



Palestinian Businesswomen's Association
الجمعية الفلسطينية لصاحبات الأعمال

Policy paper:
TOWARDS A GENDER RESPONSIVE TVET
TO INCREASE WOMEN ECONOMIC
“PARTICIPATION”

June
2020

Prepared by: Dr Randa Hilal & Joud Nassar
Optimum for Consultancy and Training

The Palestinian Business Women’s Association (ASALA) produced this paper to support its members in economic empowerment by using Technical, Vocational Education and Training (TVET). Also; to encourage females towards TVET, as a catalyst for women entrepreneurship and starting own work. The importance of this policy paper is apparent in linking two important sectors (TVET on the one hand) and (entrepreneurial services for women on the other hand), both of which seek to empower women. In addition; ASALA policy document reflects this interest.

As a general background, various studies showed the need for policies that work on gender equity in the field of TVET, and to stimulate the enrollment of women in TVET various levels. It also showed the impact of TVET in raising women's economic participation. Studies has also indicated women entrepreneurs’ high demand for vocational training.

The need for vocational training is high among women entrepreneurs, as noted through a needs’ assessment study conducted by ASALA for 1,000 low income women who are their members. The study indicated that even within the traditional sector of food processing, technical training was needed, as their technical skills in the field were limited, and their ability to deal with challenges was also limited. Such as addressing bees’ disease or lacking the experience in dealing with the exact procedures for food production. Moreover, the study has identified their limited entrepreneurial competencies.

This was further confirmed through the conducted consultation with women in May 2020 by OPTIMUM for the current policy paper, one of the women noted:

"I lost many of my herd last year due to an illness and health -related steps we did not know about. I would be interested to know more with regard to my field". Khetam- owner of goat breeding business”

Moreover; as noted through consultations with partners; many of the women's micro and small businesses' products were similar, they face severe competition, and lack innovation. Thus, the need for new skills for women is apparent, highlighting the importance of VET for women entrepreneurs and business owners. The identified training needs fall into the Continuous Vocational Education and Training (CVET) category provided as part of adult education, and would serve ASALA's beneficiaries. The need to encourage women and girls to join the Initial Vocational Education and Training (IVET) as a catalyst for entrepreneurship was also highlighted.

The rapid participatory research, which preceded the preparation of the paper, revealed the existence of clear gaps in TVET responsiveness to the needs of girls and women, and to gender . Stakeholders' consultation revealed that there is a national interest in a more responsive and inclusive VET, evidenced by their adopted measures. Consultation has also revealed that there are multiple bodies working in the field, and there is a need to unify efforts and work to bridge the policies and procedures gaps, revealed by the paper.

Therefore, the policy paper provides an ample opportunity for stakeholders to adopt it, and work on it through collective frameworks, which adds to the significance of the paper. The policy paper may be adopted fully or partially on the national level, as noted through our meetings with the Ministry of Women's Affairs, the National Committee for Women's Employment, the Ministry of Labour and the Ministry of National Economy, the Ministry of Education, relevant programs and non-governmental entities.

The policy paper covers issues that need interventions, as well as the proposed policy and program-related interventions, and attaches the lobbying and advocacy plan that clarifies the role of stakeholders within. The presentation of issues includes the IVET and CVET contexts and highlights best practices in Palestine, and gaps.

To view the full study, please contact us via e-mail: : info@asala-pal.org,
Or, via phone number: 02-2413035