
- Lack of interest in the field by the international and local community
- We need equipment and places
- Lack of external posts
- The lack of follow-up to the developments of sports by the trainers and the loss of motivation to learn by the trainees
- Weak sports culture among parents, lack of sufficient knowledge of the importance of sports
- Sometimes it is hard to find qualified trainers to give the training.
- Not putting the right person in the right place
- Lack of sports experience

- I think that schools have a great role in developing sports awareness among students and society

According to the opinions of focus groups and representatives of youth groups; There is neglect related to the sports aspect, as this sector is dealt with on a seasonal basis, and the infrastructure for sports facilities is weak, whether in schools or universities; It is noted that there is a clear shortage of clubs, buildings, and playgrounds that serve the youth category. Most of the sports clubs and facilities are located in cities, and therefore the lack of such facilities in the countryside and camps, and if clubs are available in the mentioned areas; The focus is on football without the availability of other sports. The focus groups also confirmed that there is a weakness in the sports sector at the level of Palestinian universities, which is represented in not giving priority to sports within the university curriculum, considering it secondary activities, and the lack of playgrounds in most universities, with the exception of universities that have faculties of physical education, not to mention the absence of a specific curriculum. For school sports, the lack of rehabilitation of playgrounds and courtyards in schools, as well as the lack of receiving sports lessons in schools, often replacing them with other lessons. With regard to women's sports, the focus groups indicated the lack of women's sports clubs, and the low level of society's acceptance of women's sports, and the main reason for this is due to customs and traditions that prevent mixing, and the lack of parents' awareness, which limits women's participation in society in general and in the sports field in particular (المركزة لقاءات المجموعات البؤرية) (2015 2016) لتحديد الاحتياجات

In the same context, young people in Jerusalem suffer from a severe lack of available youth, recreational and cultural facilities, as the number of facilities is very few compared to the number of such facilities available to the Israeli population; For example, there are about 33 Palestinian sports facilities compared to 531 facilities in the Jewish neighborhoods in 2011 (حي باب حطة :دراسة حالة .تحديات الشباب في القدس) (2015). This, in turn, indicates a large disparity in terms of opportunities available to Palestinians in the field of sports, as only 10% of Jerusalemite youth participate in sports activities. Moreover, the political situation, insecurity, and the Israeli occupation measures in Jerusalem prevent the development of the sports sector, or the establishment of new centers, and affect the demand of young people to the available centers, and the difficulty of spending leisure time.

From a cultural point of view, although sports clubs were in the early seventies, until the late nineties, they were licensed as sports, cultural, artistic, and scout institutions, and they were considered comprehensive institutions capable of developing a vision and implementing activities that support the cultural and artistic field, but this role It declined with the beginning of the current century, and the focus became generally on sports activity at the expense of other activities.

13. *SUPPORTING MECHANISMS RELATED TO SKILLS DEVELOPMENT FOR THE SPORTS SECTOR*

Based on the findings from the stakeholders, the supporting mechanisms related to skills developments for the sports sector are the following:

- Leadership, planning and policy making
- Keeping pace with technological and scientific development
- Sometimes from individual people
- Training for teachers by some institutions
- Specialized training courses, postgraduate studies in countries related to individual sports in particular
- Yes, friendly institutions, associations and bodies
- Awareness of the importance of sports and the diversity of our programs at the center
- There is, but it is limited, to courses and workshops in this field due to the lack of interest from sports institutions that suffer from a lack of well-thought-out plans
- It is very narrow and in Jerusalem it is difficult in terms of government programs or within the policy of the Higher Council for Youth and Sports
- Lectures, courses, workshops, practical application
- While the NEETs views are as follows:
 - Through sports and exercises and teaching them the right behavior
 - By promoting sports in all its forms, whether through workshops and seminars in schools, universities and social networking sites, aimed at encouraging sports work and transforming it from a mere hobby to a professionalism in all fields and how to integrate it into society in a correct and proper manner and transform young energies into positive, productive and successful energy. And deliver the moral and cultural message to young groups and successful models in the field of sports in order to motivate them to follow suit and stay away from what distracts them and destroys their energies.
- Science is very important in this field and informing society of the importance of sports in life in terms of health, especially for women, the importance of sports in the economic field, its importance in building a healthy society, a tolerant society and a society free of diseases, in addition to reducing the tension that exists among members of society, all of which needs human resources. She is trained and has the ability to learn and transfer this experience to the community and introduce people to the importance of sports in life

- This needs financial support mechanisms of tools to achieve this also needs trained and skilled human elements for this work, conducting seminars, lectures and gatherings to convey and educate people about the importance of sports and its proper use.
- Through an integrated plan that develops the skills of the team
- Providing material resources.
- Provide the necessary time to practice sports activities, especially for trainees of technical courses.
- The need to direct the management of the center to pay attention to sports activities.
- Diversity in sports activities to allow everyone to participate
- Having free courses
- Establishment of sports facilities
- There should be supportive mechanisms like FIFA
- Global centers and international coaches must be available to change the style or concept of our sport
- Easing Israeli procedures, creating training centers for youth
- By providing electronics that help players to exchange experiences
- There are incentives for skill development, not necessarily financial
- Spreading awareness about the importance of sport
- Yes, giving the trainer internship opportunities to use the skills they have developed in different skills development training.
- Seeking permanent activity within a strategic plan, not short workshops and short activities.
- Providing suitable playgrounds and sports facilities and developing human resources

After reading all the aforementioned responses varying according to the needs of each stakeholder, the supporting mechanisms should be within the general strategic plan of the Higher Council of Youth and Sports. All the mentioned needs for skills development must be organized within a strategic plan that takes into account all stakeholders' requirements and desires and understand the nature of challenges. There is a disparity in needs such as facilities and material capabilities, and there are comprehensive political and security conditions, and there is also a general lack of certain resources such as

expertise, coaches and administrators in the field of sports, all of which makes the sports movement in Palestine ineffective and conflicting.

14. CONCLUSIONS

It is clear from the above information, discussions and rights

- 1- The sports sector is not directly included in the national strategy, but the strategy was limited to mentioning the youth
- 2- Government policies need to be changed to be more interested in the sports sector
- 3- There is no comprehensive sports strategy for all sports, the labor market and the sports industry in Palestine
- 4- There are various sports activities that operate from federations, clubs, institutions, universities and schools
- 5- The existence of a strategy that will organize the performance of the sports sector and develop it in all technical, expertise, material and infrastructural aspects
- 6- Investment in the sports sector is non-existent
- 7- External communication and exchange of experiences need to be more organized and activated and integrated within the strategy
- 8- The role of sports in schools must be activated in an organized manner
- 9- Activating the role of universities in producing high-level graduates in line with the international level, which reflects on the Palestinian labor market and satisfied production

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16. ANNEXES FOR THE SITUATION ANALYSIS REPORT

1. Annex 1. Questionnaire for the online survey

Stakeholders <https://forms.gle/uQd99QcunGAbghcp6>

Final Beneficiaries <https://forms.gle/GR71G4ytgRVQwjGN8>

2. Annex 2. SWOT Analysis

	STRENGTHS	WEAKNESSES
INTERNAL	<ul style="list-style-type: none"> -The human resources of players, trainers, experts, beneficiaries and customers -Sports activities in the field of football -Existence of sports development institutions -International relations and donor countries -There are some sports facilities that can be used -Sports clubs and sports training academies -Sports Universities and Colleges -Sports federations, the Olympic Committee, and internal and external participation -Some government financial support -Some investments 	<ul style="list-style-type: none"> -There is no comprehensive sports strategy plan -Unclear, unorganized, overlapping administrative structure -Politicians intervened in the sector and controlled it -Weak financial resources Weak government support, random, opaque -Traditional government employees who have no knowledge of sports management -An old and weak university education in the field of sports produces graduates who are unable to make a difference and just in one field -Weak traditional activities that do not attract customers and beneficiaries

		<ul style="list-style-type: none"> -Insufficient infrastructure - Investment in the sports sector is weak -Weak media and traditional media management -The job market is delicate and traditional, and opportunities are very limited -There is no marketing for sports culture and sports awareness -There is no marketing for other types of individual, group and recreational sports -Sports federations and administrative bodies are ineffective and costly -There is a shortage of experts in many sports fields -Not benefiting from sports technology and automation
EXTERNAL	OPPORTUNITIES	THREATS
	<ul style="list-style-type: none"> -Returning (the Higher Council) the Ministry of Youth and Sports to the government's embrace and fully under its control -Benefit from international relations and expertise and build a comprehensive strategy -Involve all stakeholders in the sports sector in the new strategy and take into account their demands and problems -Organizing the existing administrative bodies and their structure within the new 	<ul style="list-style-type: none"> -A difficult and unstable security and political situation in Palestine - Security is unstable and affects freedom of movement, destruction of infrastructure, arrests, and so on -Financial support from donor countries is fluctuating and not within a clear plan

	<p>strategic plan and developing all administrative departments and divisions within international partnerships and support from donors</p> <ul style="list-style-type: none"> - Benefiting from international and local partnerships to organize the governance process, distribute tasks, and complete and automate the ministry -Regulating financial spending within transparent international standards and mobilizing to implement the strategy and benefit from international support and donor countries -Training the employees in the ministry and to benefit from external relations and international experiences to rise to the international level in the establishment and management of industrial sports -Take advantage of the available infrastructure to be a starting point for its development and attract support from donor countries for that -Take advantage of passionate human resources for the sports industry -Developing the existing media outlets and their staff through international media courses that are dedicated to supporting Palestine 	
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	-Raising and developing university education through partnerships with the European Union and its university development programs so that it is able to match students and graduates to the labor market and access creativity, development and discovery.	
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3. Annex 3. PESTLE Analysis

	External factors to consider	Factors affected within sports industry	Importance (High - Medium - Low)
POLITICAL	Government policy Political stability Industry regulations Global agreements etc.	<p>The administrative factor, as the Ministry of Youth and Sports has been abolished and made an independent body outside the government and government plans, which makes it difficult to determine its status and know any future plans or strategies</p> <p>The financial factor, as the government's spending policy is weak and almost negligible to develop this sector and does not adopt any plan or financial strategy in particular, which makes it a poor sector</p> <p>The political factor and security instability in the country created a weak sports</p>	High

		<p>sector and there is no investment in this sector</p> <p>The international or external factor There are no agreements with the government with international partners at the level of public policies. There are some agreements through unions and branches that are not up to the level to be registered as government policy</p>	
<p>ECONOMIC</p>	<p>Globalisation, Interest rates, Employment or unemployment rates</p>	<p>The Palestinian sports sector and industry has not reached the level that links it to the global system as it is in Europe or America or some developed countries, as it is still produced on a local level and needs tremendous development to be affected by globalization or be a target for global investors. One of the sports companies that have become operating worldwide and have a social responsibility towards poor countries</p> <p>A small sports labor market, there is no investment volume to absorb graduates, so university graduates suffer from high unemployment in the sports sector and the difficulty of working due to the lack of sports fields and facilities to receive them in jobs and the weakness of the</p>	<p>High</p>

		sports industry. Poor sports infrastructure	
SOCIAL	Lifestyle factors Career attitudes Work-life balance Population Demographics Education levels, Cultural trends, Attitude changes and changes in lifestyles	The Palestinian culture is not rich in sports mindset The way of life is not primarily related to sports They do not view sports as a source of income Sports graduates do not match what they have learned with the reality and needs of the labor market Poor traditional sports education There are customs and traditions that restrict the practice of sports among women and the elderly The interest in football is mainly then there is no interest in the rest of the sports There is no knowledge of sports management and sports marketing	High
TECHNOLOGY	Automation Innovation Social networking Upgrades Artificial Intelligence Security Changes in digital or mobile technology	Technology intervenes in the sports industry in Palestine in a limited and simple way, most of which is concentrated in social media, advertisements, and broadcasting matches through them. There is also a simple aspect that technology was used to conduct some statistics No benefit from not applying automation, security, or any artificial intelligence	High
ENVIRONMENTAL	CSR (Corporate social responsibility) Ethical sourcing Transportation Future pandemics Climate, Waste disposal and sustainability.	Things in this direction are still primitive, and companies have not risen to work in this field, and there is no department within the governmental body that specializes in this, meaning that there is no intellectual awareness in this field.	Medium

<p>LEGAL</p>	<p>Employment legislation Common law Local labour law Health and safety regulations</p>	<p>The labor and workers law in Palestine includes all sectors, and there is no specific legislation for the sports industry that may affect it, protect it, or give it its privacy for the development itself. Like any bank employee with varying circumstances and known differences</p>	<p>High</p>