



ILO's Training with Palestinian Women Engineers in Gaza

2011

Background

The joint programme under the UNDP-Spain MDG Achievement fund (MDG-F) on "Gender Equality and Women's Empowerment in the occupied Palestinian territory" brought together six UN agencies (the UNDP, UNIFEM, UNFPA, UNESCO, UNRWA and ILO) to work jointly with relevant ministries of the PA, effective partners from civil society and the private sector on the promotion of Palestinian women's social, economic and political empowerment through three main outcomes:

- 1) Reducing gender-based violence and all forms of violence against women;
- 2) Increasing the representation of women and women's issues in decision-making bodies;
- 3) Advancing equal opportunities for women's economic participation, especially women survivors of gender-based violence.

The ILO took the lead for achieving programme outcome three "advancing equal opportunities for women's economic participation, especially women survivors of gender-based violence". One of the outputs under this outcome focused on women in TVET. A rapid skills assessment was conducted by the ILO in Gaza on skills needed. Skills gaps were identified between demand and supply of skilled workforce in construction sector in Gaza Strip. The assessment noted that construction market needs qualified civil engineers, women or men, in construction project management.

Women Engineers Skills Development Programme



A skills training course for the unemployed Palestinian women engineers in the construction sector in the Gaza Strip was planned, in order to:

- Empower women civil engineers to participate effectively in the construction sector in Gaza, and
- Enhance women civil engineers' skills and capabilities to access the labour market.

The training will also give opportunities to women graduates to access subsidized on-the-job training that encourage small and medium enterprises to hire women engineers, provide them with short term income and allow them to accumulate experience and applied knowledge in their fields of education.

At the end of the project, it is expected that 40 women engineers are trained and have improved their management skills to lead projects in construction sector. In addition, opportunities for women trainees increased in practical work environment to secure jobs and have easier access for future career requiring practical experience.

Based on the revision and evaluation of the proposals, the Community Service and Continuing Education Deanship (CSCED) of the Islamic University in Gaza was subcontracted to implement the training course. In May 2011, ILO and CSCED signed a seven months service contract targeting 40 unemployed women civil engineers. CSCED established a steering committee for the project.

The main deliverables of the project are:

- The design and development of an accelerated training curriculum, format and contents (including delivery content and handouts) of the training activities on project construction management and promote uptake skills and knowledge, to target groups.
- The provision and implementation of the training and subsidies on-job training activities.

Course Description

Construction project management (90 hours): The first phase of the training is about management skills, project cost estimation, project reporting, bidding, computer applications including Ms-Project 2007, Advanced Excel, and AutoCAD 2008-2D.

Subsidized on-the-job training (120 hours over 3 months): The second phase of the programme is to implement the subsidized on-job training programme.

A Construction Project Management Handbook was prepared and developed by the CSCED-IUG and reviewed by relevant ILO staff by the end of June 2011.

The process of the selection of the women engineers included the development of the selection criteria and questionnaire, call for applications, screening of applications and conduction of interviews. Based on this process 44 women civil engineers were selected and started the first phase of the training July 2nd, 2011 which was concluded by August 10, 2011.



The IUG has established electronic forum for women Engineers to discuss issue of concern and constraints they face in the construction sector.

Next Step:

- The IUG is in the process of contracting SMEs in construction sector to start the on-job training for three months for the women graduates over the period of September-November, 2011
- In the context of the TVET campaign, the ILO will track the graduates reflecting their stories of progress in the campaign materials.

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