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Project co-ordinator name, title and organisation:

Dr.Imad Ibrik, An-Najah National University (ANNU)

Address: P.O. Box: 7,Rafedia Street, Nablus, Palestine

Tel: +970 (9) 2345113 **Ext.** 88-4353 **Mob:** +970-599-27 5292 **Fax:** +970 (9) 2345982

Email: iibrik@najah.edu

Project website: <http://www.enicbcmmed.eu/projects/morethanajob>



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the world is only one creature

euroTRAINING



DISCLAIMER

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EXECUTIVE SUMMARY

The MoreThanAJob project wishes to bring a change in the way that Social and Solidarity Economy Actors (SSE) actors and public institutions collaborate for services provision to the unemployed, focusing on vulnerable groups (uneducated and newly arrived migrants/refugees).

During the project implementation the SSE actors and public institutions will be trained in the application of a framework of best practices. In the framework of Work Package 3 (WP3) and more specifically the Activity 3.1, cross-border training workshops were organized for transferring the knowledge on the application of the best practices to trainers.

Training seminars in all Partners' countries (Palestine, Jordan, Lebanon, Greece and Italy) for Public Administrations representatives in the Ministries and Municipalities and other stakeholders who support the unemployment, the uneducated people and the refugees, were organized during February and March 2021.

In total, 30 to 35 participants from the PAs in each country participated in these seminars. The total duration of the seminars in each country was 15-20 hours.

The trainers in these seminars were the ones trained in the TOTs conducted on December, January and February. The material used is the same prepared about the Framework and the best practices for PAs in each country.

These PAs Trainings were conducted Online/ Onsite (depending on the situation of the Pandemic due to COVID 19 in each country) separately and in the Native Language (Arabic, Italian, Greek) in order to make things adapted to each country.

Business Consultancy and Training Services – BCTS was responsible of the assessments and the evaluation the whole Training sessions.

You can find below in details the whole evaluation of the PAs Training sessions in all countries.



INTRODUCTION

The “Reinforcing Social and Solidarity Economy SSE for the unemployed, uneducated and refugees” project, referred to as “MoreThanAJob” falls under European Union ENI CBC MED programme priority A.3: “Promotion of social inclusion and fight against poverty (Promote economic and social development)”. The project, which resembles to a consortium of seven partners from Palestine, Jordan, Lebanon, Italy and Greece, aims at enforcing social inclusion of vulnerable, unemployed populations by applying best practices for more effective collaboration of the SSE actors with relevant public administrations.

This project entails the following 3 main objectives:

- (i) Enhancing the access to employment and education system for vulnerable groups as, for instance, uneducated and refugees’ populations, that do not possess formal proofs of qualifications and skills;
- (ii) Designing and adopting a framework of new social pilot schemes, based on international best practices, which will assist the SSE actors working in the field of unemployment and facilitate their interaction with relevant public administration and
- (iii) Developing a virtual multilingual interactive space (portal) to enrich the interaction between these SSE actors and the Public administration.

Since MoreThanAJob objectives are interlinked, the project’s contribution to poverty reduction through social inclusion (which consists of the injection of 200,000 euros in the form of subgrants) cannot be achieved without enhancing the coordination and interaction between SSE actors and public administrations (which consists of designing the virtual portal and the implementation of capacity development programmes) and therefore, 5 online “Training of Trainers” workshop was conducted concerning the implementation of “MoreThanAJob” Framework in both PA’s and SSE’s.

MoreThanAJob aims to promote economic and social development by facilitating the inclusion in the employment and educational system of some of the most vulnerable population groups. It will deliver and demonstrate a framework of best practices for inclusion of the unemployed (including refugees and uneducated) in the work and education system. The framework is based on the collaboration of SSE actors and public authorities for delivering more effectively their services. Selected SSE actors will also be directly supported through sub-grants.

The SSE actors and public institutions will be trained in the application of the framework. Pilot sub-projects applying the framework will also take place. By assisting the target population in entering the economy, we foresee at least 500 new full-time contracts.

The Public institutions officers will be trained in the application of a framework of best practices. Pilot sub-projects applying the framework will also take place.



It is worth noting that The invitations were sent to the Public Administration representatives (Annex 4)



ACTIVITIES DESCRIPTION / SUMMARY:

In the framework of the MoreThanAJob project, training for PAs officers in the field socio-economic development and employment was implemented:

The main objectives were to improve the capacity of participants as follows:

- ❖ Breaking ice between different ministries officers in different cities.
- ❖ Analysing Employment Situation Context “PESTDL”
- ❖ Defining the main roles and responsibilities for each party related to employment and training.
- ❖ Explaining the social schemes and the framework
- ❖ Introducing public policy life cycle.
- ❖ Drawing a map for developing policies next steps.
- ❖ Defining main concepts related to employment policies.
- ❖ Illustrating the roles for non-government organizations roles.
- ❖ Presenting MoreThanAJob portal and the registration steps.
- ❖ Getting some recommendations from the PAs officers

In Jordan- MUTAH Training for PAs:

The Training conducted by Mutah University Trainers was as follows:

Mutah team prepared the presentations and the practical cases for these trainings.

One Training was conducted by Mutah University on March 16, 2021 at Al Mujeb Hote-Karak Jordan.

The Trainees were from the MPWH, the Ministry of Labor, the Central Bank, the Ministry of Planning, the Arab women Organization, , Karak Greater Municipality , Shehan association, Refugees Organization, Jordanian Hashemite Fund for Human Development (JOHUD), and Mutah University.

The total number of trainers over 30 persons.

In Jordan, the seminar was focusing on the unemployment and the factors due to this especially during the hard times; the effect of the pandemic of COVID 19; the policy of employment as a whole.

Fostering the Social exclusion by the intervention of social services.

The Training focused as well on the main strategies to follow in order to decrease the unemployment and uneducated.



In Palestine- NNCI and ANNU Training for PAs:

Nablus Chamber of Commerce and Industry in Palestine as technical partner of MoreThanAJob project “Reinforcing social and solidarity economy for the unemployed, uneducated and refugees “organized in partnership with An-Najah National University a special training seminar for public officers in the field of employment and training policies as a main activity and responsibility toward public sector.

Four exciting extensive training days have been conducted by Nablus Chamber of Commerce & Industry and An-Najah National University for public officers in Palestine public administrations in the topic of: Employment, Training and Immigration “Employment Policies and Public Authorities Development Role”

Three trainers were responsible of this delivery from NCCI and ANNU targeting officers from all related ministries, such as Ministry of Labor, Ministry of Education and Ministry of Social Affairs Development.

In addition to other related public associations, Over than 30 participants attended for the four days from different ministries directorate in Palestine.

Each participant has the chance to learn new concepts, work in groups, introduce new partners who might have future collaboration and get recognized for MoreThanAJob project and portal in details.

The training analyzed in details the context of employment situation, obstacles, actors, work integration between different parties, public policy life, main concepts, social values, role analysis, relations and determinations, etc. These topics enabled participants and enrich their knowledge for their future work. Participants also were able to break the ice in dealing with each other discussing these topics and generate new concepts and suggestions.

The training was held on: 11th, 14th, 15th,16th of March 2021 Via Zoom platform due to lock down circumstances with a corporation of Three trainers: the national trainer Mr. Thuqan Qishawi from NCCI and Baheej Nassasra and Suheir Al-Saleh from ANNU.

In Lebanon- BCTS Training for PAs:

One main topic was conducted Online in Lebanon by Business Consultancy and Training Services- BCTS for 30 participants from the PAs.

The topic was focusing on the framework and social schemes, tackling as well the policy of employment in Lebanon and the recommendations for change.



Participants were from The Ministry of Education and Higher education- Technical education, the Ministry of Social affairs and the Ministry of Labor, Municipalities, unions of different municipalities.

The Trainers of this Seminar were: Dr.Wafaa Haidamous, International Senior Trainer- CRP and Managing Director of BCTS; and Emilio Zaccour.

In Lebanon, participants who came from different ministries and municipalities were eager to learn more about the project and its framework, the social schemes and to apply this to their success stories in Lebanon.

Moreover, participants discussed and interacted together what will be the best way for a change of policies due to the hard situation and its influence to all sectors.

Each participant in these seminars had the chance to learn new concepts, to work in groups, to introduce new ideas and themselves to others who might have future collaboration and get recognized for MoreThanAJob project portal and sub grants in details.

The material prepared in English is been translated into all consortium' languages (Arabic, Italian, Greek).

Each material used includes presentations, notes, visual material and practical cases.



Table 1 Training Schedule

Training Date	Location	Prepared and Delivered by:
March 11,14,15 and 16, 2021	Online Zoom	NCCI and ANNU
March 16, 2021	Al Mujeb Hote- Karak Jordan	MUTAH - Jordan
March 17 and 18, 2021	Online - Zoom	BCTS - Lebanon

RESULTS / DISCUSSION:

These Trainings conducted in all countries were well organised and prepared in order to deliver the discussed topics in the best way and to explain to all participants everywhere the same Standards of the MoreThanAJob Project (Framework, best practices, Portal, subgrants,...):

The results were as follows:

- MoreThanAJob project and its framework priorities in details were explained.
- MoreThanAJob portal and the registration steps were well understood.
- Participants were able to analyse Employment Situation Context “PESTDL”
- The public policy life cycle was discussed
- Drawing a map for developing policies next steps
- Defining the main roles and responsibilities for each party related to employment and training
- Discussing the main concepts related to employment policies
- Illustrating the roles for non-government organizations roles
- Some recommendations for better results were offered.

The main objectives were met during this training, since the training addressed to the public administrations are unusual and different from the ordinary trainings, there is no usual ideas transferring or brainstorming between different public officers or different ministries employees in each country with other related associations; this had led to new conceptual recommendations.

The main objectives were met after having satisfied all participants who attended the training and all agreed that the training had empowered their skills, introduced new concepts and enabled them to have an interesting useful time.

These Seminars allowed the Public Administrations representatives to understand better the “MoreThanAJob” project and its objectives.



This will facilitate the next steps in our project to meet our objectives in each Partners' countries.

CONCLUSIONS AND RECOMMENDATIONS

The overall implementation of the MoreThanAJob's PAs Seminars has strengthened the project network and collaboration at a cross-border level. In general, the activities focused on building and strengthening the capacity of trainees, in terms of knowledge and skills for implementing and disseminating the MoreThanAJob framework to Public Administrations (PAs).

In conclusion, these trainings were a great way to shed the light and highlight the mentioned topics as they are a main priority for MoreThanAJob project. They have a great benefit for both trainers and trainees and gave a new chance for learning new important concepts, not only theoretically but practically as groups.

The interaction and the spirit created during these seminars were so positive.

The participants who came from different regions and ministries, were interested at all levels. Sharing Ideas and opinions with different culture were shared during the trainings and specially their recommendations that we will take into consideration.

In addition, the exchange of best practices has brought forward "new knowledge" among the participants and during the discussions common challenges and ideas were shared. Overall, the networking of the trainees has been strengthened and a common channel of communication, mutual learning and support has been created. Such an outcome is crucial and beneficial especially for the later stages of our project.

The Material were sent by Email during the ONLINE trainings; and concerning the ONSITE Training, it was delivered on a flash-Memory.

We highly recommend to distribute certificates; the participants will take it positively and it will add value to our credibility.

The main trainees' (representatives) recommendations were as the following:

- Conducting some case studies to study all issues' sides and outcomes.
- Considering the training as a credited material and printing hard copies for stakeholders who would refer to.
- Stimulating youth to create their own projects since self-employment opportunities are much effective and after realizing the public policies strategies.



- Encouraging more stakeholders to register on MoreThanAJob portal to enable more cooperation between them locally and regionally.
- Creating more networking and collaborations between related public authorities for more effective work regarding the mentioned topic.
- Keeping in relationship with them to conclude the project
- Being in contact with them for better future cooperation.

APPENDICES

Annex 1: PAs Seminar in Jordan (MUTAH University March 16, 2021)

الجهة المنظمة	جامعة مؤتة الاردن
التاريخ	2021-3-16
الوقت	17.00-9.00
المسؤول المباشر	اد عمر المعاينة
المواضيع	<ul style="list-style-type: none"> • سوف يتم تغطية المواضيع التالية • التعريف بالمشروع (اهدافه و المنحة وموقعة على المواقع ومنصبته) • البطالة بالاردن • سياسات العمل الحكومي بالاردن • اثر الجائحة على قطاع العمل بالاردن • الاندماج والتكامل الاجتماعي
الاهداف	<ul style="list-style-type: none"> • 1. عرض سياسات العمل بالاردن ومناقشتها • 2. التحديات المستقبلية بسبب البطالة • 3. تكامل سوق العمل • 4. متطلبات سوق العمل من خلال مطابقة المهارات وتمكين وتوجيه الشباب • 5. تعزيز التكامل الاجتماعي من خلال تدخلات خدمة المجتمع

النشاط	الوقت
• تسجيل	9.15-9.00
• كلمة ترحيبية من رئيس الجامعة	9.30-9.15
• مقدمة عن مشروع اكثر من فرصة عمل منسق المشروع بالاردن (الاهداف و الموقع و منصة المشروع و المنحة)	10.30-9.30
• يقدمها الدكتور عمر المعاينة	
• استراحة	11.00-10.30
• سياسة العمل بالاردن (الاجراءات ومناقشتها)	12.00-11.00
• الدكتور محمد المجالي	
• العاطلين عن العمل بالاردن (اسباب و اجراءات)	13.00-12.00

الدكتور سيف النوايسة	•	
الاندماج والتكافل الاجتماعي	•	14.00-13.00
الدكتور رامي العساسفة	•	
غداء	•	15.00-14.00
اثر جائحة كورونا على سوق العمل	•	16.00-15.00
الدكتورة سهى الضمور	•	
نقاش	•	17.00-16.00
تقييم التدريب	•	17.15-17.00

Annex 2: PA's Seminar in Palestine (NCCI and ANNU March 11,14,15 and 16, 2021)

NCCI - ANNU (Trainer: Thuqan Qishawi)

Time	Content / Activity	Remarks
09:30 – 09:00	<ul style="list-style-type: none"> Opening Expectations and Fears Introducing MoreThanAJob Project Pre – Test Trainees Previous Experiences Training Objectives Training Methodology 	
11:00-09:30	<ul style="list-style-type: none"> Analyzing Employment Context and Policies Employment Obstacles in Palestine Palestinian Circumstances Analysis 	Groups Work, Discussion
Break		11:15-11:00
12:30-11:15	<ul style="list-style-type: none"> Main Actors in Drawing Policies "Parties, Roles, Responsibilities" How Can We Make Work Integration 	Groups Work, Discussion
Break		12:40-12:30
13:20-12:40	<ul style="list-style-type: none"> How is Public Policy created? Public Policy Life Cycle 	Local and Global Examples
13:30-13:20	<ul style="list-style-type: none"> Wrap Up Evaluating day 1 	

Annex 3: PA's Seminar in Lebanon (BCTS March 17 and 18, 2021)

BCTS (Trainer: Dr. Wafaa Haidamous)

اليوم الأول	البرنامج
<ul style="list-style-type: none"> • الترحيب واستقبال المتدربين • عرض المشروع • أهداف البرنامج - المقدمة وتعارف • إطار من المخططات الاجتماعية MoreThanAJob • الجمهور المستهدف وأهداف الإطار • تمارين تطبيقية 	١٠:٤٥ - ٩:٠٠
استراحة	١١:٠٠ - ١٠:٤٥
<ul style="list-style-type: none"> • مناهج ومنهجيات البحث • أولويات الإطار في ما يخص الدمج الاجتماعي • تمارين تطبيقية 	١٢:٣٠ - ١١:٠٠
استراحة	١٢:٤٥ - ١٢:٣٠
<ul style="list-style-type: none"> • أولويات الإطار في ما يخص الدمج الاجتماعي (تابع) • تمارين تطبيقية لكل مجموعة بأفضل قصص نجاح • الخاتمة • تقييم اليوم الاول 	3:٠٠ - ١٢:٤٥
اليوم الثاني	البرنامج
<ul style="list-style-type: none"> • استقبال المتدربين • عرض منصة المشروع • ملخص اليوم الأول • تحديد دور الارشاد والتوجيه • ما هي سياسات التشغيل • المحيط المؤثر بالأدارات • نموذج تطبيقي 	١٠:٤٥ - ٩:٠٠
استراحة	١١:٠٠ - ١٠:٤٥
<ul style="list-style-type: none"> • تسلسل السياسات ومستويات الأدارات • الوعي الاجتماعي • الأستبعاد والتهميش الاجتماعي • الفئات المهمشة 	١٢:٣٠ - ١١:٠٠

استراحة	١٢:٤٥ - ١٢:٣٠
<ul style="list-style-type: none"> • التغلب على التحديات والعقبات في الممارسات الثقافية • تمارين تطبيقية • الخاتمة- التوصيات • تقييم اليوم الثاني 	3:٠٠ - ١٢:٤٥

Annex 4: Invitations

MoreThanAJob

Reinforcing social and solidarity economy for the unemployed, uneducated and refugees

سعادة النائب هيثم الزبيدي/النائب الثاني لرئيس مجلس النواب المحترم

تحية طيبة وبعد

تحت رعاية عطفة رئيس جامعة مؤتة تتشرف الجامعة بدعوتكم لحضور ورشة العمل التدريبية عن سياسات العمل في الأردن ودور النوازل العامة في تطويرها من خلال مشروع أكثر من وظيفة (MoreThanAJob) المندمج من الاتحاد اوروبي

التي سوف تمتد يوم الثلاثاء الموافق 2021-3-16 من الساعة 9.00 صباحا ولغاية الساعة 5.00 مساء

- يرجى الحفاظ على اومر الدفاع بارتداء الكمام والحضور على التبادل الاجتماعي
- يرجى ترشيح بالحد الأقصى شخصين
- المكان فندق الموجب /الكراف/ التنية
- للاتعداد يرجى الاتصال: 0796629922



MoreThanAJob

Reinforcing social and solidarity economy for the unemployed, uneducated and refugees

سعادة رئيس مجلس محافظة الكرك المحترم

تحية طيبة وبعد

تحت رعاية عطفة رئيس جامعة مؤتة تتشرف الجامعة بدعوتكم لحضور ورشة العمل التدريبية عن سياسات العمل في الأردن ودور النوازل العامة في تطويرها من خلال مشروع أكثر من وظيفة (MoreThanAJob) المندمج من الاتحاد اوروبي

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- يرجى ترشيح بالحد الأقصى شخصين
- المكان فندق الموجب /الكراف/ التنية
- للاتعداد يرجى الاتصال: 0796629922





بيروت، الأربعاء، 3 آذار 2021

حضرة رئيس بلدية الجببية - البومرية - المد
الأستاذة أطفون جيايرة المحترمة،

تحية طيبة وبعد،

لقد جعلكم بكتابنا هذا طالبين منكم تعيين أشخاص إداريين أو تنفيذيين بخصمونة الدورة كترتيب بإطار مشروع MoreThanAJob، الذي هو عبارة عن تحالف "Consortium" يضم جمعيات ومؤسسات من دول فلسطين، الأردن، لبنان، إيطاليا واليونان بجمعهم هدف اجتماعي اقتصادي واحد، ببرنامج مبادرة دول الجوار الأوروبي لخلق الشراكات العابرة للحدود على الحوض المتوسط "ENI CBC MED"، لا سيما في أحد أهدافه الاستراتيجية المتمثلة بالاندماج الاجتماعي ومكافحة الفقر.

وبما أن مؤسسة BCTS في لبنان، شريكة في هذا المشروع سوف يتم اختيار 3-6 أشخاص من كل جهة إدارية ليتم تدريبهم ONLINE بمواضيع تتناسب مع أهداف مشروعنا. نود أن نعلمكم بأن اختيار هؤلاء المترشحين يجب أن يتم وفقاً للمعايير التالية:
I. رئيس مصلحة أو رئيس دائرة مئة بالتدريب وتوجيه الأشخاص غير المتعلمة.
II. خاضع مسبقاً لدورات تدريبية وبصفات تمكنه التواصل مع الآخرين بشكل احترافي.
III. لا يتجاوز عمره السنين سنة.

هذه الدورة سوف تتم على مدار يومين من الساعة 9 حتى 2 من بعد الظهر في آذار 17-18، 2021 بعنوان الحوار والتواصل الاجتماعي من أجل بيئة أفضل. لذلك، نرجو من سعادكم اختيار هؤلاء الأشخاص المعززين لهذه الدورة المقترحة وسوف يتم الاختيار على هذا الأساس. بانتظار ردكم الكريم خلال أيام قليلة، نشكر تعاونكم.

ملاحظة: نرفق آتاه مشروعنا بالمتنصر باللغتين، العربية والإنكليزية، وكتاب ابناء اعضاء، راجين الاضطلاع عن المعلومات الإضافية عن المشروع.

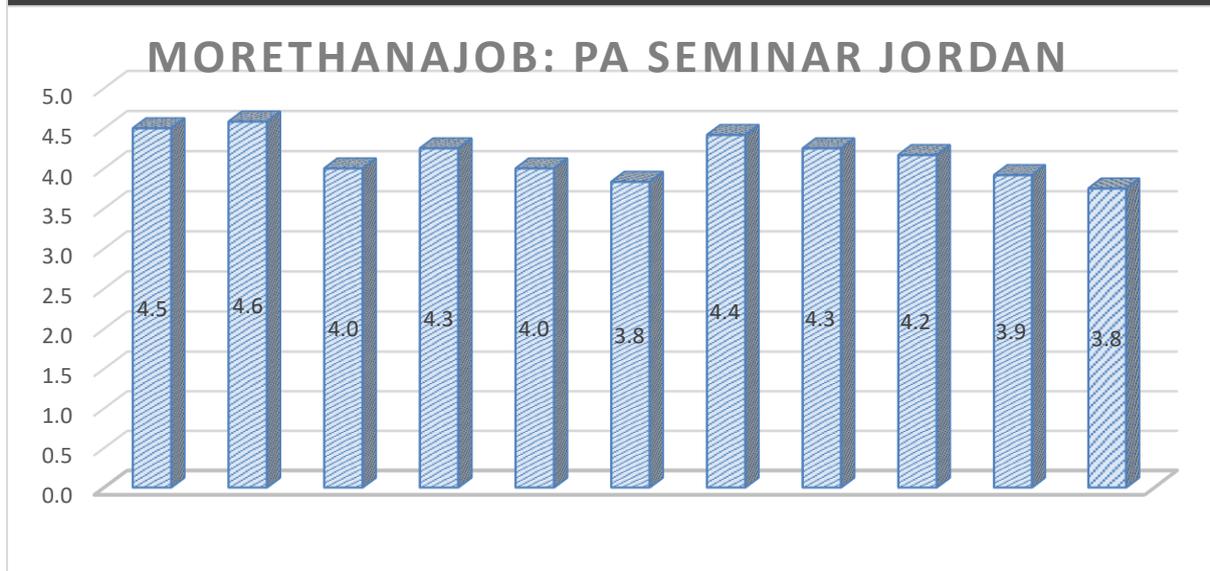
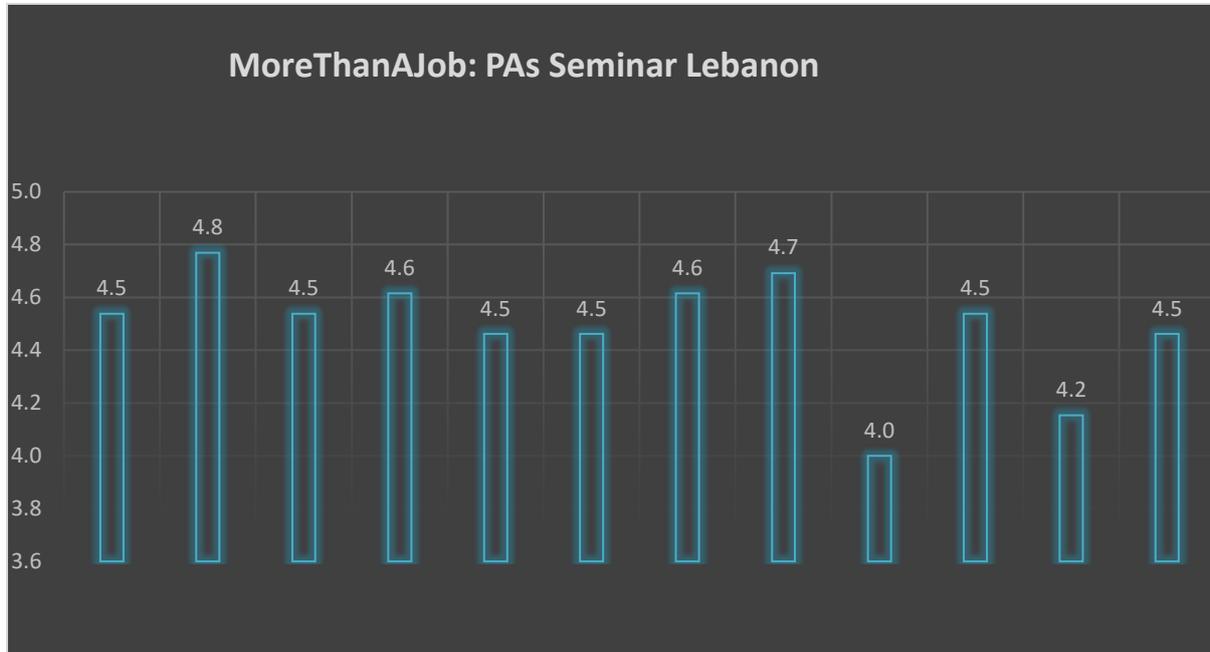
الندوة العامة
د. وفاء هياويوس

Annex 5: PAs Evaluation Results

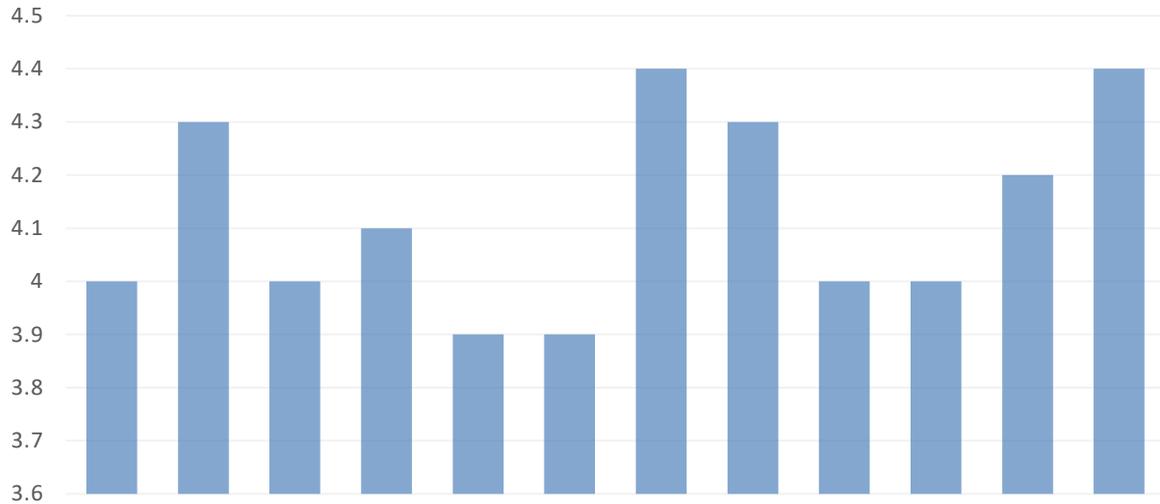
Evaluation Questions

- The objectives of the training were clearly defined
- Participation and interaction were encouraged
- The topics covered were relevant to me
- The content was organized and easy to follow
- The material distributed were helpful
- This training experience will be helpful in my field of work
- The trainer was knowledgeable about the training topic(s)
- The trainer was well prepared
- The trainer appearance was professional
- The training objectives were met
- The time allocated for the training was sufficient
- The online discussion and facilities were adequate and sufficient

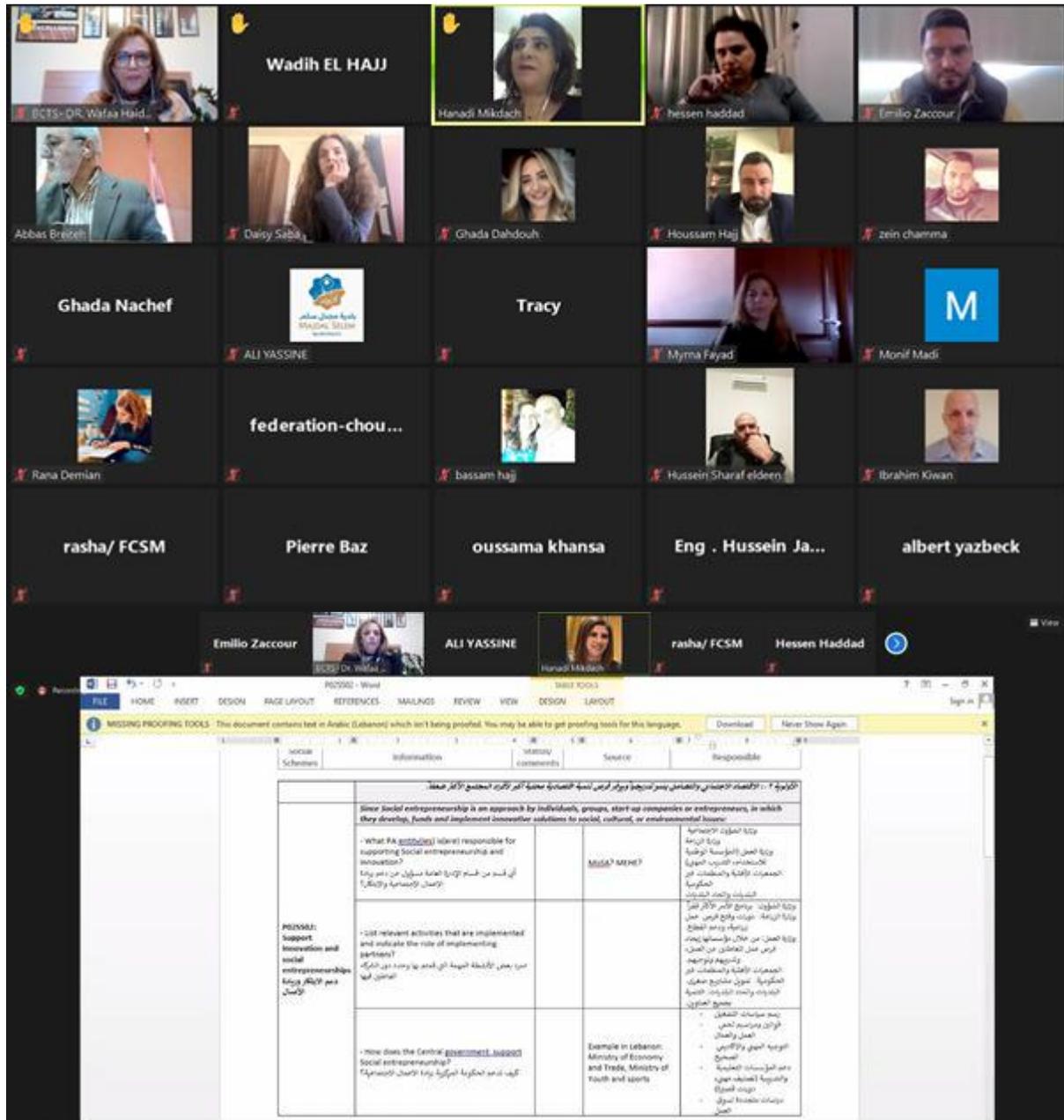
Evaluation Chart



MoreThanAJob: PAs Seminar Palestine



Annex 6: Pictures from the ONLINE/ONSITE PA's Seminar



The screenshot shows a Zoom meeting grid with 20 participants. The participants' names and avatars are visible in the grid. In the foreground, a Microsoft Word document is open, displaying a table with Arabic text. The table has four columns: 'SOCIAL Schemes', 'Information', 'Strategy comments', and 'Responsible'. The text in the table discusses social entrepreneurship and its role in supporting innovation and social entrepreneurship in Lebanon.

SOCIAL Schemes	Information	Strategy comments	Responsible
	<p>الذكورة ٢٠٠٠ الأبعاد الاجتماعية والتفصيل بنوع التبريد وبتكرير كرس نسبة التصانيد معينة كمر التبريد المتعلق الأثر الصفاء</p> <p>Since social entrepreneurship is an approach by individuals, groups, start-up companies or entrepreneurs, in which they develop, fund and implement innovative solutions to social, cultural, or environmental issues:</p> <p>- What FA entities are responsible for supporting social entrepreneurship and innovation? التي قدس من قسم الإدارة العامة مسؤولون من دور وزارة الاقتصاد والتنمية والابتكار</p>		
<p>PROS&S: Support innovation and social entrepreneurship دعم الابتكار مع الأعمال الاجتماعية</p>	<p>- List relevant activities that are implemented and evaluate the role of implementing partners? اذكر بعض الأنشطة المهمة التي قدس بها وزارة الاقتصاد والتنمية والابتكار</p>		
	<p>- How does the Central government support social entrepreneurship? كيف تدعم الحكومة المركزية برندا الأعمال الاجتماعية</p>		<p>Example in Lebanon: Ministry of Economy and Trade, Ministry of Youth and sports</p>





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unemployed, uneducated and refugees

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