Women’s Employability in Jordan and occupied Palestinian Territory: Challenges and Opportunities
Research Team
Iman Assaf Researcher

Research assistants
Jordan: Mira Abu Mogli
Gaza Strip: Donia El’ Aamal Ismail

Alianza-ActionAid Team: coordination and review
Soraida A.Hussein
Sagrario Monedero López
Eva Moreno Anadón
This research has taken place in the first half of 2021 in Jordan and the occupied Palestinian Territory

During the conduct of this study, participants were informed of the purpose of the study and that their testimonies would be used only for that purpose and in strict confidentiality, without revealing names or any details that could endanger the participants. They were also informed of their right to non-reproduction.

This publication has been created with funding from the Spanish Agency for International Development Cooperation – AECID and the Education, Audiovisual and Culture Executive Agency of the European Union (EACEA). Its content is the sole responsibility of the authors and does not necessarily reflect the institutional views of AECID or EACEA. The inclusion of the logos does not imply the endorsement by the Agency to the publication or the positions expressed in this document.

This research has been funded by the support of two programs:

- “EU Aid Volunteers increasing protection capacities of local communities and organisations in humanitarian contexts”. Project EACEA/ 2018-2363/001-001 (EACEA). Financed by the Executive Agency within the Education, Audiovisual and Culture Executive Agency of the European Union (EACEA)

- Program “Reduce gender inequality in Occupied Palestinian Territory (OPT)” Code: 18-C01-1179. Agencia Española de Cooperación Internacional para el desarrollo (AECID).

This study may be copied and distributed in any media or format, provided its authorship is recognized and acknowledged. The study may not be used for any commercial purposes.

© Alianza-ActionAid España 2020

www.alianzaporlasolidaridad.org
# LIST OF CONTENTS- INDEX

<table>
<thead>
<tr>
<th>Contents - Index</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acronyms</td>
<td>2</td>
</tr>
<tr>
<td>Executive summary</td>
<td>5</td>
</tr>
<tr>
<td>Chapter I. Introduction and methodology</td>
<td>14</td>
</tr>
<tr>
<td>Chapter II. Setting the context</td>
<td>16</td>
</tr>
<tr>
<td>1. Women’s Economic Empowerment</td>
<td></td>
</tr>
<tr>
<td>2. The Reality of the Palestinian and Jordanian Economies</td>
<td></td>
</tr>
<tr>
<td>3. The Gross Domestic Product (GDP) and Growth Rates</td>
<td></td>
</tr>
<tr>
<td>4. Poverty Indicators</td>
<td></td>
</tr>
<tr>
<td>5. Employment</td>
<td></td>
</tr>
<tr>
<td>6. Employment and Economic Activity</td>
<td></td>
</tr>
<tr>
<td>7. Development of Female Employment in Productive Activities (Industry and Agriculture)</td>
<td></td>
</tr>
<tr>
<td>8. Unemployment</td>
<td></td>
</tr>
<tr>
<td>9. Wages by Gender and Economic Activity</td>
<td></td>
</tr>
<tr>
<td>10. Employers and workers institutions</td>
<td></td>
</tr>
<tr>
<td>Chapter III. Brief description of the energy and environmental situation and main challenges</td>
<td>30</td>
</tr>
<tr>
<td>1. Degradation of Land Resources</td>
<td></td>
</tr>
<tr>
<td>2. Power</td>
<td></td>
</tr>
<tr>
<td>3. Water</td>
<td></td>
</tr>
<tr>
<td>4. Solid waste Management</td>
<td></td>
</tr>
<tr>
<td>5. Wastewater Management</td>
<td></td>
</tr>
<tr>
<td>6. Air Quality</td>
<td></td>
</tr>
<tr>
<td>7. Cost of Environmental Degradation</td>
<td></td>
</tr>
<tr>
<td>Chapter IV. The reality as reflected in the sectorial government policies</td>
<td>36</td>
</tr>
<tr>
<td>1. Agricultural Sector</td>
<td></td>
</tr>
<tr>
<td>2. Economic and industry development sector</td>
<td></td>
</tr>
<tr>
<td>3. Environmental Sector</td>
<td></td>
</tr>
</tbody>
</table>
4. Gender equality and justice
5. Innovation, Entrepreneur Development and Excellence
6. Green Economy
   a. Green Economy and Job Creation
   b. Arab Green Economy
   c. At the level of Jordan and Palestine

Chapter V. Proposal of sectors and economy activities

1. Agricultural Subsectors
   a. Urban Agriculture Animal Husbandry
   b. Systems for integrating aquaculture into farms
2. Industry
   a. Food Industry
   b. Communication and Information Technology
3. Sustainability and Green Economy
   a. Green Economy Definition
   b. Jordanian and Palestinian Government Commitment to Green Economy
   c. Renewable Energy

Chapter VI. Women entrepreneurs- stories of bravery and courage

1. Main findings from the Focus groups
2. Motives for Entrepreneurship
3. How Women Entrepreneurs Chose Their Ideas of Entrepreneurship
4. How the project started; getting the training
5. Project funding; personal, family assistance, grant or loan
6. The development and expansion of the project after its establishment,
   how, production increase, marketing increase, new customers
7. The impact of the project on entrepreneurship and the value added to it
   personally, and economically, at the family level, at the community level
8. Challenges face by women
    a. At the family and community levels
    b. Challenges faced by women entrepreneurs in the foundation phase
    c. Challenges facing women entrepreneurs at the current stage
9. Possible opportunities from the perspective of women entrepreneurs to engage women in the broad entrepreneurship of the green economy
10. Words from entrepreneurs women for women who want to enter entrepreneurship in general / in the green economy

---

Conclusion

Recommendations

List of figures

List of boxes

List of references English and Arabic

Annexes

Annex 1. Other Case Studies
a. Case Study: Yusra Samara from Jordan
b. Case Study: Magda Salsa’ from the West Bank

Annex 2. Community And Non-Governmental Institutions

Annex 3 List of Institutions and Entrepreneur Interviewed in Jordan and Palestine
a. List of Institutions interviews Jordanian
b. List of entrepreneurs in Jordan
c. List of Institutions interviews the West Bank
d. List of institutions interviews Gaza Strip
e. List of Entrepreneurs in the Gaza Strip
f. List of Entrepreneurs in the West Bank

Annex 4. Pictures of some women’s projects
a. Rooftop farming in the Gaza Strip
b. Hydroponics on rooftops for entrepreneurship, the effects of Bashir, Qabalan village, south of Nablus
c. The environmental farm of hope for the entrepreneur Bayan Qteet from Hebron, Raboud village, Dura governorate, south of Hebron
d. Al-Ruwaisat carpentry, Al Walaja village, west of Bethlehem
e. Candles from the industry pioneering Bayan Farraj Ramallah
**Acronyms – abbreviations**

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AR</td>
<td>Arab Region</td>
</tr>
<tr>
<td>BAU</td>
<td>business-as-usual</td>
</tr>
<tr>
<td>BDC</td>
<td>Business Development Center</td>
</tr>
<tr>
<td>CIT</td>
<td>Communications and Information Technology</td>
</tr>
<tr>
<td>CM</td>
<td>Digital Economy and Entrepreneurship</td>
</tr>
<tr>
<td>DEE</td>
<td>Council of Ministers</td>
</tr>
<tr>
<td>DG</td>
<td>Director General</td>
</tr>
<tr>
<td>EE</td>
<td>Entrepreneurship and Empowerment</td>
</tr>
<tr>
<td>EONC</td>
<td>Environmental Organizations Network Competition</td>
</tr>
<tr>
<td>ESCWA</td>
<td>Economic and Social Commission for Western Asia</td>
</tr>
<tr>
<td>EU</td>
<td>European Union</td>
</tr>
<tr>
<td>GAM</td>
<td>Greater Amman Municipality</td>
</tr>
<tr>
<td>GGGI</td>
<td>Global Green Growth Institute</td>
</tr>
<tr>
<td>GCF</td>
<td>Green Climate Fund</td>
</tr>
<tr>
<td>GWTP</td>
<td>Gray Water Treatment Plants</td>
</tr>
<tr>
<td>GMB</td>
<td>Green Management and Building</td>
</tr>
<tr>
<td>GTP</td>
<td>Green Tech Project</td>
</tr>
<tr>
<td>ILO</td>
<td>International Labor Organization</td>
</tr>
<tr>
<td>IPA</td>
<td>Investment Promotion Act</td>
</tr>
<tr>
<td>JREI</td>
<td>Jordan’s renewable energy industry</td>
</tr>
<tr>
<td>JVLCT</td>
<td>Jordan Valley Links/Clean Technology Project</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-governmental organizations</td>
</tr>
<tr>
<td>MENA</td>
<td>Middle East and North Africa</td>
</tr>
<tr>
<td>MNE</td>
<td>Ministry of National Economy</td>
</tr>
<tr>
<td>ME</td>
<td>Ministry of Environment</td>
</tr>
<tr>
<td>MWA</td>
<td>Ministry of Women’s Affairs</td>
</tr>
<tr>
<td>MW</td>
<td>Megawatt</td>
</tr>
</tbody>
</table>
MW  Municipal Waste
NEC  National Energy Saving Council
NDC  Nationally Determined Contribution
OPT  Occupied Palestinian territories
PC   Palestinian Cabinet
PA   Palestinian Authority
PA   Protected Area
PGFTU Palestine General Federation of Trade Unions
PIF  Palestine Investment Fund
RE   Renewable Energy
PR   Palestinian Roadmap
PVNR Palestinian Voluntary National Review
r2dRue 2d Rain Use Efficiency model
REEEA Renewable Energy and Energy Efficiency
REEE Renewable Energy and energy Effectiveness
REL  Renewable Energy Law in Jordan
SCCE Supreme Council for Creativity and Excellence
UNICEF United Nations Children’s Fund
UNFCCC United Nation Framework Convention on Climate
UNDP United Nations Development Programme
UNRWA United Nations Relief and Works Agency
WHO  World Health Organization
WWTP Wastewater Treatment Plant
Women’s Motivations for entrepreneurship

- unemployment
- lack of quality jobs
- improving the standard of living
- desire to be an active member of the society
- prove to society that women can do whatever they want
Palestinian and Jordanian economies are small economies. Economic and statistical data analysis shows the weakness of the Jordanian and Palestinian economies on the one hand, and on the other hand, and according to the definition of the green economy, which focuses on the optimal exploitation of resources and their employment in a way that guarantees issues related to environmental dimensions, renewal and sustainability, the implementation of these policies in both countries is still weak. Therefore, it is not considered a priority for the government in the foreseeable future. Income generation opportunities are the priority, due to the high rates of poverty and unemployment.

There are no measurement indicators available in the Jordanian and Palestinian economies to monitor the development of the trend towards a green economy, enabling the measurement of the extent of achievement in this matter. Economic production may increase temporarily, as happened in some years that witnessed economic growth, but the unsustainable use of resources in the long run will have counterproductive results for future generations, in terms of poverty, unemployment and economic growth, because the production process is based on the depletion of natural resources, which cannot be ensuring solutions to the problem of resource depletion except by adopting production processes based on the green economy. Jordan has strengthened its commitment over the past decade to transition to a green economy, through government strategies and policies for green growth in various fields, especially in the areas of renewable energy, wastewater recycling, tourism, and the promotion of fresh water sources.

Most of these initiatives, programs and projects in Jordan come in partnership with international and local institutions, civil society and universities, to keep pace with global developments in the field of leadership in general and green leadership in particular. The government has implemented a number of green projects at the level of the Kingdom, providing a remarkable number of green opportunities. Palestine seeks, within the available possibilities, to promote the orientation of the green economy, by preparing governmental strategies, policies, and by strengthening partnerships with international local non-governmental institute even if Jordan preceded them in the direction, due to the fact that Palestine was under colonialism, which confiscated its development in general. The government has implemented some renewable energy projects in public school buildings, in addition to some wastewater recycling projects. Two projects for wastewater recycling with international funding were opened during the preparation of this study. Government policies have drawn up multiple partnerships that bring together governmental, non-governmental, civil society, and Palestinian universities. In Palestine, there are active non-governmental organizations and institutions that play a prominent role in supporting entrepreneurship and

---

**GDP 2010 - 2020**

**Palestine: $12 - 14 billion**

**Jordan: $21 - 26 billion**

Both the Palestinian and Jordanian economies depend on services, which contributes (35.1%) of the Palestinian GDP and (44%) of the Jordanian GDP.

The force participation rate in Palestinian territories reached 44.3% in 2019, (81.9%, for males and 18.1% females). In Jordan, the force participation rate reached 34.4, (53.5% compared to 14.9% for females). Where the Unemployment Rate in Palestine was 25.9%, (22.5% for males, and 40.1% for females). In Jordan, the unemployment rate reached (23 % for male, and 33% for female). In Palestine, (73%) of working women work in the service sector, in Jordan this percentage rises to reach (85%).
entrepreneurs of both sexes, with a focus on women, young women and marginalized families, through training, incubation and acceleration of entrepreneurial projects. Sponsorship is provided for participation in international competitions, and networking with funders.

**Governmental and Institutional framework**

In both countries, there are many government centers, NGO, civil society institutions, a number of associations, specialized incubators and business accelerators, which care and provide services for developing pioneering ideas and training services, and incubating pioneering projects in the fields of environment, energy, agriculture and leading green projects. These institutions have practical experience in developing green Entrepreneur projects in general, and what they will achieve in terms of economic growth and the creation of sustainable job opportunities for youth and women in regions that suffer from high unemployment rates and slow economic growth. In addition to what some international institutions provide, whether in direct implementation, financing or training.

In the economic and industry development sector in both countries, all the objectives, policies, and indicators are lacking a proper gender perspective. In both Jordan and Palestine, there are no policies that support the approach of Green Economy, and the interview confirms the lack of awareness of the green economy.

The Palestinian Ministry of women’s affairs conducted a study related to the gender-responsive policies adopted by the Council of Ministers over period of (20) years, and the result was that economic empowerment policies were the weakest in implementation. Accordingly, a decision was issued by the CM to form a national committee to study all policies, develop solutions and overcome the gap between the sexes. The National Commission for Women, as a partner in achieving sustainable development, calls on the Government, partners and civil society organizations to provide decent working conditions, resolve the gender gap, eliminate discrimination, and achieve equal access to resources and opportunities to ensure agricultural policies and programs that are aware of gender issues.

Both countries have governmental mechanisms of Entrepreneurship. Besides, the Supreme Council for Creativity and Excellence (SCCE) was established in Palestine in 2012, as a governmental institution, an incubator and umbrella for creativity. The Council represents all government, non-governmental, universities and civil organizations. The council works in the stim field of innovative ideas in science, technology, engineering, and industry that serve economic entrepreneurship. So far, the Council has supported 10 startups since 2016, and any environmentally harmful project is excluded.

According to the Council, entrepreneurship in Palestine is generally weak. According to the interviewed person, five years ago, women’s entrepreneurship was not acceptable, but nowadays, entrepreneurship for women is much better. The use of online technology opened up great prospects for women. Also, the Council gives priority to women through involving them with international conferences. Work is under way on the construction of three Council buildings; the first of which is modern laboratories in agriculture; the second is for management; and the third is for the innovators, and it has a library, halls and all that entrepreneurs’ need.

The impact of the project on entrepreneurship and the value added to it personally, and economically, at the family level, at the community level.

Women entrepreneurs in Jordan and Palestine have confirmed that working on their own projects has brought about positive transformations in their lives, personally, socially and economically, and the impact of entrepreneurship has been positive at all levels; personal level, in terms of increasing their self-confidence; financial independence, personal strength, productive and marketing skills, as well as their relationships. Through their projects, they were able to help their families; improve the standard of living, provide healthy food to the community, provide commercial services that were lacking in their communities; gain the respect; appreciation of the community, and being able to deal with community issues of interest to society.

They have acquired new skills and knowledge and different relationships; this has helped to improve their ability to make decisions about their lives; and they feel that the challenges they had to face meant nothing compared to what they have achieved.

The main premise of the study is to analyze three economic sectors, including the green economy sector, and to propose 2-3 sub-sectors in the selected economic sectors, in Palestine and Jordan, to explore the prospects for investing in women’s leadership in the green economy. The study identified the agricultural and industrial sectors as productive sectors that could provide green investment possibilities for women entrepreneurship. The study identified sub-sectors/activities of the agricultural sector: urban agriculture and animal husbandry, systems for integrating aquaculture into farms. And three for the industrial sector: food industries; Renewable Energy; Communications and Information Technology.
Urban Agriculture and Animal Husbandry

Due to the erosion of arable land in Palestine and Jordan, for various reasons, whether desertification or urbanization, confiscation of land and deprivation of Palestinians from investing in Area C, Households in cities, rural areas and refugee camps, in both countries, have restored urban agriculture and animal husbandry. Which constitute the most important solutions for the lack of food to the households, to achieve self-sufficiency on the one hand, and generate income for these families on the other hand. The Some forms of this cultivation are: home gardens cultivation with vegetables and fruits, by using deferent systems; horizontal cultivation in the soil; vertical water agriculture on the roofs of houses. As well as general agriculture in green public gardens, small orchards, vacant plots, animal production, olives and dates in cities and rural areas.

This kind of agriculture has a range of benefits: it contributes to reducing carbon emissions, mitigates the effects of climate change on agriculture, has access to healthy food for its consumer, contributes to the harmony of society, forges stronger social bonds, helps increase mental health, and helps raise awareness of environmental concerns. Moreover, it has economic benefits at the family and commercial levels, and providing hotels, markets and others with their need from agricultural products.\(^1\)

There are multiple experiences in Palestine for this system of agriculture during the long-term curfews, in the first and second intifadas. Families can cooperate in urban and rural residential communities to cultivate unused plots, not for self-sufficiency, also to generate income, as happened and is still in the period of the Corona pandemic.

Systems for the Integration of Aquaculture into Farms

Plant and animal farming works together in small farms around the world and uses different methods of production, and not limited to only one cultivation as in large farms, small farms produce different types of fruits and vegetables, in addition to raising fish, poultry and other animals, this provides fertilizer for plants. This system combines multiple products that reduce the risk factor in the farming process. If an agricultural type does not succeed, another type will replace it, and the remains of the agricultural crops are provided as food for animals. Raising fish, which feed on the by-products of agriculture without any cost, their dung is used as fertilizer for agriculture, and water for irrigation. Fruits provide shade for vegetables and produce fruits at the same time. The Integration of Aquaculture system achieve not only self-sufficiency from plant and animal products, but it can be profitable and generate income for women, and households.

Industry Subsectors

Food Industry

Food industry in Jordan and Palestine has great opportunities for success, employment, and ease of marketing due to the growing population. Back and forth, links of this industry are promising for success in both countries. The food industry in Palestine is estimated at 24% of the value of production, 22% of the total exports, and 22.2% of the total production of manufacturing industries. Women’s food industries in Palestine have a distinct market share for local and external consumption. In Jordan, it contributes 6.4% of the GDP, (10.5) of industrial exports, (52%) of the local market share of food industries, and (25%) of the total industrial production, and employs 50 thousand male and female workers.

Mostly food industries depend on agriculture, plants and animals, as raw materials for food processing which available, whether those produced by women themselves and their families, or those available in the neighborhood, nature and the biological system in particular in the countryside and areas prone to marginalization. The local community and neighboring areas are often the consumers of this products, especially in cases of small manufacturing. Larger projects need assistance, to study the feasibility and planning for marketing. Feminist, community, and incubating institutions could assist to promote women’s products and organize marketing exhibitions and permanent marketing places, as in the weekly (Naba El- khayrat Market), and other stores that market organic products and traditional food products.

Ecotourism, as in Jordan, can become a strong consumer. In Palestine, traditional women’s handicrafts are presented on the menu in restaurants, such as ) maftoul; Sheeshbark, Makdous) and others, and shopped in the supermarket with a direct relationship with women producers. This industry is promising for women’s entrepreneurship, in addition to the easy access to this sector in rural areas.

Communications and Information Technology

The future of the labor market is shaped by the ITC sub sector. This sub sector is seen as a very rich and complex information revolution, which is renewable and never ending. Some consider ITC as a part of the green economy, but others consider it as an industry

---

\(^1\) See page 3 of the study: "ارشادية في صالح: دورة نقلة للزراعة (.jsx) (CSBE). http://library.fes.de/pdf-files/bueros/amman/15780.pdf"
sub sector. Regardless of the location of this sub-sector, it is a promising sector that needs to reconsider the education and scientific research systems and the regulation of communication means, and development of the infrastructure in terms of the capacity and speed of the Internet and fixed broadband lines, to develop the level of services and keep pace with the rapid developments and transformations of the transition to digital economies and the related developments.

Jordan and Palestine realized the importance of this sector. The Jordanian government provided many incentives to develop the ITC sup sector, including zero sales taxes, customs duties, export income, set the interests of soft loans, and the use of movable assets as collateral for loans. The ITC sup sector is highly competitive, its total revenues amounted to $2.3 billion US dollar in 2018, and it provides (22,413) job opportunities, of which (33%) are women. In Palestine, also, the government provided a package of incentives, including zero income tax for four years for the new projects, and these projects are treated as projects benefiting from the investment law regarding customs incentives for equipment and investment inputs. The ITC sub sector is one of the fastest growing sectors, but it is still weak, according the challenges of the Israeli occupation as well as other sectors, the most important of which are restrictions on developing the infrastructure network, preventing access to the necessary equipment and supplies and preventing access to the 4G services, and preventing 3G access until 2018. It contributes is 4% of the GDP, and its market size is $651 million.

The prospects of the ITC sub sector is promising for new graduates in light of the global trend of digital economies, it is the easiest sector to export products; it's activities can be practiced from home; in addition to its diversity of applications and programs that can be produced to serve all other economic sectors.

**Renewable Energy**

Jordan and Palestine are not energy producers countries. They import nearly(97-100) of their energy needs, which costs them a high percentage of the national income for both, Jordan spends more than 13 percent of GDP on energy imports. According to OPT spends 12% of GDP on energy imports. This need for both countries prompted them to start the transition towards renewable energy for economic, environmental and operational considerations, especially since the two countries enjoy at least (300) sunny days. Both countries have completed the legislative system, strategies and investment packages for renewable energy, to encourage investors to increase investment in renewable energy in different governorates, apply international standards, create job opportunities, and launch the Renewable Energy Support Fund in Jordan. On the other hand, governmental and non-governmental institutions and universities in both countries have prepared the required training programs, and universities have opened courses and academic specializations.

Preparing the legislative system and incentive packages in both countries, stimulating the private sector to invest strongly in this field are two of the main challenges. In addition to the role of community institutions, especially in Palestine, which provided renewable energy to marginalized areas. Women owners of food processing projects in those areas benefited through the use of electrical equipment and the reduction of muscular effort in manufacturing. In Jordan, the trend for renewable energy provided (5,412) job opportunities as engineers and technicians, and worked in the field of energy efficiency (7,501), in addition to job opportunities in the commercial sector of renewable energy, (82%) of those working in the commercial sector of renewable energy were males compared to (18%) females. In Palestine, there is no statistics on the number of job opportunities provided by the trend of renewable energy, but one of the huge projects consisting of (21) thousand solar cells, which was established in the Gaza Strip during this year, provides (800) direct and indirect jobs.

In Palestine, women stormed the renewable energy sector, and renewable energy engineer Iman Ashour was the first initiator in the Gaza Strip, with awareness, persuasion, training and work. There is also a pioneering project in renewable energy in which four women work (one of whom was interviewed). In summary, this field is promising for women as engineers and technicians and institutions should promote it for improving women's employability as the same time than caring the environment.
<table>
<thead>
<tr>
<th>Sector</th>
<th>Recommendations</th>
</tr>
</thead>
</table>
| Agriculture | 1. Paying attention to strengthening the role of women farmers/producers and putting them at the heart of the food security programs and projects system with the need to recognize their great role in agricultural food security activities in the field as well as at home and within the family.  
2. Diversification of sources and crops - agricultural alternatives - in the field of agricultural land uses, within the production chain marketing, agricultural manufacturing and then marketing of manufactured products.  
3. Developing an agricultural extension system; quality and environmental agricultural production control; water resource management; wastewater; research and urban agricultural education; energy and alternative energy sources.  
4. Encouraging collective framing in projects, whether cooperatives or agricultural collective projects, because the chances of success of such projects are better, as well as going into manufacturing in agricultural food; the smaller the production (at least at the beginning of the project), the more successful the project, for easy marketing, which helps women with productive and financial independence.  
5. Developing vegetable varieties, fruits, seeds and seedlings that are compatible with weather and climate variables, in addition to equipment and techniques for the development of agricultural production projects.  
6. Smart agriculture and technology intervention to regulate agricultural operations fertilization, irrigation and moisture, and ease physical exertion effort which deters women from investing in it, thus opening the field of leadership in agriculture and technology.  
7. Facilitating and encouraging the establishment and development of modern agricultural technology initiatives and projects that suit the urban agricultural reality (especially in the Gaza Strip).  
8. Agricultural land in Jordan is governed by limited areas, controls by climate change, and water scarcity limits the expansion of agriculture, therefore, a shift to urban agriculture is necessary.  
9. In Jordan, enhance female entrepreneurs working in olive-pressing factories, but in a way that preserves the environment, and using waste by refining it by making healthy fertilizers, in addition to female entrepreneurs in the work and manufacture of stone and the work of water refining to clean the stone. |
<table>
<thead>
<tr>
<th>Sector</th>
<th>Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Industry</td>
<td>1. Creating policies and mechanisms to motivate and encourage women into entrepreneurship and in industry as well as the green economy.</td>
</tr>
<tr>
<td></td>
<td>2. Developing the working environment in industrial activities to suit women’s entry to this sector, as providing remote and marginalized areas with renewable energy to facilitate work, save time and effort, and save products from damage in refrigerators. Reducing the costs of entering industrial zones and setting a quota for women in it, so women can enter these zones and their products could be competitive.</td>
</tr>
<tr>
<td></td>
<td>3. Focusing on the development of invisible industrial and agricultural domestic production for women's employment, such as the very small products, food industries and produced from home.</td>
</tr>
<tr>
<td></td>
<td>4. Integrating and institutionalizing women’s workshops within a system that ensures their continuity and permanence, by education, training, production, management and marketing of women's products.</td>
</tr>
<tr>
<td></td>
<td>5. Adopting special measures to stimulate women’s projects, such as reducing customs duties and taxes for manufacturing equipment, as stipulated in investment laws for large investors, which does not benefit women’s projects because of the small size of capital, as well as the elimination of registration fees, and any other costs such as the fees of the registration attorney for women’s industrial enterprises for a specified period.</td>
</tr>
<tr>
<td></td>
<td>6. Providing women with greater opportunity to participate in developing solutions to the challenges faced by all economic sectors, including industry and agriculture, and there is great importance for the participation of women, specifically graduates of engineering and science colleges.</td>
</tr>
<tr>
<td></td>
<td>7. Women entrepreneurs should be increasingly targeted with financial and technical support from the chambers of commerce and industry.</td>
</tr>
<tr>
<td></td>
<td>8. Recognizing the value of the contribution of small enterprises and domestic production to economic growth in the plans and policies of the ministries of industry and reflecting this by networking the ministry with international and technical entities to open markets for their products and strengthen the role of women entrepreneurs in the success of their businesses and bring them prominently to the green economy sector.</td>
</tr>
<tr>
<td></td>
<td>9. Strengthening the relationship between capital and green economy workers and creating opportunities for their relationship.</td>
</tr>
<tr>
<td></td>
<td>10. Expanding the public-private sector networking circle and developing the standards of awareness among workers themselves of the concepts of green technology and its impact on supporting entrepreneurship projects, especially for women.</td>
</tr>
<tr>
<td></td>
<td>11. Adopting the Startups Act in Palestine to protect entrepreneurs and innovators, provide them with facilities, and open up room for investors to invest in innovative ideas.</td>
</tr>
</tbody>
</table>
### Communication and Information Technology

1. The necessity of ratifying relevant legislation such as; the Information Technology Law, the Startup Companies Law, and the development of the Communications Law, particularly in Palestine. Legislation and administrative decisions that regulate the market and protect small producers in a market share are needed, as a large merchant can destroy all small projects.

2. Investing in establishing incubators and expanding the existing ones to be able to incubate larger numbers of female entrepreneurs.

3. Investing in increasing funding for incubators, especially in universities and private institutions, to be able to provide grants to establish projects and start-ups.

4. Encouraging access to e-marketing systems and services.

5. Training in technology applications and networks.

6. Training in the software and microelectronics industry, especially mobile phone systems.

7. Strengthening female entrepreneurs themselves or through incubators, in the English language, to be able to work in e-commerce, or work with foreign content or companies.

8. Bridging the gap between academic education and the skills required in the labor market for graduates of advanced training.

### Sustainability and Green Economy

1. Coordinating and unifying efforts between government ministries and non-governmental institutions interested in the green economy sector and working to implement what was included in the strategies for the green economy.

2. Focus on investing in capacity building, enhancing the skills of workers, follow-up and continuously rehabilitating, for a shift towards the sectors of the green economy by By amending the education and training system, developing a national skills-building strategy covering the most important sectors of the economy while ensuring sustainability.

3. Adopting policies aimed at developing and sustaining natural resources such as water, renewable energy and food.

4. Providing better opportunities for low-interest financing for small projects in general and for women in particular, and a quasi-governmental financing institution can be established.

5. Developing economic measurement indicators that can measure progress in the green economy, develop resources and use them optimally as an alternative to depletion.

6. Increasing reliance on recycling, which remains at low levels and needs to be raised and expanded, as well as increasing reliance on renewable energy for a cleaner environment.

7. Paying more attention to SMEs and initiating more programs of technical centers that incubate innovations and initiatives of young graduates (of both sexes).

8. Increased action on the educational and cultural aspects to promote and raise awareness of the role of women and the importance of the green economy for societies.

9. Making visible women’s initiatives working on non-traditional jobs related to the recycling and renewable energy.
1. Stimulation for the industry projects, such as canceling establishments registration fees and all fees charged as a lawyer to complete the registration process.

2. Providing better opportunities for low-interest financing for small projects in general and for women in particular, and a quasi-governmental financing institution can be established.

3. Develop the government partnerships with the banking sector and the monetary authority to reduce loan interest ratios and facilitate borrowing for women without loan guarantees.

4. Increase reliance on recycling, which remains at low levels and needs to be raised and expanded, as well as increasing reliance on renewable energy for a cleaner environment.

5. Encourage group supervision in projects, whether cooperatives or projects, because it has a better chance of success.

6. The importance of building the capacities of affected and exposed communities and their local institutions to be an important and complementary part of the expected intervention projects and programs.

7. Conduct specialized trainings in the field of digital marketing.

8. Conduct training in the field of intellectual property rights, especially for information technology projects and cultural projects.
master’s and Ph.D. degrees in renewable energy engineering from a Malaysian university, returned to the Gaza Strip in 2014 where 500 engineers and technicians of both genders were trained in renewable energy systems by her and introduced to various sectors.
Chapter I. Introduction - methodology – scope

Introduction

The study aims to analyze to explore the main opportunities for supporting women’s economic empowerment and employability in the context of the post Covid.

And the specific objectives of the research are:

• To analyze three relevant economic sectors (one of them should be the sector of sustainability and green economy) from the point of view of opportunities for women’s employability and entrepreneurship.

• To identify and propose 2/3 economic activities for each of the mentioned sectors which could serve for promoting economic initiatives led by women and and/or improving their access to employment.

• To shed light, for each of the economic activities/niches proposed, on the challenges and opportunities in their implementation in the current context.

The Scope of the Study

Geographically, the study includes Palestine and Jordan, despite the fundamental difference between an independent state, such as Jordan, which controls its resources, regardless of the size of these resources, and the occupied Palestinian territories, which still suffer from settler colonialism that controls its resources, and all its citizens areas of the lives of.

Methodology

This study use a variety of tools to obtain both quantitative and qualitative data. Qualitative research based on in-depth interviews, with a cut-crossing feminist methodology and the Participatory approach. By a cut-crossing with human rights-based approach, unfair policies and the unfair human rights can be monitored. Data explains the chain of causal relationships between poor designed policies; funding; implementation, violations and structural rights violations.

To obtain the basic data, the research team conducted (46) in-depth interviews with stakeholders concerned with the proposed sectors, from official policy makers, in different ministries, workers and employers’ organizations, and NGOs and non-governmental organizations, related to the subject of the study, in both Jordan and the Palestinian Territories. The interviews were distributed as follows: (20) interviews in Jordan and (26) interviews in Palestine (19 in the West Bank, 9 in the Gaza Strip). (44) Entrepreneurs were interviewed, (20) in Jordan (25) in the oPT (18 West Bank), (7 in Gaza Strip). In addition to (6) case studies, 4 focus groups are distributed in both countries.

Interviews, focus groups and study cases were conducted in March 2021. The team carried out the interviews, study cases and focus groups through face-to-face interviews in the Gaza Strip and partly in Jordan, and all required health measures were taken. In the West Bank, all interviews were conducted through virtual tools via Zoom technology, and part of the interviews were implemented, to avoid the risks of the Corona pandemic, especially in closed areas due to the pandemic, in addition to replacing two focus groups with individual interviews because it was not possible to hold them due to the pandemic as well.

To obtain the secondary data necessary for this study through secondary sources, the research team reviewed 53 international, Arab and national references. The strategies of the ministries and government institutions related to the subject of the study in Palestine and Jordan were reviewed, to see the initial policies towards women’s leadership in general, and to explore the prospects for women’s leadership in the green economy. Moreover, leadership for women, in addition to preserving resources and reducing environmental pollution.

In the quantitative approach, economic and statistical data in Jordan and Palestine were reviewed and analyzed, in terms of employment and unemployment for women; Women are distributed over economic activities in general and the productive sectors, agriculture and industry, in particular. Wages; GDP; and poverty.
an electrical engineer, worked on a graduate project with two other colleagues, on developing services to facilitate the connection of areas cut off from electricity with ease of overloading on other lines.
1. Women’s Economic Empowerment

John Friedman defines women’s empowerment in light of the following: empowerment arises as a result of the interaction of local, political and social community cultures all together, believing in three types of powers; political power, social power, and psychological power. Political power has a broad impact through collective action, and social power arises from information processing and community skills, as well as the role of psychological strength in the concept of empowerment as an individual sense of strength that reflects on the behavior such as increased self-esteem and self-confidence. Friedmann sees empowerment as a social force that can be transformed into political force, and he points to the importance of promoting psychological, political and social counselling through social media platforms. Kate Yang’s defines women’s empowerment as follows: women’s empowerment is a comprehensive change in the processes responsible for raising women’s status in society with the help and support of the state and society, focusing on the importance of politics and teamwork, enabling them to set their own agenda and goals, and increase their ability to control their lives.

This requires focusing on the training and professional development of women; the implementation and development of projects; supply chains and marketing policies that empower women; the establishment of institutional leadership aimed at gender equality, equality, justice and non-discrimination in gender treatment, respect and support for women’s rights, ensuring the health and safety of all, both men and women, and taking care of community initiatives to promote equality.

Economic empowerment allows women to control family resources and source of income, as well as many economic issues, such as access to markets and equal employment opportunities with men in accessing key economic locations; their participation in economic decision-making; and enhancing their ability to financial autonomy by making money and participating in the labor force. A strong economy cannot be built without women’s empowerment and opportunities to fully participate in the economic life in all sectors, as this feeds into achieving the internationally agreed-upon sustainable development goals. It also helps to improve the lives of societies in general, and the lives of both men and women equally, and the implications of this are shown in important economic and social indicators such as: reducing poverty and unemployment; improving levels of education and health; increasing per capita GDP and reducing the deficit in the trade balance, etc., as the use of skills, talents, abilities and time of all individuals living within the society contributes to the optimal employment and non-waste of human resources available in the economy, and on the other hand helps to economically enable women to increase their capacity to participate in the decision-making process with her family and community.

2. The Reality of the Palestinian and Jordanian Economies

The Palestinian and Jordanian economies are classified as small economies, if we take the Gross Domestic Product (GDP) as a criterion for estimating the size of the economy, where the value of Palestinian GDP ranged from about 12 billion USD in 2010 to about 14 billion USD in 2020, based on national accounts data in the Palestinian Central Bureau of Statistics. Jordan’s GDP was about 21 billion JOD in 2010, rising to about 26 billion JOD in 2020, based on the data of the national accounts in the Jordanian Statistics Department, as both the Palestinian and Jordanian economies depend mainly on service activities, where the contribution of services activity in the Palestinian GDP reached 35.1%, as well as in the Jordanian economy, where service activity is about 44%. Both economies are experiencing an increase in the trade deficit, with imports are increasingly higher than exports, with the Palestinian trade deficit reaching about 5.5 billion USD in 2019, and Jordan’s trade deficit of about 5.5 billion JOD in 2018. There is a decline in the contribution of the productive sectors of agriculture and industry, which reflects the real economy of any country and is considered one of the pillars of economic stability and therefore political and social stability, as well as the pillar of food security for any country.

The industrial activity is one of the main productive activities of any economy, as it is considered a mainstay of economic development, because it is a major source of goods used in productive processes. It also provides final consumption goods, in addition to its contribution

2&3 | https://mawdoo3.io/article/101664
to the development of exports and reducing the trade deficit; however, the industrial activity in Palestine still faces major challenges, the most important of which is the Israeli occupation’s control of the entry of raw materials used in many industries, in addition to the impact of crises resulting from political, economic and other instabilities, and there are other crises with negative economic effects such as the effects of the Covid-19 pandemic, where the industrial activity saw a 12.7% decrease in its added value during 2020 compared to the previous year. Its contribution to GDP in Palestine decreased to 12.9% in 2020. Currently, the agricultural activity contributes to covering part of the final food consumption, in addition to its contribution to the provision of commodities and raw materials used as inputs in many manufacturing industries, as well as being an important element in export development. In Palestine, however, it is mainly dependent on rain and limited reliance on modern agricultural methods, with its added value in 2020 declining from 2019 at a rate of 9.2%. Agriculture contribution in the GDP in Palestine was (7.1%).

As for the contribution of industrial activity to the Jordanian economy, which in 2018 amounted to about 16.5% of GDP. It is slightly better than the one in the Palestinian economy, but it is low, and in terms of agricultural activity, its contribution to Jordan’s GDP was about 3.6% in 2018, according to the issues of the Jordanian Statistics Department.

This has implications for performance and economic stability, making it more vulnerable to volatility and crisis impact, and therefore the lack of control over economic performance and its implications for the political dependence of foreign countries and forces, which hinders the process of strategic planning and does not guarantee the independence of decisions at the national level away from regional and international conflicts.

3. The Gross Domestic Product (GDP) and Growth Rates

The Palestinian economy has fluctuated over the past 10 years, with the value of GDP at constant prices ranging from 11 to 16 billion USD at best, and GDP growth was expected to continue in 2020; however, the Covid-19 pandemic in 2020 had negative effects that led to a decline in the economic performance. Consequently, the value of GDP declined compared to 2019, with estimates from the Palestinian Central Bureau of Statistics indicating a sharp decline in the value of GDP in Palestine at 11.5% compared to 2019, with an estimated loss value of about 2.3 billion USD (see figure 1 below).

The measures taken with regard to the pandemic, such as intermittent closure to reduce the outbreak of the epidemic, had the greatest impact in this decline, in addition to the Israeli occupation measures related to the seizure of clearing revenues, which lasted for more than seven months in a row, contributed to the slowing performance of the economy causing the economic downturn in all activities. These factors caused GDP per capita to decline 13.7%, with 2,913.9 USD in 2020, compared with 3,378.3 USD in 2019.

Figure (1)
GDP and growth rate in Palestine over the years: 2010 - 2020 (at constant prices)

<table>
<thead>
<tr>
<th>Year</th>
<th>Growth Rate</th>
<th>GDP (in billions USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>14.015</td>
<td>11.082</td>
</tr>
<tr>
<td>2019</td>
<td>15.829</td>
<td>12.887</td>
</tr>
<tr>
<td>2018</td>
<td>15.616</td>
<td>12.146</td>
</tr>
<tr>
<td>2017</td>
<td>15.427</td>
<td>11.211</td>
</tr>
<tr>
<td>2016</td>
<td>15.211</td>
<td>11.146</td>
</tr>
<tr>
<td>2015</td>
<td>13.972</td>
<td>11.082</td>
</tr>
<tr>
<td>2014</td>
<td>13.471</td>
<td>10.927</td>
</tr>
<tr>
<td>2013</td>
<td>13.492</td>
<td>10.787</td>
</tr>
<tr>
<td>2012</td>
<td>12.887</td>
<td>10.616</td>
</tr>
<tr>
<td>2011</td>
<td>12.146</td>
<td>10.427</td>
</tr>
<tr>
<td>2010</td>
<td>11.082</td>
<td>10.146</td>
</tr>
</tbody>
</table>

---

The situation did not differ much in Jordan, although the performance was slightly better compared to the Palestinian economy, according to data from the Jordanian Statistics Department. The value of Jordan’s GDP ranged from 21 to 26 billion JOD at constant prices during the years 2010 to 2020, i.e. (between about 30 and 37 billion USD), based on the indicators of economic growth. It is considered more stable than the Palestinian economy, as it controls resources and economic factors affecting, and it has achieved growth rates during that period, but the year 2020 was an exception in this area, due to the Covid-19 pandemic and the accompanying economic repercussions, where the results indicated a decline in the value of GDP during 2020 by 369 million JOD (517 million USD), with a decline rate of about 1.4% compared to 2019, but the impact of the crisis on Jordan’s economy in 2020 was less severe than it was on the Palestinian economy, as the decline in GDP was lower than the Palestinian (see figure 2).

Figure (2)
GDP and growth rate in Jordan over the years: 2010 - 2020 (at constant prices)

4. Poverty Indicators
Palestine suffers from high poverty rates in general, reaching about 29% in 2017, according to the latest

Figure (3)
Poverty rates in the Palestinian territories: 2007-2017

survey carried out by the PCBS. The current crisis rate represented by Covid-19 exacerbated the increase of the high unemployment rate, with the main reason for this rise resulting from the continued rise over the years of poverty rates in the Gaza Strip. Although, there has been some improvement in the West Bank for this indicator, declining from about 21% in 2007 to about 14% in 2017.7

Households maintained by females constitute about 10.1 percent of Palestinian households, poverty rates among individuals living in female-headed households stood at 30.6 percent compared to 29.2 percent between those living in male headed households.8

Figure (4)
Jordan’s poverty rate for the years 1997-2010

![Poverty Rate Graph](image)

About 20 percent of the individuals living in female-headed households suffer from deep poverty, unable to fulfill the minimum required for food, clothing and housing, compared to about 17 percent of the male-headed households.

There are no updated data on poverty, as poverty surveys are far apart and do not take place annually, but previous economic indicators such as unemployment, income rate and per capita GDP, which record negative trends over time, show that poverty rates are constantly increasing.9 There no disaggregate poverty indicator by gender in Jordan.

Although the Millennium Development Goals (MDGs) aspired to reduce half the poverty, and recently sustainable development indicators aimed at eradicating poverty, the reality in Palestine and Jordan has not met the previous goal, nor do we expect poverty to be eradicated by 2030, as aspired by the SDGs, for the causes of poverty are multiple and linked to instability in the economic and political situation, and therefore policies aimed at reducing or eliminating poverty cannot achieve the desired results without sustained achievement.

5. Employment

Despite the relative development of women’s participation in the labor force, both in Palestine and Jordan, over the past 10 years, the participation rate of women in the workforce is still generally low. According to the latest data available from the PCBS, the workforce participating in Palestine for individuals (15 years and older) in 2019 was 44.3%, with male participation in the workforce at 69.9%, while the participation rate of females in the workforce was 18.1%. Despite this improvement, 81.9% of women within the working age are still outside the Palestinian workforce, and we will note later that this is the result of a heterogeneous distribution of women’s participation within the workforce among different economic activities, for they are limited to specific activities. Therefore, women are deprived of many jobs in the economy, depending on several factors including cultural, social, economic and others, unlike the situation with males.

When studying the variable of the number of years of education, we note that women’s participation in the workforce increases by increasing the number of years of education. For example, it increases from 3.3% when the years of education are zero significantly to about 43% when the education years are more than 13 years. This is an indication that women’s participation in the workforce still depends on employment opportunities associated with educational achievement. This explains the concentration of greater participation of women within the labor force in service activity, a reality that must be taken into account when planning women’s empowerment to address the phenomenon of low participation of women in the labor force, so as to overcome the barriers to women’s access to the labor force for women with low educational achievement, with a focus on economic activities in which their participation rate is low (see figure 3).10

---

8 See note 11
The same applies to the reality of employment in the Jordanian economy, where there is a decline in the participation rate of women, which in 2020 was only 14.7%, compared to 61.6% for males. There is also a decline in women’s participation in the productive economic activities represented by industry and agriculture, as we will note later. Moreover, there is a link between education and women’s participation. In Jordan, within the scope of the workforce where their participation increases as the level of education increases to about 48.6% for those with a bachelor’s degree or a higher degree. This is also related to the type of work involved by women, while the participation of females in the lower educational groups decline; hence, the supporters of the labor market for women within specific activities, which prevents it from many jobs available in other activities (see figure 4).

When analyzing the reason for staying outside the workforce, we note that the majority of women are concentrated outside the workforce because of the house work, where the percentage in Palestine was 62%, compared to zero percent for men, while reasons such as old age or education and training are reversed, meaning that they are higher among males than in women, and this has two dimensions: the first is that the reason for not participating in work for women is related to social reasons (the traditional role division with women as the unpaid care and house workers), which is not classified as work according to the national accounting systems.

---

On the other hand, one of the main reasons for the presence of males outside the workforce is training or education, which is the process of improving future opportunities in entering the workforce and obtaining a job. This means being outside workforce for males, is a chance for empowerment, and if the reasons of being outside workforce is old age, this means that, the previous work for males, allowing them a life without work at this age, whether in retirement or in the form of savings from a high salaries, or investments, which is not available to the majority of women, because of their low participation in the workforce, which makes life more burdened for women as they age, and contributes to their low level of well-being (see figure 5).\textsuperscript{12}

Figure (7)
Proportional distribution of individuals (15 years and older) outside the workforce in Palestine by gender and the reason for being outside the workforce, 2019

Looking at figure (6) below, we note that the slight development in the participation rate of Palestinian women in the workforce over the past 10 years; however, the participation of women is still low, and the gap between males and females is still large; ranging by about 50% at the same level. After 2013, we note that there is a near-constant participation rate of women in the labor force, where it remained in place. The Covid-19 pandemic during 2020 also had a negative impact, with the contribution of women in the workforce reaching to about 16% (see figure 6 below).

In terms of the number of participants in the workforce, and in line with the population’s growth, the number of workers in Palestine doubled in 2010 to 2020. The number in 2010 was about 680,000 workers, rising to about 955,000 in 2020, with an increase of 40%, while the number of women participants in the workforce was about 100,000 in 2010, which rose to about 154,000 women participants within the working age in 2020. This increase did not correspond to the operational

capacity of the Palestinian economy, as is evident through indicators related to the unemployment rate, which increased significantly during the same period.

Figure (9)
The proportion of the workforce participating among individuals (15 years and older) in Jordan for the years 2010-2019

The participation of women in the labor market in Jordan is close to the Palestinian reality, ranging of about 15%. The number of women participants in the Jordanian labor market was about 271,000 in 2017, and it decreased to about 250,000 in 2019. On the other hand, the number of male workers was around 1,194,000 in 2017 and declined to about 1,128,000 in 2019. Although the number of workers in Jordan’s economy is almost stable, but there has been a marked rise in unemployment, especially among women.

6. Employment and Economic Activity

The Palestinian economy is classified as a service-based economy, where the contribution of productive activities (industry and agriculture) to GDP is reduced, which in turn applies to job creation in these two important activities, and this characteristic has a greater impact on women’s employment. Although the largest proportion of males works in services, their distribution to different activities is more homogenous than the distribution of females. Most of the participation of women in service activity is concentrated, with about 74% of the total working women in this activity. Women’s employment in productive activities declined, with agriculture and industry accounting for only about 7% each in 2020, and taking into account the fact that these two activities are considered job-creating activities. We conclude that the decline in this participation in these activities is an important reason

Figure (10)
Proportional distribution of workers in Palestine (15 years and older) by gender and economic activity, 2020
for the high unemployment rate among females, taking into account the low number of women participants in the overall labor market compared to males.

What applies to the Palestinian economy also applies to the Jordanian economy as well in terms of employment, where the majority of workers are concentrated in service activity, rising among female workers to reach 85% of the total female workers, while males amounted to about 56%, according to the labor statistics for 2020, issued by the Jordanian Statistics Department. According to the same source, the percentage of females working in the agricultural activity declined for less than 1% of the total females, and about 2% in the industrial activity, which is very low, with 2,500 female workers working in the agricultural activity and 6,000 female workers in the industrial activity, according to Jordanian labor statistics for 2019 (see figure 9 below).

7. Development of Female Employment in Productive Activities (Industry and Agriculture)

Women’s employment in the productive sectors of Jordan and Palestine is not only low in contribution, but also declines over time. While their proportion of agricultural activity in Palestine was higher than 20% before 2014, it continued to decline to only about 7% in 2020, as a result of the preference to work in other activities, especially services, and also because of the weakness of this activity and its inability to provide

Figure (12)
Proportional distribution of agricultural workers in Palestine by gender for years: 2010 - 2020

![Proportional distribution of agricultural workers in Palestine by gender for years: 2010 - 2020](image-url)
attractive employment opportunities for unemployed women, as well as the decline in the agricultural activity as a whole within the Palestinian GDP, resulting from the decline in investment in this activity (see figure 12).

The situation is similar between agricultural and industrial activity in terms of the low proportion of Palestinian women working in industrial activity and development over time, ranging from 11% to 7% for the years 2010 to 2020, and although it is in constant decline, the intensity of the decline is lower than it is in the agricultural activity (see figure 13).

The reality of women working in agricultural and industrial activities in Jordan in terms of development during the years 2010 to 2019 is no different from that in Palestine. Besides the low contribution rate in these two activities of the total women working in the Jordanian economy, it is almost constant at low levels ranging from less than 1% for the agricultural activity during the years mentioned, and about 7% for the industrial activity for the same reference period. (see figure 14).

We conclude that the economic policies dealing with the development process in the agricultural and industrial activities, did not go in the desired direction, whether
in Jordan or Palestine, despite their importance, so that they did not achieve the hoped-for development either in terms of increasing the contribution of these activities to GDP as mentioned earlier, or in providing employment opportunities for both women and men, indicating the high unemployment rates for both genders, although higher for females than males, despite the difference in the number of workers between them.

The employment opportunities available in general and in these two activities in particular are very low in terms of the number of females compared to males; for example, according to PCBS’s data for 2020, for every job opportunity for Palestinian women in agriculture there are about 5 job opportunities for males, and for every job opportunity for Palestinian women in industry there are about 11 job opportunities for males. Moreover, for every job opportunity for Jordanian women in agriculture there are about 19 job opportunities for males, and for every job opportunity for Jordanian women in industry there are about 8 job opportunities for males.

8. Unemployment

According to PCBS’s data on labor statistics, Palestine suffers from very high rates of unemployment, as about a quarter of the labor force is unemployed, which has been at this level for more than ten years. The unemployment rate in Palestine reached 25.9% in 2020. Gender-wise, the unemployment rate among males was 22.5%, while for females it was 40.1%. It is not just the low rate of female participation in the workforce, but the unemployment rate among female participants in the workforce reaches just under half of the participants.

Figure (16)
Unemployment rate in Jordan by gender for the years 2010-2020

The situation is similar in the Jordanian economy with regard to unemployment, which reached about 23% in 2020 for males and about 33% for females,
as noted by the rising trend of unemployment curve in Jordan during the years 2010-2020, indicating that the problem of unemployment is chronic; an indication that remedial policies are ineffective in reducing their exacerbation, not to mention the lack of optimal exploitation of human resources available from both genders, which means that the economy loses those human capacities, which, if well employed, will be reflected in improving the various economic indicators.

9. Wages by Gender and Economic Activity

According to PCBS's labor statistics data 2019, the average monthly working days for males and females in Palestine in general are close to 22.2 working days per month, but when dealing with the number of working days by gender and activity, we note that women work in agriculture and industry at a rate of more monthly working days than men, with women working about 23 days in agriculture compared to about 18 days for men per month, and in industry, women work about 24 working days compared to about 23 for men per month.13

Figure (17)
Average monthly working days for workers in Palestine by gender and economic activity, 2020

Figure (18)
Average daily wage for workers in Palestine by gender and economic activity, 2020

Although women work more days than men in agriculture and industry in Palestine, the average daily wage for women is lower than it is for men in these two activities, with females accounting for about 77 shekels (NIS) in agriculture compared to 90 NIS for men, and in industry the average daily wage for women was about 62 NIS compared to 119 NIS for men. As for the low rate of women’s wages compared to men, this applies to the rest of the activities (see the figure below), according to data from the same source in 2019.

When dealing with Jordan’s monthly wage rate by gender, 6% of working women earn less than 200 JOD a month compared to 4.4% of men, while 19.6% of working women earn monthly wages between 200 and 299 JOD compared to 18.3% for men. The ratio is similar in the wages between 300 to 499 JOD, while the ratio varies to about 18% for males compared to 15% for females in the monthly wage of above 500 JOD.\(^\text{14}\)

**Figure (19)**

Average monthly wage for workers in Jordan by gender and income category in JD, 2019

<table>
<thead>
<tr>
<th>Income Category</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 200</td>
<td>4%</td>
<td>6%</td>
</tr>
<tr>
<td>200-299</td>
<td>18%</td>
<td>20%</td>
</tr>
<tr>
<td>300-499</td>
<td>59%</td>
<td>59%</td>
</tr>
<tr>
<td>More than 500</td>
<td>18%</td>
<td>15%</td>
</tr>
</tbody>
</table>

10. Employers and workers institutions

The Chambers of Commerce and Industry in Jordan and Palestine (and Agriculture in Palestine only) serve their registered members of both genders. The proportion of women registered in the Palestinian Chambers of Commerce, Industry and Agriculture is (4.2%) compared to males (95.8%).\(^\text{15}\) Such percentage represents the West Bank, for there is no registration of women in the Gaza Strip. The number of women holding seats in the Board of Directors of the Chambers of Industry was 4 out of 47 seats, with a rate of (8%), while the number of women holding seats in the Chambers’ councils was 1 out of 174; with a rate of (0.5%).\(^\text{16}\)

The interview with the Chamber of Commerce and Industry in (Irbid) Jordan confirms that they are working to implement their policies towards entrepreneurship, with training and raising awareness through the Committee of Businesswomen, along with women members of the Board of Directors, reaching out to women entrepreneurs in relation to the green economy to develop their work using alternative and clean energy and provide them with support through programs and grants to improve the level of work and develop production in a way that preserves the environment. The Chamber does not have statistics for entrepreneurship in the green economy, and it is considered a link between donors and industrialists in the field of energy, employment or borrowing. Experts are then linked with women entrepreneurs to encourage entrepreneurial work in the green sector, which is among the policies and plans of the Chamber.\(^\text{17}\)

The situation in the West Bank and Gaza Strip is no different from the aforementioned. The interview with the Federation of Chambers of Commerce, Industry and Agriculture in Palestine confirms that its policies also encourage the employment of women and the development of their businesses in general, through quality service provision centers (opening six new centers), for members of the chambers of both genders in the administrative and financial aspects, and networking with other institutions, in accordance with the appropriate mechanisms after the Covid-19 pandemic. The Federation has nine gender units in the Chambers of Commerce and Industry, in addition to 13 vocational and technical training units, which have provided 42 training programs for members of the Chambers, including women, in relation to awareness, work mechanisms and online marketing.\(^\text{18}\)

---


\(^\text{16}\) ورقة موقف: أهمية تمثيل الإناث في غرفة الصناعة والتجارة (Forum Policy: Women’s Involvement in Chambers of Commerce and Industry) [http://jsf.org/sites/default/files/%D9%88%D8%B1%D9%82%D8%A9%20-%D9%85%D9%88%D9%82%D9%81%20%D8%A3%D9%87%D9%85%D9%8A%D8%A9%20-%D8%A7%D9%84%D8%B5%D9%86%D8%A7%D8%B9%D8%A9%20-%D9%88%D8%A7%D9%84%D8%AA%D8%AC%D8%A7%D8%B1%D8%A9.pdf]

\(^\text{17}\) Interview, Nidal Al Sadder, director general. Irbid Chamber of Commerce.

\(^\text{18}\) Interview, Jamal Jawabreh, director general. General Union of Palestinian Chambers of Commerce, Industry and Agriculture.
In the Gaza Strip, an interview with the Chamber of Commerce, Industry and Agriculture in Gaza confirms that there are no policies for empowering and employing women, or entrepreneurship for women, and there are some specific projects through external funding or in partnership with other institutions. The Women’s Entrepreneurship Center was recently established and includes 60 women entrepreneurs.

The Palestinian General Federation of industries in the Gaza Strip reports that they support entrepreneurship; paving the way for university graduates towards the industrial field through projects that were and still is implemented by the Federation who is doing so as part of their embrace of women’s entrepreneurship. The Federation supports women’s projects in all industrial sectors, and in a project specialized in green and circular economy, implemented by the Federation, a number of university female graduates (almost half) participated in the creation of sustainable green solutions to the challenges faced by the Gaza Strip, which has been monitored (30 challenges), and will be presented solutions in the competition (Hackathon) to choose ten of them to be supported in the establishment of private companies.

The General Federation of Industries has implemented a series of projects benefiting entrepreneurship and innovation, in addition to the green economy. The Federation also established an industrial business incubator from the outputs of these projects. There are approximately 32 companies that have become stand-alone with their own workers and also became exporters, obtained membership in specialized federations and helped the Federation to register with the Ministry of National Economy and received exemptions from the Ministry through an agreement between them and the Federation. The Federation adds that the orientation of women to research, innovate and find sources of income is now increasing, and that there is a new awareness and mindset among all women to look for jobs and create income-generating projects, and there are new innovative ideas different from the usual. There are women looking for the possibility of recycling raw materials or recycling the non-manufacturable materials produced by factories, and provided us with ideas for its recycling.

With regard to workers’ organizations in Palestine and Jordan, their competence is to pursue the rights of paid workers in different sectors, not employers, as confirmed by the interviews with the Palestinian General Federation of Trade Unions and the General Federation of Jordanian Trade Unions. The interview of the Palestinian General Federation of Trade Unions, through the Federation’s membership in the employment councils of the governorates, shows that the Federation has provided many entrepreneurial initiatives that support the employment of women in agriculture and industry, including the preparation of an agricultural map of the geographical areas in which women work in agriculture, and linking them to the food manufacturing of other regions. When funding these initiatives, employers are chosen for the implementation, considering that trade unions are not employers.

The same situation applies to trade unions in Jordan, which show concern for workers’ rights and ensuring decent work, and it is not up to them to follow up on female entrepreneurs who are part of the employers, especially in light of the Covid-19 pandemic.

---

19 Interview, Maher Al Tabaa, Director of Public Relations and Information at the Chamber of Commerce, Industry and Agriculture in Gaza City.
20 Interview with Khader Shniora, CEO. Palestinian Federation of Industries. Gaza City.
21 Interview with Aisha Hmouda, Head of the Gender Unit. Palestine General Federation of Trade Unions (PGFTU).
22 Interview with Muhammad Al-Maaytah. General Federation of Jordan Trade Unions.
pursued her dream of entrepreneurship. She worked in two start-ups in information technology in Palestine, one of which was an independent Arabic music company, and the other an electronic games company.
Chapter III. 
Brief description of the energy and environmental situation and main challenges

Despite the early efforts made by the Jordanian government since the establishment of the Ministry of Environment in 2003, there are still major environmental challenges facing Jordan, the most important of which are: - low quality air in areas with high traffic and industrial activities, where the transportation, power generation and industry sectors contribute to the carbon emissions causing air pollution; as well as - water scarcity, high salinity, lowering of water tables and high pumping costs despite government efforts to address this problem.\(^{23}\)

Jordan is a small, middle-income, open economy, with a limited natural resources base and active trade flows. As the integration of Jordan into the world economy progresses, enhancing Jordan’s environmental management can not only improve the well-being of Jordanians, but also enable the country to better compete in increasingly environmentally conscious markets. To date, Jordan’s environmental agenda has not yet been comprehensively assessed, particularly in terms of providing indications on how to integrate long-term environmental concerns into the development process.\(^{24}\)

The World Bank report indicates that the Palestinian economy suffers losses due to the inaccessibility of Area C, which constitutes 61% of the West Bank’s lands, with about $3.4 billion, despite the impact of all economic sectors. The agricultural sector is the most affected by this control, Area C includes most of the lands considered suitable for agricultural production in the West Bank, in addition to the largest proportion of the total water resources. The marginalized and threatened areas from the occupation are about two-thirds of the agricultural areas, which are the most fertile, and are completely under occupation. Palestinians are allowed to build on 5.1% of these areas, the occupation approves 5.1% of Palestinian permit applications to build in these areas, compared to 20% for settlement plans.\(^{25}\)

In Palestine, Israeli occupation has used the PA as a scapegoat to spare itself the burden of providing basic services, which are its duty under the international humanitarian law, such as the collection and disposal of solid waste. At the same time, Israel has maintained absolute control over every aspect of the Palestinians lives. However, as the Palestinian population has increased, now about five million in the West Bank and Gaza Strip, solid waste is piling up. This has left the (PA) striving to find compromises in a large number of complexities, constraints and the generally chaotic geopolitical situation. With regard to the Gaza Strip and because of what the unjust blockade on it has left behind, the situation is more complicated at all levels.\(^{26}\)

There is a general consensus about how sustainable development in Palestine should be linked to a viable institutional framework enabling development planning and the rule of law. Amid the recent political and economic crisis (increasing unemployment, humanitarian crisis in Gaza, growing PA’s financing gap, and declining living standards) the Palestinian Authority struggled to remove barriers for the private sector to grow and support a more sound business environment. However, as reported by the World Bank “the Israeli constraints on movement, access and trade continue to be the main impediment to economic growth in the Palestinian territories.”\(^{26}\)

1. Degradation of Land Resources

In Jordan, the Land degradation takes a heavy toll on ecosystem stability and on farmers’ income, especially among the poor. Productivity of rangeland, which is a key source of livelihood for most of Jordan’s rural poor, has dropped about 50 percent over the last decade and half, due to overgrazing and the inflow of refugees (and their livestock) from the first Gulf War. The Ministry of Agriculture is attempting to reverse the problem by establishing 84,000 hectares (ha) of reserves for


rangeland rehabilitation. More recently, the government has included an integrated financial strategy to combat desertification in the executive development program 2009–2011. Biodiversity conservation is an area of significant progress in Jordan, with rapid growth in the land area under protection over the last couple of decades expected to reach more than 6 percent of total land area in the country, that is, double the average of the Middle East and North Africa [MENA] region, and a model of decentralized Protected Area (PA) management operated through a partnership with nongovernmental organizations (NGOs). However, legal issues, conflicting attributions on land use planning, and funding constraints need to be addressed to ensure the long-term viability of Jordan’s PA system.  

The amount of land in the West Bank under active degradation for the period of 2000–2010 is 876 km² (16% of West Bank area). This percentage shows one of the highest proportions compared with the result for another r2DWE application that shows a wide range between the worldwide regions and periods. The amount of land in the West Bank under improving trend is just 170 km² (3% of the West Bank area) especially the areas that are considered as nature reserves and protected areas and are located in the central parts of the West Bank. The response to land degradation differed between the unequal West Bank Oslo classified areas (A, B, C). The degrading trend associated with area A, which resulted of the expansion of the Palestinian built-up area over the available and open spaces areas in area A and B. This resulted of overload of available space within Palestinian controlled areas (A, B). The response to land degradation varied from one agro-ecological zone to another. The Jordan Valley and the Semi-coastal zones are the most affected by land degradation.

2. Power

The only large-scale generation capacity in Palestine is Gaza Power Plant (GPP). The 140 MW diesel-fired plant was developed as an "independent power project". Palestine rely primarily on Israeli imports to meet its electricity needs, amounting to 99 percent of total supply in the West Bank and 64 percent of total supply in Gaza, in addition to small quantities from Egypt and Jordan. Electricity import bill has reached 650 million US dollars, in addition to this the bill for importing oil and its derivatives with about 800 million dollars annually, and this import of electricity and oil only exceeds 12% of the Palestinian national product.

Forecasts estimate an annual increase in electricity demand by 3.5% in the coming years. However, the energy supply is particularly volatile in Gaza. In 2019, Gaza received less than half of its electricity demand. In the West Bank, power shortages are regularly tested, especially during the peak winter and summer months. Forecasts estimate an annual increase in electricity demand by 3.5% in the coming years. In the Gaza Strip as well, chronic power shortages affect other environmental factors, such as desalination and water supply plants, waste water treatment plants and solid waste management facilities. Gaza’s Electricity Grid in addition to the Israeli and Egyptian power lines provide an average of 208 MW (megawatts) per day compared to an estimated demand of 350 to 450 MW per day.

In the Gaza Strip, chronic energy shortages affect the functioning of health-care centers, wastewater treatment plants, desalination plants, water supply systems and solid waste management facilities. Many wastewater-pumping stations are subject to constant disruption, as work is risky in these facilities due to the flooding of wastewater in the vicinity of reservoirs and pumping stations. It is worth mentioning that Gaza's electricity grid in addition to the Israeli and Egyptian power lines provide an average of 208 MW per day compared to an estimated demand of (350 – 450) MW per day.

Jordan spends more than 13 percent of GDP on energy imports. Fuel imports have grown at a slow pace, averaging (2.5) percent per annum over the past five years. This is slightly below the average population growth rate. This figure is expected to grow significantly over the next two decades under the business-as-usual (BAU) scenario, where oil prices are expected to rise steadily in the coming decades.
In Jordan the continuous growth in energy demand has led to the increased dependence on imported crude oil, refined products and natural gas. At present, the country is importing crude oil and natural gas (94% in 2018) to sustain its present way of life. This leads to a significant hard currency drain in the economy, with an annual high oil bill. Energy cost to Gross National Product in 2018 (10%) compares to (20%) in 2008.\textsuperscript{34}

3. Water

In Palestinians, water resources, have enormously impacted various aspects of life including health and economy. Access to safely managed water varies dramatically between the West Bank and Gaza, and between urban, rural, and refugee communities. Average daily water consumption of Palestinians connected to a water network is less than the World Health Organization’s minimum recommended daily allowance and about one-third of the water daily consumption rate in Israel. Some of the vulnerable communities in Palestine have a daily water consumption rate less than 50 l/c/day, constituting a severe water shortage. Due to limited access to natural water resources in the West Bank, Palestinians have become dependent upon purchasing water from the Israeli national water company Mekorot for domestic use. This has resulted in high uncertainty in water supply and increased financial burdens. Purchases of water from Mekorot have increased in recent years to address the needs of the growing population; nevertheless, the amount purchased does not meet demand, resulting in constant water shortages.\textsuperscript{35}

In the Gaza Strip, poor quality of water continues to worsen, with groundwater over-abstraction rates of about 200 million cubic meters. The annual cumulative water deficit is estimated at between (90-110) million cubic meters. The Palestinian Water Authority reports a dramatic deterioration in groundwater quality compared to WHO standards, with salinity concentrations ranging from (2,000-10,000) mg/L, nitrate concentrations ranging from (800-1000) mg/L, which should not exceed (45) mg/L according to WHO standards and 70 mg/L according to PA standards. Additionally, there are high chloride concentrations ranging from (3,000-500) mg/L, which must not exceed (600) mg/L according to WHO standards, and (250) mg/L according to the Palestinian Water Authority. In (2019), per capita water supply was (88.3), which is lower than the WHO-recommended standard of 100 liters per person per day.\textsuperscript{36}

Jordan suffers from an absolute scarcity of freshwater resources, and the mining of renewable groundwater resources has increased salinity, lowered groundwater levels and increased pumping costs. As current trends continue, between 2030 and 2050, Jordan’s aquifers (surface) will be severely dried and vegetation can decrease. Moreover, 80 per cent of the land area will shift from “semi-arid” to “arid”, leaving significant impacts on the agricultural economy. Chronic water scarcity in Jordan, where the per capita of water resources available is 133 cubic meters including wastewater reuse. The quality of groundwater resources currently extracted is 50 percent lower than safe water, in addition to increased salinity and low groundwater level.\textsuperscript{37}

In 2013, the Ministry of Water and Irrigation (MWI) estimated annual water availability at 892 million cubic metres (MCM. About 79% of this is from renewable freshwater sources, including about 239 MCM or 28% from surface water (of which 50 MCM comes from Israel under the 1994 peace treaty agreement) and about 433 MCM or 51% from renewable groundwater. The remaining amount comes from non-renewable aquifer (fossil) groundwater (about 75 MCM or 9%) and treated wastewater (about 102 MCM or 12%).\textsuperscript{38}

4. Solid waste Management

During 2019, Palestinians produced approximately 4,333 tons of solid waste per day, or a total of about 1.58 million tons the entire year. These amounts, which include East Jerusalem, are expected to increase by about 4 per cent per year due to the population growth and current consumption patterns. About 65 per cent of Municipal waste (MW) is disposed of in sanitary landfills, while the rest is disposed of in random/illegal landfills that are often a constant source of polluting hazardous waste, and impact the health of the local residents, and the environment.

\textsuperscript{36} Heinrich Boll Stiftung | [http://www.heinrich-boll-stiftung.de/]

32
the Palestinian environment. Despite the successful management of 52 random landfills between 2010 and 2016, there are still dozens more, occupying hundreds of dunums of land, in addition to the dangerous phenomenon of illegal burning of electronic waste in order to extract raw materials such as metal from wires, which spreads toxins at alarming rates in many areas such as Idhna in Hebron.

Jordan has made significant progress in the Middle East and North Africa region in the environmental sustainability index; however, safe disposal of solid waste and hazardous medical waste remains an important consideration. With the exception of Amman, thousands of tons of waste are disposed of in open landfills without treatment. The private sector is now involved in recycling municipal waste for GAM. The Government of Jordan is pursuing a number of initiatives aimed at strengthening SWM in Jordan, at the policy and institutional level, as well as on the investment side. To ensure long-term success, these initiatives need to be scaled up, extended to better cover such issues as medical and hazardous waste, and supported by an active cost-recovery policy. Main initiatives under way and key remaining challenges are further discussed.

5. Wastewater Management

In the past 20 years, home wastewater management systems have been increasing in rural areas of the West Bank, and there are health concerns from odor emission or insect infection. The lack of monitoring and maintenance slows the development of GWTP in Palestine. As for the reuse of treated gray water, the water used in irrigation and reducing the soak pits drainage is considered one of the main incentives to implement Gray Water Treatment Plants (GWTPs).

In Jordan the amount of wastewater has increased over the years, due to the huge increase in the population (including refugees). This has resulted in existing wastewater treatment plants operating beyond their original design capacities, which in turn has caused the quality of treated wastewater to decline. As a result of the low quality, treated wastewater cannot be fully exploited to gradually replace fresh water resources in all agricultural uses.

6. Air Quality

In Jordan, transportation, power generation and industrialization have the bulk of air emissions, particularly sodium phosphate, sulphur oxide and nitrogen oxides. The vehicle fleet grows at a rate of 7-10 per cent per annum. In a country with a population of nearly six million, there are more than 1.07 million cars. Higher customs and registration duties on vehicles (an average of 81 per cent more than the import price) may be the cause of the proliferation and continued use of older vehicles, resulting in increased vehicle combustion and air pollution.

In the Gaza Strip, the effects of its unjust blockade on the environment are shocking, with air pollution, mainly resulting from the use of large numbers of household power generators to make up for the estimated electricity shortage. These generators are estimated to be about 100,000, in addition to the large numbers of those in use, which consume about 500,000 liters of the daily fuel amount. In addition to the estimated 60,000 vehicles, especially the old ones, large quantities of harmful toxic gases, including sulphur dioxide and carbon monoxide, are released to the atmosphere.

Additional stresses on wastewater treatment and use include the illegal dumping of raw sewage from refugee camps directly into the treatment plant inflows, as well as illegal extraction of treated wastewater downstream of the al-Samra treatment plant. The wastewater from this plant flows down the Zarqa River until it reaches the King Talal Reservoir, where it is mixed with fresh water before being released downstream to the Jordan Valley.
emitted from Israeli factories, particularly coal-fired power plants located in Ashdod and Ashkelon within the Green Line, and then transferred into the Gaza Strip’s airspace through wind.45

? Cost of Environmental Degradation

In Jordan, the cost of environmental degradation in the air, water, solid waste, soil, and the coastal area is estimated to be an average of 237.4 million JD per year and 2.36% of GDP. The largest contributor to the total damage is air pollution at a cost of 1.15 per cent of GDP. Air pollution and water quality are areas of national environmental priority. Inadequate water, sanitation and hygiene supplies are the second most important priority, mainly reflected through excessive exploitation of groundwater and pollution from industrial wastewater.46

Due to limited access to natural water resources in the West Bank, Palestinians have become dependent on the purchase of water from the Israeli national water company Mekorot for domestic use. This has led to a high-level uncertainty about water supplies and increased financial burdens. Water purchases from Mekorot have increased in recent years to meet the needs of the growing population; however, the amount purchased does not meet the demand, leading to a persistent water shortage. Palestinian households spend 9% of their spending on electricity, which is twice the amount paid by families in Lebanon and Egypt, and three times the amount paid by families in Jordan, because the Palestinians rely on importing electricity from the Israeli company at very high prices.47

The West Bank and Gaza Strip are among the best sites in the world for building solar systems; however, there are challenges associated with securing Israeli permits for the construction of solar farms, in addition to the lack of power transmission lines.48
Ghada has established a solar energy project in Gaza as a result of a training and trying to respond to the permanent power outage in the Gaza Strip.
In this chapter we are including the information related to the interviews with key stakeholders at the governmental bodies as well as some analysis from the policy review work which has been made for this research.

1. Agricultural Sector

Jordan started its first steps towards a green economy since the beginning of the second decade, and followed it in Palestine in the last third of the same decade. Several national strategies were prepared in both countries, but the green economy was not clearly reflected in any of the sectorial government strategies. The strategies of agriculture in the two countries included a number of policies and interventions to ensure the sustainability of resources and the preservation of the environment, and reflected interest in the common concern between the two countries, represented by high unemployment. Both were ambitious in creating jobs in the agricultural sector, focusing on youth and women in the Badia, desert, and marginalized areas, promoting ecological agriculture and reducing pollution in both countries. In addition to encouraging women’s entrepreneurship and sustainable job opportunities in Palestine. One of the strategic goals emphasized climate-smart agriculture techniques, and the protection of agricultural biodiversity; reducing desertification and adapting to climate change; Wastewater treatment and increased efficiency. The agricultural business environment is attractive to male and female entrepreneurs, highlighting the role of women in agricultural work and their contribution to the national product and enabling them to enhance their resources and income resulting from agricultural work.  

The interviews of the two ministries did not bring anything new about the green economy, as they emphasized what was stated in the strategies. They focused on technical assistance in forming cooperatives and collective projects, agricultural guidance and training provided by the two ministries to women to enhance self-sufficiency and raise the standard of living for their families. In Jordan, the Ministry does not provide financial grants, due to the lack of financial resources, but it does provide facilities to obtain loans. In Palestine, entrepreneurship is a policy pursued by the ministry, and women’s opportunities are better than men’s, although the ministry’s policies are general for both sexes, but in implementation priority is given to women (in competitions for projects in which the ministry offers grants, women are given 8 additional points than men, and if an association A women's cooperative, or group project, gives an additional 15 points, and if she is a female head of household, she is also better supported.

2. Economic and industry development sector

Economic and industrial development strategies, the two ministries, Palestinian Ministry of National Economy (2023–2021) and Jordanian Ministry of Industry, Trade and Supply (2020–2025), also did not differ in ignoring the green economy on the one hand, and women’s entrepreneur on the other. The general objectives were gender-neutral, to come later, a policy here and an indicator there. The two ministries adopt a competitiveness policy for projects that serve the economy in general. The two ministries provided some training for women. There is also a gender strategy in Palestine that has not been approved.  

The interviews of the two ministries confirmed what was stated in the strategies. All objectives, policies, and indicators are gender-neutral. Women must compete in all that the two ministries offer, such as industrial zones and cluster plans in Palestine, which include...
some green projects, provided by the private sector, with capital, if women could compete. In Jordan, the ministry is trying to link everything that is developmental with a direct relationship to the green economy, and there are no policies that support this approach, and the interview confirms the lack of awareness of the green economy. In Palestine, the Ministry supervises four projects targeting young women, one of which is the “Success” project. These projects are implemented by local and international NGOs. The Ministry is partnering with government institutions and Pal-Trade to help (12) industrial establishments to transform into a green economy.52

3. Environmental Sector

The environmental strategies, the Cross-Sectoral Environmental Strategy (2017-2022) 2016, modified Version July 2017, in Palestine, and the Strategic Plan of the Jordanian Ministry of Environment (2020-2022), in Jordan, were ambitious and comprehensive, characterized by participatory preparation and implementation. They emphasized the shift towards a green economy, which Jordan identified in the sectors (transportation, energy, agriculture, water, waste, tourism), and Palestine identified working on green jobs. Both strategies integrate gender and youth into environmental programs, and stimulate projects for women and youth. To adapt to the effects of climate change; sustainability and reducing pollution levels; reduction and desertification; responding to environmental disasters and emergencies; enabling the environmental institutional framework; modernizing the environmental legislative system; promoting environmental awareness and behavior; and strengthening international cooperation on environmental issues.53

The cross-sectoral environmental strategy (2017-2022) in Palestine has developed five objectives to work on including low and controlled pollution levels; maintained and managed natural environment and biodiversity in a sustainable manner; procedures to adapt to the effects of climate change and reduce desertification; responding to environmental disasters and emergencies; updated, activated and integrated environmental legislative system; an empowered and efficient institutional framework and an enhanced international cooperation; as well as mainstreamed and enhanced environmental awareness and behaviors. In Jordan, a national environmental action plan has been prepared (2019), the plan proposes incentives for good environmental practices, supporting the sustainability of natural resources for the agricultural sector, planning and disseminating green growth, and identifying challenges and opportunities for implementing green growth in Jordan; provides a roadmap for implementation; activating its concepts in sectorial goals and procedures; implementing environmentally friendly projects; green SME development; promoting green jobs; Raising awareness and changing behavior.

In order to achieve its goals, it defined a plan. A set of programs to implement, including financing the rainwater harvesting project in the water supply in rural and urban areas. Implementation of major wastewater treatment projects to improve increased water supply; establishing incentives to prevent pollution with industry in the course of the Zarqa River Basin.54

In Jordan another important policy is the the Green Growth National Action Plan (GG-NAP) was developed based on five national green growth targets for the agriculture sector: 1. Natural capital enhancement, 2. Sustainable economic growth, 3. Social development and poverty reduction, 4. Resource efficiency, and 5. Mitigating and adapting to climate change.55

Since the Palestinian strategy is cross-sectorial, no detailed plan has been prepared and specific policies have been defined for all development sectors to be incorporated into their plans, including: Standardizing the adoption of specifications for communications and electronic devices to reduce waste; Regulating the use of pesticides and fertilizers, and the proper disposal of waste resulting from agricultural operations; intensification of the use of organic farming; Promote the application of the concept of sustainable production and consumption in agricultural activities; sewage management; encouraging the reuse of treated wastewater; sustainable management of natural resources; Enhancing the application of the concept of sustainable production and consumption in industrial establishments; Taking into account the standards of green building and sustainable building in the establishment of industrial cities, development and improvement of solid waste management systems, and sanitation, including recycling and reuse.

In Jordan, the interview with the Ministry of Environment emphasized the Ministry’s role in developing public policies and national environmental legislation, such as investment assistance directives to create jobs and

52 An interview with Rashad Youssef, Director General of Policies, Palestinian Ministry of National Economy.
53 (الاستراتيجية البيئية عبر القطاعية (2017-2022) )
54 وزارة البيئة، الأردن
55 (الاستراتيجية البيئية عبر القطاعية (2017-2022) )
improve the economic situation, which falls under the environmental protection plan, safe and eco-friendly solid waste disposal and reduced energy and water consumption.

In Palestine the environmental dimension part of the work of all government institutions. The indicators and results to be achieved from policies have been added, and gender-specific environmental policies ensuring that the environmental dimension of projects is taken into account. Sector policies included resource protection, sustainable and circular consumption, green economy. One of these policies adopted and supported women’s projects and initiatives, but who would implement it? There are more than 80 environmental activities in all sectors for implementation for the period (2020-2030). The fact that the strategy is cross-sectoral causes a problem of implementation by the executive bodies, and we have reservations about the government not accounting for gender issues, is organized and effective in supplying the labor market with what it needs of skilled and semi-skilled labor of both sexes; Work to ensure that women receive the minimum wage, especially in non-traditional fields. In addition to promoting women’s entrepreneurship and their ability to own and access financial resources.58

4. Gender equality and justice

Justice and equality strategies are intersected with other strategies, so they are not responsible for implementation. In Jordan, the strategy focused on empowerment in the field of women’s participation in the labor market, and called for a review of discriminatory legislation, in terms of low wages; discriminatory hiring practices; the lack of a family-friendly environment; the lack of efficient and safe transportation services; the challenges associated with equal pay for work of equal value; Provides quality childcare services. Reviewing formal and informal procedures related to women’s work to ensure a family-friendly and non-discriminatory work environment, increase decent work opportunities in all sectors, and strengthen and motivate companies to ensure that they employ women; providing an attractive and empowering work environment for women.57

In Palestine, one of the strategic goals emphasized the promotion of women’s participation in the economic sector, in order to achieve greater involvement of women in setting up their own projects or working on their own account; an improvement in the income of women working in small projects, women’s cooperatives and agriculture. The strategy developed a set of policies to implement this goal, which are as follows: Dissemination of decent work standards for women working in the public, private and civil sectors and international institutions working in Palestine; adopting stimulating and protective legislation for small businesses and working women; Enable women entrepreneurs and people with disabilities to access the necessary funding and expertise; Increasing the competitiveness of women’s and women’s organizations’ products at the national level, regional and global markets; Developing a system of vocational and technical education and training that takes into account gender issues, is organized and effective in supplying the labor market with what it needs of skilled and semi-skilled labor of both sexes; Work to ensure that women receive the minimum wage, especially in non-traditional fields. In addition to promoting women’s entrepreneurship and their ability to own and access financial resources.58

The MWA in Palestine conducted a study related to the gender-responsive policies adopted by the CM over period of (20) years, and the result was that economic empowerment policies were the weakest in implementation. Accordingly, a decision was issued by the CM to form a national committee to study all policies, develop solutions and overcome the gap between the sexes. The DG of Planning added that the MWA decided to develop a strategy for economic empowerment and not intersection with other ministries, and to work on introducing modern technology that could revolutionize women’s empowerment. The ministry has several agreements with funding agencies to enhance the skills of women owners of small projects, in technology to increase production and export more than domestic consumption.59

5. Innovation, Entrepreneur Development and Excellence

The ministries of Entrepreneur in both countries are not executive. The interview of the Jordanian Ministry of Digital Economy and Entrepreneurship confirms that it is not an executive body, but rather a ministry of promotional policies that, through the use of electronic means, can access the target groups, for any type of investment, and encourages access and work on economic initiatives that encourage the work of young people and women within the Jordanian society, including promoting the concept of the green economy. The Ministry is working to strengthen the digital structure of the economy, including artificial intelligence for use in vital sectors including the “energy and clean technology sector”, which facilitates economic initiatives. In Palestine, the Ministry of Entrepreneurship and Empowerment has been recently established. The Ministry is aware of the

58 Interview with Yasser Abu Shanab, Director General of Planning and Policies Environmental Quality Authority.
59 Interview with Amin Assi, Director General of Policies and Planning, Ministry of Women’s Affairs, Palestine.
60 Interview with Dima Arabiyat, Empowerment Program Coordinator, The National Committee for Women, Jordan.
The Supreme Council for Creativity and Excellence in Palestine was established in 2012 and is a governmental institution, an incubator and umbrella for creativity in Palestine, and it is funded only by the government. The Council has a 47-member board, of which women make up 30%. The Council represents all government, non-governmental and civil organizations. It operates through six specialized committees: policies and planning, motivation and exploration, central evaluation, pilot incubation, funding and investment, and international relations. The Council is an active member of 29 international organizations.

The council works in the stim field of innovative ideas in science, technology, engineering, and industry that serve economic entrepreneurship. Services provided by the Council: a database of all innovative projects (2000 projects), through which the innovators are engaged with each other to form teams, share skills and engage startup owners with the private sector to be invested. The Council has a monthly budget to support advanced projects, and a non-repayable grant is provided to entrepreneurs who need to apply as a first stage to develop the idea and pitch it to investors later. For this purpose, Al Najah University has been contracted to open its laboratories to innovators working on the development of their scientific experiments, and the Council finances the materials used in the laboratory. Its presidential fund was established in 2016 to support startups, which were registered abroad for lack of funding. So far, the Council has supported 10 startups since 2016, and any environmentally harmful project is excluded.

According to the Council, entrepreneurship in Palestine is generally weak. According to the interviewed person, five years ago, women's entrepreneurship was not acceptable, but nowadays, entrepreneurship for women is much better. The use of online technology opened up great prospects for women. Also, the Council gives priority to women through involving them with international conferences. Work is under way on the construction of three Council buildings; the first of which is modern laboratories in agriculture; the second is for construction of three Council buildings; the international conferences. Work is under way on the third is for the innovators, and is modern laboratories in agriculture; the second is for construction of three Council buildings; the international conferences. Work is under way on the giving priority to women through involving them with online technology opened up great prospects for women. Also, the Council gives priority to women through involving them with international conferences. Work is under way on the construction of three Council buildings; the first of which is modern laboratories in agriculture; the second is for management; and the third is for the innovators, and it has a library, halls and all that entrepreneurs' need.61

6. Green Economy

While green growth processes are country and demand-driven, and the response to national sustainable development priorities may seem different in each country. The principle of “not leaving anyone behind” is at the heart of inclusive green growth and achieving sustainable development goals. GGGI will continue to invest in its ability to deliver high-quality programs and develop its capacity to measure shared social benefits to achieve the strategic goals for 2030. According to its Director-General at the introduction of the strategy, GGGI will support its members to reduce emissions, with an estimated one giga ton of CO2 equivalent, creating tow million green jobs and providing sustainable services to 100 million people. The perspective of equity is needed to ensure equal opportunities and access to decision-making and benefits for women, young people, indigenous people, and marginalized and poor communities through tailored solutions for their needs.61

In the same context, GGGI has developed a strategy for gender equality and social integration, which included a set of strategic objectives as follows: 1. By 2030, the economies of its members will be transformed into low-carbon and flexible economic development model with the support of GGGI to maximize their green growth results and implement nationally defined contributions and sustainable development goals “compatibility with human rights and principles and “not to let anyone fall behind”; 2. A stronger focus on investments in poverty reduction and gender equality; 3. An enhanced ambition to eradicate poverty, mainstream gender equality and social inclusion in GGGI 2030: 4. GGGI 2030 pathways towards poverty eradication, gender equality and social inclusion; and 5. Maximize social benefits and inclusion through GGGI software solutions The “gender and social inclusion” strategy (2021-2025) provides a framework for ensuring that opportunities throughout GGGI’s program and processes are deliberately identified to maximize common social benefits and ensure a fair transition towards green economies. The strategy identified software solutions to achieve the stated objectives in general, and the structure of poverty eradication and gender equality programs.62

With regard to the implementation of the Agenda 2030, and to expand green entrepreneurship in Palestine, the (PVNR) has identified a number of challenges of sustainable consumption and production including unsustainable water use, soil degradation and desertification, degradation of energy infrastructure, unsustainable farming practices, and the lack of waste treatment and disposal infrastructure. With the support of SwitchMed, the PA has identified three key sectors that can develop the added value by switching to a more circular and sustainable economic model; Food Industries; Tourism, and Construction. Agriculture greening helps to further produce food, at the same

60 Interview with Fazam Naa, Director of the Motivation and Exploration Department. The Council of Innovation and Excellence
time maintaining and expanding vegetation over time, but this requires infrastructure development, especially in rural areas, by focusing support for sustainable agriculture inputs at the expense of unsustainable agriculture, focusing on small owners in the agricultural sector, which will contribute to reducing poverty levels by investing in natural capital, which is a source of income for the poor. The same process applies to industry, other economic activities and sectors, and in industrial action. Recycling must be adopted, and the life of the goods produced should be reduced so that the resources used in manufacturing processes are reduced.63

a. Green Economy and Job Creation

A successful transition to a greener economy will create new opportunities for workers, but it will also create new risks. The challenge for the labor market and skills policies is to maximize the benefits to workers and help ensure equitable cost sharing, while supporting broader green growth. The four main policy priorities are:

1. Supporting the redistribution of the chain of workers from descending companies to developing companies, while reducing the adjustment costs of workers;
2. Supporting environmental innovation and the dissemination of green technologies by promoting primary education and vocational training and ensuring that strict product market regulations do not reduce the incentive to innovate;
3. Reforming workers’ tax and benefits regulations to ensure that the cost pressures generated by environmental policies do not become an obstacle to employment; and
4. Designing policies, programs and strategies for sectoral adjustments as well as local development strategies through partnerships with local stakeholders.64

By 2030, the green economy will create (24) million jobs all over the world. The (ILO) confirms that green economy can enable millions of people to overcome their poverty and provide better livelihoods for current and future generations, as well as creating new jobs by adopting sustainable practices in the energy sector, including changes in the energy mix, encouraging the use of electric vehicles, improving energy efficiency in buildings and ecosystem services that maintain multiple things including agriculture, fishing, forestry and tourism activities, in which (1.2) billion laborers work.65

The world produces up to (50) million tons of e-waste annually, and although it is worth more than (60) billion USD, only (20%) of it is officially recycled. However, waste has become an increasingly important resource in the informal labor sector. Electrical and electronic equipment waste is now being recovered, refurbished, reused and recycled, providing innovative services and products to the markets, and assisting the entire recycling economy.66

The green economy can help millions of people out of poverty and provide better livelihoods for the current and future generations. This requires taking prompt action to train workers in the skills needed to move to a more environmentally friendly economy and to provide them with social protection, thereby facilitating the transition to new jobs, contributing to poverty prevention and reducing the vulnerability of families and communities.67

There is also a need for labor market policies and comprehensive skills, which are also specific for the environment, including additional training for middle-of-the-career workers who need to adapt to green working methods, and ensuring that both men and women are equally well-prepared to the transition to a greener economy.68

Most of the studies (30) studies that examined the impact of environmental policy measures on employment indicate that it is positive, and that meaningful employment gains have either been achieved or continue to be so. Net employment gains were (0.5-2%), or (15-60) million additional jobs worldwide. Expansion of renewable energy sources is considered one of the most dynamic sectors. Globally, employment has grown dramatically in recent years, reaching an estimated 8.1 million jobs, most of which in agriculture that provides many opportunities. Evidence from different countries strongly suggests that (organic) farming methods tend to be more labor-intensive than traditional agriculture. A macroeconomic model, that has led to the simulation of green investments in agriculture, demonstrates that moving to sustainable agriculture could create more than 200 million full-time jobs across entire food industry. The Republic of Ireland concluded that organic farms have provided 135 per cent more full-time jobs More than traditional farming.69

b. Arab Green Economy

A recent study by the Union Arab Chambers, said that the issue of the green economy in the Arab world is not optional, but rather a binding necessity for economic...
and environmental security, and a prerequisite for achieving comprehensive and sustainable development, because of water scarcity and stress in the region and the potential for fossil energy depletion, in addition to the importance of reducing pollution from conventional energy. The study pointed out that the activities of the green economy contribute to reduce poverty and achieve sustainable development through increased economic growth, job creation, and improving the management of government policies. The study reported that renewable energy, green investments in trade, industry, agriculture and waste recycling will provide more jobs, especially in rural areas.

A study by ESCWA entitled, “the role of small and medium-sized green businesses in sustainable development” confirms that the development of small and medium-sized green businesses in the Arab region directly affects the three dimensions of sustainable development: economic, social, and environmental. Small and medium-sized green businesses play a key role in sustainable economic development, increasing efficiency that reduces internal costs, which increases the profit margin. The funds provided as a result of improved environmental performance in the project can be re-employed, contributing to the creation of new jobs. One of the most notable results of improved green production processes is increased efficiency in resources and labor, and projects that operate most efficiently have an advantage over their competitors. Moreover, securing safe working conditions increases productivity and reduces the risk of work injuries for which companies are responsible.

In the social dimension, more emphasis should be placed on the link between unemployment and the green economy in the AR, especially since the process of transition to the green economy must seek reducing poverty and creating jobs, specifically for women and young people. The study fears gender related pay disparities, benefiting males, if the green economy is limited to large investments in the infrastructure, buildings and the transportation sector. Governments must ensure the social sustainability of the green economy by giving preference to women and other disadvantaged groups, otherwise the shift will contribute to increased gender inequality in key economic sectors. Entrepreneurship among marginalized groups can be encouraged through the effective use of unskilled labor and improved access to skills improvement programs.

In the social dimension, more emphasis should be placed on the link between unemployment and the green economy in the Arab region, especially since the process of transition to the green economy must seek reducing poverty and creating jobs, specifically for women and young people. The study fears gender-related pay disparities, benefiting males, if the green economy is limited to large investments in the infrastructure, buildings and the transportation sector. Governments must ensure the social sustainability of the green economy by giving preference to women and other disadvantaged groups, otherwise the shift will contribute to increased gender inequality in key economic sectors. Entrepreneurship among marginalized groups can be encouraged through the effective use of unskilled labor and improved access to skills improvement programs.

c. At the level of Jordan and Palestine

A major achievement has recently been achieved in Jordan with the signing of the first agreement between the government on one side and developers and investors of the RE on the other side to start the first Solar and Wind Power projects, which came as a result of the recent issuance of the comprehensive legislative and regulatory framework for renewable energy. However, Jordan needs a proactive policy to pursue and develop other elements of the value chain, particularly education, innovation, technology, training and entrepreneurship. With more than 70% of its population under the age of 30, Jordan’s largest investment must undoubtedly be in its human potential.

Integrating the green economy’s market needs into vocational education and training systems will enhance the competitiveness of green sectors and clusters and ensure the sustainability of social and economic benefits. The PR stressed the importance of partnerships between government institutions, non-governmental organizations, the private sector and major networks to manage the responsibilities and the support for establishing strategic partnerships, strengthening advocacy networks, supporting green entrepreneurs in a particular sector, strengthening funding partnerships and improving communication and the measurability system.

The Palestinian Environment Quality Authority believes in the importance of coordinating with cross-sector...
ministries such as Women’s Affairs, Labor and the National Economy, so that it supports improving interministerial coordination to better mainstream green entrepreneurship and strengthening the incentive system across sectors with a particular focus on Women-led Initiatives.77

There have been a lot of efforts and initiatives in Jordan over the past decade, by international and local institutions. Universities have a prominent role in training, education adaptation and keeping pace with global developments in the fields of entrepreneurship in general, creativity and green entrepreneurship.78 The Business Development Center (BDC) provides the development of entrepreneurial ideas and the training of women entrepreneurs in the fields of leadership. The ratio of women benefitting from the BDC’s programs reached 65%, and the number of women’s projects supported by BDC amounted to (350) out of their total (1200) projects, in addition to the incubation of pilot projects in the fields of environment, energy, agriculture and leading green projects. BDC emphasizes the importance of green entrepreneurial projects and their potential impact on the growth and creation of new jobs for young people and women in areas suffering from high unemployment and slow economic growth.79 This is in addition to what some international institutions, such as the International Labor Organization,80 SwitchMed, among other institutions, whether in direct implementation, funding or training, and there are many specialized incubators and business accelerators.

However, the rate of entrepreneurial activity in the early stages among women in Jordan is considered the lowest compared to neighboring Arab countries, where only 3.3% of women between the ages of 18 and 64 are engaged in or have recently started entrepreneurial work. This small ratio is due to multiple reasons including unprofitable businesses, family crises, lack of guarantees for funding and government actions and policies. Women in Jordan prefer a job to self-employment or entrepreneurship because of career incentives such as maternity leave, social security, and health insurance, which limits the desire to entrepreneurship. These jobs are concentrated in the capital Amman, while other governorates have fewer employment opportunities. Al-Zarqa, Madaba and Irbid governorates are considered the highest in women employment in the industry. Entrepreneurship in Jordan is focused on service delivery, not introducing new products.81

In Jordan, the green economy is an effective tool in the process of tourism promotion, which is reflected in the rise in income that leads to the revitalization of the national economy. Promotion and awareness of entrepreneurship are necessary in all governorates, in addition to creating a supportive environment for green entrepreneurship by building the capacity of local institutions on the mechanisms of implementing, stimulating and supporting green entrepreneurial projects for women, in addition to providing soft loans with low benefits.82

There have also been numerous entrepreneurship and entrepreneurs in Palestine, and there are multiple partnerships that bring together the government, non-government and civil sectors, as well as Palestinian universities, with a prominent role in supporting leadership and entrepreneurs of both genders, with a focus on women, young women and marginalized families. This role has included incubation, acceleration, training, participation in international competitions, networking with donors. The websites of such institutions highlight project news, programs and competitions for entrepreneurship to obtain incubation and/or funding. In this context, Birzeit University ranked first on Palestinian universities for its efforts to improve green operations for the present and future times. This came in accordance with a study conducted to examine the university’s environment, the aim of the study was examining the compliance of Birzeit students with the green processes provided by the university, where sustainable development is currently considered a way of life for universities to compete with each other on global classification standards. Birzeit University has a promising experience in Green Management and Building as a realistic example in the Palestinian society, seeking to adopt the concept of GMB sustainability, and also adopting the improvement of the quality of life of people living or working within its buildings; promoting the awareness of the construction sector of its benefits.83

In Palestine, awareness of the issue of Waste has increased in recent years and many Palestinian Community Initiatives have emerged. Their campaigns and broad activities revived the spirit of volunteerism and promoted community-supported solutions to

---


80 See note 70.

81 See note 70.

82 See note 70.

major problems. These initiatives address the problem of solid waste through various approaches and means, all of which are inspiring. They can be categorized in the following categories: volunteer groups leading awareness and cleaning campaigns in rural and urban areas, initiatives and companies on recycling cardboard and plastics, as well as engineers who produce building materials from construction waste and rubbles, in addition to individuals or startups implementing entrepreneurship projects and creating mobile applications and platforms to recycle and reuse materials.84

Artists Start Projects to recycle all kinds of materials, raise awareness of individuals and groups through blogs, other social media platforms and finally civil society organizations and civic groups to conduct awareness campaigns. Moreover, other environmental and agricultural activist groups are also contributing to a speech that encourages waste reduction and a more sustainable lifestyle. These initiatives may be small and may not be able to solve the problem of solid waste on their own, but they give hope for increased and collective awareness on the issue of waste. We can only culminate in a joint effort between all sectors, as well as a stronger political will to address the problem of waste and other environmental issues in Palestine.85

---


85 See note 84.
desired to ride bikes and was prevented because of the social reality. She developed the idea and obtained approval of the Municipality of Gaza to use Yarmouk Stadium to start her project “Breathe deeply” and to allow women to rent a bike and exercise in a closed playground.
This chapter is the core of the study. It will propose and analyze five economic activities within the economic sectors, agriculture, industry and green economy. The analysis includes the reality of these economic activities, the prospects for their development in the context of the economy of Jordan and Palestine, exploring opportunities for women’s entrepreneur, in addition to exploring challenges and proposing recommendations related to these economic activities.

As the concept of the green economy is relatively new in Palestine and Jordan, both countries lack statistical indicators that monitor the level of development in this direction. The interviews with women entrepreneurs and some civil society organizations highlighted experiences that promise success despite their modernity. From deferent side, if the high cost of converting existing agricultural and industrial projects to a green economy is the main concern in the transition to a green economy, it will be easier and less expensive to invest in newly established small businesses, which do not require a high cost to achieve this transformation, and businesses run by women in agricultural and industrial sector are part of this investment.

1. Agricultural Subsectors

a. Urban Agriculture Animal Husbandry

There are several models of urban farms, including simple ones, such as small traditional community gardens, complex ones like the in-house vertical farms used by farmers to increase space in three dimensions (i.e., measuring the area per cubic meter, not square). These complex and future farms are designed in several ways, but most of which include rows of shelves filled with plants that have roots deep in soil or nutrient-containing water. Each layer is equipped with UV lighting to simulate the effect of the sun. Unlike the traditional agriculture, which is affected, by the weather, indoor agriculture allows farmers to adjust conditions to improve plant growth. Appropriate techniques help agriculture take place in a variety of unfamiliar places, which is evidenced by the new trend of urban agriculture. These farms are not limited to simple community vegetable gardens, but also seek to provide food to consumers in the surrounding areas. All that vertical farms need is some space and electricity, and they do not need special facilities. Farmers can easily buy everything they need to establish and maintain their farms online. There have been thousands of urban farms in the United States since 2013.86

Urban agriculture has historically been widely practiced in urban areas in Jordan and the Levant. Traditional plants have included various fruit varieties such as citrus fruits, figs, pomegranates, grapes and different types of stone fruit. Various vegetable varieties such as tomatoes, cucumbers and radishes, as well as edible herbs such as mint, parsley and basil, have also been widely cultivated. The change in the perception of home gardens, from productive agriculture in favor of food to ornamental plants, as well as increased urbanization and population density, has reduced open spaces available on the public and private scales for urban fruitful agriculture for food purposes.87

Urban and semi-urban agriculture accounts for the majority of agricultural patterns used in the Gaza Strip, as the term urban agriculture is used to express agriculture within entire cities as well as in semi-urban areas, and there is a great diversity in the concept of a production system based on urban and semi-urban agriculture such as home gardens, green public parks, small orchards, animal production, fish farming, olive production, dates, etc.88

Urban agriculture can be in home gardens, no matter how modest they may be, and can be on the roofs of buildings or plaques, as well as in basins full of soil or hydroponics, and as vertical or horizontal agriculture.89 In both options, technology can be introduced. All kinds of vegetables can be grown through urban agriculture, as well as fruit trees. The experience of (Salah al-Hammida) from the Gaza Strip, who received training support and a financial grant, established a rudimentary agricultural greenhouse with wood and nylon inputs and planted them with varieties of...
seasonal vegetables (tomatoes, cucumbers, eggplant, peppers, chili, zucchini, okra, lubya (beans) and pumpkins, as well as planting trees in used barrels (clementine, sugar-apples, guava, oranges). The home unit is divided into two parts: the garden of the house is "agricultural space around the house" and the second is on the roof, and the area of the garden is 30 meters.92

Urban agriculture is not limited to the self-sufficiency of families, but can be commercial and easy to market, especially if cultivated varieties are not produced frequently in the same country. Entrepreneur Hadil Qashou*, grows ginger on the roof of her house, does not use chemical fertilizers, but buys organic fertilizers, mixes them with compost. Qashou* says she uses a special network for irrigation, fertilization and moisture measurement and thus saves in water consumption.93

In the Gaza Strip, these rapid developments have led to the erosion of the rural agricultural landscape in favor of a distorted urban and semi-urban agricultural landscape and pattern that requires new strategic planning and approach to what is known as the "urban agricultural development approach" as a realistic strategy for positive adaptation in the face of exposure and food insecurity and the strengthening of the resilience and prevention of the agricultural sector with its components, including agricultural food value chains and the local market system, as the Gaza Strip is an area characterized by its extended crises.94

Green roofs in the Gaza Strip.95

This kind of agriculture has a range of benefits: it contributes to reducing carbon emissions, mitigates the effects of climate change on agriculture, has access to healthy food for its consumer, contributes to the harmony of society, forges stronger social bonds, helps increase mental health, and helps raise awareness of environmental concerns. Moreover, it has economic benefits at the family and commercial levels, and providing hotels, markets and others with their need from agricultural products.96

Urban agriculture is the cultivation of plants and animal husbandry in cities and their surroundings. It is part of the urban ecosystem and the urban food system associated with urban policies and plans. Production units can be established within the city or in the surrounding semi-urban areas. Urban agriculture may involve the production of grain crops, root crops, particularly fruits and vegetables, animal husbandry, poultry, sheep, fish, bees, non-food products, aromatic herbs, ornamental plants, etc. Urban agriculture has positive effects associated with the city’s transformation into green areas, which can positively affect the climate and contribute to the beautification of building surfaces.97

Sometimes there are also some vacant plots in cities and rural areas, which are usually launched at the community level and include a number of agricultural participants, and each person receives or rents a piece of land within the project. Landowners usually share capacity-building, tools and resources such as compost, pegs, seeds and gardening in private patios and rooftops. Green agriculture projects usually include farmers’ markets that allow producers to sell their products directly to consumers, reducing the costs and risks associated with the regular food supply chain.98

The abovementioned examples remind us of the experiences of neighborhood committees in Palestinian cities and villages during the first intifada (1987-1992), in which residents of the neighborhood or village (males and females) participated in cultivating lands in their area of residence, and distributing production for the neighborhood’s self-sufficiency. During the Corona pandemic, there have been some similar examples; Hakima, an entrepreneur who managed a women’s association in her village, and as a result of the Corona pandemic and loss of income, she proposed to the members of the association an initiative to cultivate a piece of land she owned personally, and they started working collectively to grow thyme. In the second agricultural season, Hakima and her group began to reclaim a second plot of land and plant it with peas, beans, lettuce and other varieties of vegetables, and the products are fully marketed in the production place. Hakima and her group did not use any chemicals for crops and relied on inherited methods without knowledge of environmental or organic agriculture, and the crops are sold at market prices. They did...
not lose; however, the income is used to expand the project and its needs and development, the project needs a suitable fence to protect it from the pigs of the nearby settlement. In Jordan an experimental project that provides a successful pioneering model for what can be accomplished in the near future in terms of Urban Agriculture, in Amman. Landmark Hotel has provided one of its rooftops to create an ‘urban farm’. The hotel also buys farm produce of vegetables and fish for use in Prepare food in the hotel kitchen, and it was well received by restaurant customers. The project also received a general welcome, the hotel welcomes school groups who would like to visit the project, for educational purposes.

b. Systems for integrating aquaculture into farms

Integrated production systems are some of the few sustainable agricultural models suitable for marginal lands, which can generate diverse products and multiple sources of income in rural communities. These systems combine crops, pets and aquatic species. Low-quality soil and water resources such as salt groundwater, wastewater or salt-affected land are used. These systems produce positive reactions and uses: animal manure to fertilize crops and ponds; by-products of crops to feed animals and fish; pond deposits as fertilizers; and aquaculture water for irrigation purposes. In terms of cost, fish can have two courses per year, providing a significant economic opportunity for local and small farmers. In these systems, the cost of fish feed is reduced by reducing fish feed needs from 2 to 1.1 kilograms of feed per 1 kilogram of fish.

Challenges

1. Limited available spaces, in overcrowded cities such as Amman and the Gaza Strip due to high population density.

2. Limited water if shading methods are not used to relieve direct sunlight, and if effective irrigation systems are not used to reduce evaporation.

3. Social and cultural obstacles: lack of community participation, lack of culture of gardening and reliance on paid employment, especially in cities.

4. There are multiple constraints limiting the development of sustainable and more resilient urban agriculture in the Gaza Strip and the West Bank, where urban policies and land classification and development systems have particularly ignored the potential of urban agriculture as a source of food and livelihood for the poor, and despite their ability to alleviate poverty. They still lack recognition from the scheme. Policy makers, in particular, have little to do with interactive participatory research on urban agricultural extension, urban agricultural resources, policies and strategies on existing agricultural land and other fertile land within cities, so reform institutional policies and initiatives are important for food security, poverty alleviation and sustainable urban development.

2. Industry

a. Food Industry

The Palestinian food industry accounts for 24% of the value of production and 22% of the total exports. The sector contributed about 22.2% of the total manufacturing production in Palestine during the period (2010-2016). Jordan’s food industries account for nearly 6.4% of Jordan’s total GDP, 10.5% of industrial exports, and 52% of the domestic market share of the food industry, which also accounts for 25% of total industrial production.

animal feed. In addition to the above, Jordan also produces spices, vinegar and salt. A study by the Jordan Enterprise Development Corporation JEDCO entitled “Identifying the pivotal and leading sectors of the Jordanian economy by measuring the economic entanglement of the "Leontief Model", which examines indicators of economic entanglement by presenting milestones describing the volume of flows of goods and services between different economic sectors, including describing the extent to which each sector depends on other sectors as an entry point or as a way out of productive processes and the strength of interdependence among them, and therefore their success and sustainability. With a study of 40 industrial sectors, the animal production sector came in third place, and the food industry came in the 13th place, in terms of direct forward linkages. In the total forward linkages (direct and indirect), the animal production sector came in fourth place and the food industry came in the 11th place. In direct backward linkages, the meat and fish processing and conservation industry came in first place, followed by the bakery product industry in second place. The animal production and food products industry were ranked 9th and 17th in a row. In the final analysis of forward and backward linkages, direct and indirect, the sectors mentioned earlier came in third, fifth and ninth positions in (40) industrial sectors.

The previous results of the study confirm that the industrial sectors related to food consumption, animal and vegetation, and their total forward and backward linkages have the opportunity to succeed and develop. On one hand, it is a vital sector that constantly increases demand to increase the natural population or resulting from regional crises. On the other hand, there is work on the development of tourism and attempts to green it in Jordan to attract more regional and international tourism. Here we can link between tourism and the provision of food and drink and baked goods prepared in the home kitchens of environmental tourist trails.

In Palestine, the President of the Palestinian Food Industries Union confirms that food products of the women’s associations projects have a distinct market share and these products have Palestinian and external consumers and are interested in developing them and improving working conditions to meet all food safety standards. The Director-General of the Union emphasizes the demand and desire of young Palestinian women to prove themselves, and to break into the areas of success in the fields they believe in through the food industry, regardless of their material, academic and technical potential. Young women have achieved success stories by opening their own businesses and developing businesses and leading women’s associations working in the food industry, in addition to working partnerships with Palestinian food companies to cooperate in the marketing of products.

This sector has encouraging choices for women’s entrepreneurship, as well as easy access to the sector in rural areas, with simple initiatives, inherited experiences and marketing at the local level, particularly for young women or women who have not completed academic education, as well as graduates who are unemployed in marginalized areas. Hamda Al-Shawe, a Jordanian woman entrepreneur who works in the cheese industry out of sheep’s milk using an old traditional study method, and it is a family project in which she and her husband work on. Hamda adds, “government jobs are limited, and I don’t have certificates that qualify me for these jobs. I thought about entrepreneurship, my father was a cheesemaker, and I loved his career, so I worked with it. My experience is personal; I didn’t get funding or training from anyone. I thrive in the community; my project has evolved and my customers have increased.

Twenty women owners of food industry projects were interviewed, distributed as follows: (9) projects in Jordan, of which only (3) received funding and training; (6) in the Gaza Strip, (3) of which received funding, in the West Bank (5) projects, (4) of which received funding, and the fifth received personal bank loans. Most of these projects are managed from home, and it is worth mentioning here that a number of the projects mentioned are industrial agricultural projects, where the manufacture of plant and animal products, owned by the entrepreneurs or her family, if the family did not own the land, she have to rent a land.

None of the above food manufacturing entrepreneurs complained about marketing, but rather stressed that marketing is very good and they constantly get new customers. The second conclusion is that most projects started without funding and most cases without training, and they relied on personal and sometimes inherited skills. Everyone complained about the lack of funding to expand the project and get modern equipment to reduce the effort, also part of the projects relied on the environmental nature of manufacturing such as herbs, spices and flavorings, this help them to providing production output at affordable prices.

Therefore, we believe that there are high opportunities for the success of food industry projects, low risks, and challenges related to financing and training to start the project strongly and productively. Marketing remains although it did not pose a challenge to the projects mentioned because they are small and consumed in the community, and when the project is expanded,
Food industry is divided into two parts according to the capacity of production, employment and capital: the first one is the simple food industries, which women’s projects are include, the majority of them so far have a simple production capacity; few of wageworker; unregistered, and rarely produced for export. In the other hand, they are not covered by the services, facilities in general. This industry, which women entrepreneurs aspire to develop in Jordan, will face the following challenges:

1. **The high prices of energy used in manufacturing.**
2. **Energy prices are reflected in the high cost of transportation for goods and raw materials.**
3. **The high costs of project registration.**
4. **Orientation to food industry with competition in marketing from imported goods from other countries in which the industry receives government support.**
5. **High sales tax.**
6. **Infrastructure such as electricity and sewage installations are need to be developed.**
7. **Customs procedures are somewhat complicated.**

The aforementioned in Jordan mostly applies to Palestine, in addition to the challenges caused by settler colonialism, as in the rest of the Palestinians’ lives, as follows:

1. **Smuggling Israeli settlement products, especially in Area C, with competitive prices for national products.**
2. **The Israeli control over the crossings and commercial ports, and the obstacles and costs they cause.**
3. **In addition to the high cost of fuel, the cost of transporting products increases with the use of bypass roads in cases of closures.**
4. **The high cost of paperwork necessary for export.** Some other problems related to export to foreign markets.

### b. Communication and Information Technology

The Information Society is seen as a new revolution compared to the two previous revolutions, agricultural and industrial, each stage is called the first agricultural wave, the second industrial wave, and the third information wave, which are more rich and more complex. Information is the most important entry point ever made in modern times, a material that cannot be exhausted, and because of the growing importance of information about what it used to be, our civilization has to reconsider the systems of education and the organization of scientific research, as well as the organization of the means of communication.\(^\text{107}\)

The development of the sector is connected to the development of infrastructure, in terms of the capacity and speed of the Internet and the number of primary and secondary partitions, fixed broadband lines, etc., which are the main factor to the development of the level of services, keeping pace with successive developments and rapid shifts in the transition to digital economics and associated applications. This is different in Jordan as an independent State, with a more structured infrastructure, regulation and legislation than in Palestine.\(^\text{108}\) Like all other sectors, the challenges facing the Palestinian sector are different from those in Jordan. As the occupation’s control over (60%) remains the biggest obstacle which the sector faces, through restrictions on developing the infrastructure network, preventing access to necessary equipment and supplies, and preventing access to the 3G services until 2018, in the West Bank only, excepting the Gaza Strip. And it is still preventing access to the 4G service until now. The thing which reduced the development of the sector’s infrastructure. On the other hand, and with the achievement of some development in the organizational structure of the sector, it needs to develop the legislative structure for all aspects of work.\(^\text{109}\)

Jordan has a highly competitive communications and information technology sector, in the Middle East and North Africa region, and currently it is serves the regional markets in technology and innovation. The sector’s total revenue for 2018 was $(2.3) billion. And the sector jobs was (22,413) were employed, with 67% for males and 33% for females. The sector grew about 11.64% between 2014-2018 and increased revenue about $300 million. The mobile penetration rate reached (85%), and the Internet penetration rate (88.8%). The government provided many incentives to develop the sector, including zero taxes on sales, customs duties, and export income. In addition to setting a maximum interest for soft loans, and using movable assets as collateral for loans, on goods such

---


as (servers, screens, printers, and similar electronic products) universities graduate annually at a rate of 4.3 thousand from communications and information technology majors 51% of graduates annually are female.\textsuperscript{110}

Jordan is a regional hub for technology start-ups, with investment capital, a business-friendly environment, and low corporate launch costs. The sector contributed about 12% of GDP to become one of the leading sectors in the region, with more than 600 companies operating in the field.\textsuperscript{111}

Palestine has the fastest growing ICT sector. There are over (698) companies specializing in the technology sector, which contributes at a rate of (4%) to the Palestinian gross domestic product GDP and has a market size of about $651 million. The Federation of Palestinian Information Systems Companies (BETA) is a regulatory union of these companies, and its membership (163) registered company. There are (345) establishments engaged in communications activities. University graduates in information technology (1844) annually for 2017-2018. There are (25) funding programs and incubator that provides support for investment projects in the sector. Exports amounted to US $29 million for 2017. Over (4.3) million mobile subscribers and more than 470 thousand fixed telephone subscribers plus 67 local radio stations. Number of employees (8408) for 2017. Value added was $521 million for 2027.\textsuperscript{112}

In Palestine, the Government has provided a number of stimuli: zero income tax for 4 years for new projects, two years for existing projects that have previously benefited from IPA incentives, and three years for existing projects that have not benefiting from IPA incentives. Pilot projects incubated in approved centers No fees are collected for granting incentives to projects, and these projects are treated as beneficiary projects from the investment law regarding customs incentives for these projects are treated as beneficiary projects from the investment law regarding customs incentives for projects, and are collected for granting incentives to projects, and three years for existing projects that have previously benefited from IPA incentives, and two years for existing projects that have previously benefited from IPA incentives. Number of employees (8408) for 2017. Value added was $521 million for 2027.\textsuperscript{113}

On the other hand, an article by (Mohamed Shaheen)\textsuperscript{114} says, “you do not have to wait for a job opportunity that may be long overdue and may or may not come, but you have to rather contribute to creating a job opportunity for yourself and you may be able to provide it to your colleagues as well”. In Shaheen’s view, male and female graduates should focus on information and communication technology for its ability to transform labor markets and create new jobs, as it makes labor markets more innovative, inclusive and global. This is due to the increase in network connectivity, in more than (120) countries, where the percentage of mobile phone use reaches more than (80%) of the total population. The ability to work remotely and contracting work, by transforming more aspects of work into digital data, and the globalization of skills, especially language skills, especially English. In addition, information and communication technology provides new windows to create jobs and employment opportunities that help address unemployment among graduates, information and communication technology is able to connect people to jobs, the job market on the Internet is currently helping nearly (12) million people from different parts of the world to find work By connecting them with employers all over the world (BabaJob site in India, Tal Souq in the Middle East and North Africa). ICT creates new and more flexible forms of employment and work.\textsuperscript{115}

Information technology and entrepreneurship provide opportunities for contracting via the Internet to access job opportunities all over the world, such as the ODesk and Elance sites, which announced about (2.5) million jobs in (2012), ranging from writing, to customer services, and developing computer programs. Business forums such as Cloud Factory, Mobile Works, and Samasource that break down large business processes into smaller, fragmented single tasks, such as data entry, proofreading, scriptwriting, or graphic design, and distribute them to workers around the world, as analysts estimate the size of this market now By about one billion dollars, and they expect it to reach (5) billion dollars in (2018).\textsuperscript{116}

Dozens of business incubators and accelerators are scattered in Palestine and Jordan, and hardly any university is devoid of an incubator or business accelerator, or both, in addition to incubators and accelerators run by community institutions, and others have been established by private sector entrepreneurs. Some of them specialize in information technology and most of them are for entrepreneurship in general. Incubators and accelerators play an important role in embracing leadership ideas and accelerating start-ups. Some incubators offer incubation programs for women, as the Business and Technology Incubator BTI at the Islamic University, the first and largest incubator in the Gaza Strip and Palestine giving them additional opportunity for empowerment,\textsuperscript{117} as well as mixed programs and sometimes, some programs

\textsuperscript{110} وزیر الاقتصاد الرقمي والريادة رئاسة الوزراء | https://www.moe.gov.jo/Ar/featured Stories/10627


\textsuperscript{112} وزارة الاقتصاد الرقمي والريادة | https://www.moe.gov.jo/Ar/featured Stories/10627


\textsuperscript{117} جامعة الاعمال والعلوم التجارية - الجامعة الإسلامية في غزة | https://www.modee.gov.jo/AR/
arranged only for women, as Pictiti. It promotes the skills of women leaders in technical and marketing, management, planning and finance, linking them on the market with suppliers and consumers, some of which assist in the registration of start-ups and/or provide financing to support start-ups. In addition to training programs to bridge the gap between education and skills required in the labor market.\textsuperscript{118} Note that the percentage of female graduates in CIT reaches 48\% of the total graduates.\textsuperscript{119}

In general, new companies face a problem in registering with the Ministry of National Economy of Palestine. In particular, women are exempted from certain requirements for registering enterprises in the commercial register, such as a property contract or a lease on the location of the business.\textsuperscript{120} However, in practice, when registering, women are required to pay fees, so that they can be paid retroactively if the minister changes and another minister comes and does not agree to bypass the law, (because the hierarchy of the law is higher than the minister decision). In addition to the fact that registration takes place through the appointment of a lawyer, and this requires fees. Female entrepreneurs face the same problem in taking advantage of the incentives in the incentive contract, sometimes for administrative reasons, or their applicability to the project or company.\textsuperscript{121}

In Jordan, the TCI sector is a regional hub for start-ups in this sector, and in Palestine it is the most growing sector, and it is the sector that is the easiest to export products. In addition to the global orientation of the digital economy, TCI has entered all economic sectors, agriculture, industry, services, education, banking, trade, in particular e-commerce, etc. Also, the rapid developments in TCI require leaders to keep up with it, such as artificial intelligence, electronic cloud programming, and the Internet of Things. This is very encouraging for leadership in this promising sector.

1. low funding of incubators in Jordan and Palestine, and the fact that most of the incubators target unemployed youth, and often new graduates, either they are satisfied with skills training and networking, or they provide funding for the best project or two projects only, and some incubators in Jordan charge fees they call symbolic.

2. High loan interest ratios.

3. High risk of investment in this sector. Creating simple ITC entrepreneurial projects may be inexpensive, since they can be run from home, but projects need long working hours for at least a year without income, and this is very difficult if the entrepreneurs have specific responsibilities.

4. The weak level of the entrepreneurship system for women outside the stereotyped business of a societal culture.

5. Bridge the gap between academic education, which provides the fundamentals, and the skills required in the graduate labor market.

6. Weak entrepreneurship system.

7. Weakness of the English language among graduates.


9. “One company was closed because of a lack of expertise despite being licensed, and the project team’s poor consistency”. So large ITC projects need large funding and harmonious partnerships, fully dedicated at the beginning of the project and strong knowledge of the laws, otherwise the project will not succeed.\textsuperscript{122}

\textsuperscript{118} Interview Amani Madi. General Director for the Palestine Information and Communications Technology Incubator (PICTI).


\textsuperscript{120} Interview with Rashad Youssef. Director General of Policies, Ministry of Economy.

\textsuperscript{121} Interview Amani Madi. General Director for the Palestine Information and Communications Technology Incubator (PICTI).

\textsuperscript{122} Interview, shorouq qwareeq. Partner Co-founder of Rumman company for financial technology.
3. Sustainability and Green Economy

a. Green Economy Definition

The United Nations Environment Programme (UNEP) defined green economy as “an economy that enhances human well-being and social justice, while significantly reducing environmental risks and scarcity. It is low-carbon, resource efficient and socially inclusive” (UNEP 2011). It is also known as a resilient economy that provides a better quality of life for everyone within the state and the environmental boundaries of the planet. The green economy recognizes the value and investment of natural capital, including biodiversity, the living fabric of the planet, and life at all levels: genes, species and ecosystems. At each of these levels, biodiversity contributes to human well-being and provides economies with valuable resources, in addition to regulating services towards the safety of the operating environment. This is called “ecosystem services”, and the goods and services concealed by the economy. The economic values of ecosystems can be estimated as an essential part of natural capital.

b. Jordanian and Palestinian Government Commitment to Green Economy

Jordan is a member of the (GGGI)123, whose members support the transformation of their economies into green growth economic model, in reaching flexible, low-carbon world that shows strong, inclusive and sustainable growth. GGGI has developed a number of general green growth strategies, as well as its members strategies. The general strategy (GGGI 2030) has developed the following objectives: 1. Stimulating and accelerating access to climate/green investments for GGGI public and private sector members; 2. Achieving a vibrant, sustainable and circular economy while ensuring healthy natural systems; 3. Make cities and communities sustainable, livable and flexible, supported by jobs, services, and green infrastructure; 4. Accelerate progress in GGGI countries as well as poverty eradication and gender equality programs through GGGI operations; 5. Support GGGI members in promoting policy planning and regulation and institutional capacity to achieve green growth results. The strategy identified software solutions and interventions to ensure their implementation.124 The (GGGI) assisted Jordan in developing a national sectoral strategies; environment; agriculture and gender equality, to confirm Jordan’s orientation towards a green economy.

Jordan developed and validated its NDC Action Plan, or national climate plan in 2019. The NDC Action Plan emphasizes adaptation and mitigation actions, prioritized in key sectors for climate action in Jordan, namely transport energy, agriculture, health, and water. By January 2021, the Government of Jordan has taken NDC implementation all the ministries and national institutions included the NDC Action Plan and Green Growth Action Plan in their respective development plans. Jordan coordination with the (GGGI) to explore the finance to this action plan.125

c. Renewable Energy

Palestine signed the UNFCCC at the Paris Summit in April 2016. According to the EQA, Palestine prepared the Nationally Determined Contributions report in August 2017, and began work on harmonizing legislation with the Global Green Growth Institute (GGGI), was first launched as a think tank in 2010 by Korean President Lee Myung-bak, and was later converted into an international treaty-based organization in 2012 at the Rio+20 Summit in Brazil. Its vision is a low-carbon, resilient world of strong, inclusive, and sustainable growth and its mission to support Members in the transformation of their economies into a green growth economic model. | https://gggi.org/

123 The Global Green Growth Institute (GGGI), was first launched as a think tank in 2010 by Korean President Lee Myung-bak, and was later converted into an international treaty-based organization in 2012 at the Rio+20 Summit in Brazil. Its vision is a low-carbon, resilient world of strong, inclusive, and sustainable growth and its mission to support Members in the transformation of their economies into a green growth economic model. | https://gggi.org/


125 Growth Institute (GGGI), was first launched as a think tank in 2010 by Korean President Lee Myung-bak, and was later converted into an international treaty-based organization in 2012 at the Rio+20 Summit in Brazil. Its vision is a low-carbon, resilient world of strong, inclusive, and sustainable growth and its mission to support Members in the transformation of their economies into a green growth economic model. | https://gggi.org/


international environmental agreements, and preparing a system for measuring progress in climate change projects. In 2021 the Ministry received the approval from GCF to finance the project to integrate the impact of Covid 19, in addition to measures to mitigate gas emissions and adapt to climate change.\textsuperscript{128}

According to Palestine, the Roadmap, for Scaling Up Green Entrepreneurship, outlined the vision of expansion for Palestine, which is to support the transition to a greener, more circular and equitable economy by effectively benefitting from social entrepreneurship and the networks it brings, providing services and products to a more integrated industrial system and harnessing regulation, control and economic tools. The green entrepreneurship ecosystem map included international supporters, business organizations, academic and research institutions, donors and government. With regard to the implementation of the Agenda 2030, and to expand green entrepreneurship in Palestine, the PVNR has identified a number of challenges of sustainable consumption and production including unsustainable water use, soil degradation and desertification, degradation of energy infrastructure, unsustainable farming practices, and the lack of waste treatment and disposal infrastructure. With the support of SwitchMed, the Palestinian Authority has identified three key sectors that can develop the benefit by switching to a more circular and sustainable economic model; food industries; tourism, and construction. However, construction is not attractive for women employment, it is an exclusively male sector.\textsuperscript{129}

The National Energy Strategy in Palestine emphasizes the generation and efficiency of green energy in order to meet the increased domestic demand for energy and contribute to the sustainable development, where it aims to provide (130) MW of electricity needs through domestic production by 2020, as well as to encourage the exploitation and development of renewable energy sources, and to use its applications to increase its contribution to total energy where the proportion of 10\% of target domestic production (130 MW) from renewable energy sources. The strategy provides a range of financial incentives that exempt all renewable energy project systems and equipment from customs, and the possibility of granting incentive package contracts for quality projects including renewable energy projects. With regard to employment opportunities, the most accurate indicators determine the expectation of (5,750) direct opportunities.\textsuperscript{130}

In Palestine the REEEA came into force in 2015 to encourage the exploitation and development of Renewable Energy sources, increase its contribution to the overall energy rate, as well as regulate energy purchase agreements with the carrier. The PC recently approved (April 2021) the contract of a distinct incentive package for renewable energy, which is considered a competitive tool in the IPA at the regional level, where these contracts provide flexibility in issuing facilities serving a particular sector, geographical area or strategic project, for the purposes of stimulating the target group towards higher performance, increasing export production, creating jobs, transferring technology or applying international standards for environmental conservation or generating alternative energy.\textsuperscript{131}

In Jordan, a supportive legislative and funding structure has been developed. In 2007, Jordan’s Energy Strategy was launched for the period 2007-2020, with Jordan adopting (97\%) on imported energy, this percentage has decreased to 94\% in 2018, and the percentage cost of the energy from the JDP decreased from 20\% in 2008 to 10\% in 2018.\textsuperscript{132} This was followed in 2012 by the launch of the REL in Jordan, secondary legislation on the law, as well as the launch of the RESF. This was followed by the preparation of the required training programs from vocational schools and vocational training institutions to specialized diploma programs in technical colleges, in addition to bachelor’s and master’s programs (at six Jordanian universities) and doctorates at one university.\textsuperscript{133}

The growth of JREI has reached its development, with six Solar Heater Production Plants and one Solar Power Generation Cell Production Plant. With regard to jobs, (7,501) jobs approximately were provided in the energy efficiency sector, and (5,412) jobs in the renewable energy sector, in addition to the employment opportunities provided by the commercial sector (82\%); (18\%) of workers in the commercial renewable energy sector are males compared to (18\%) females.\textsuperscript{134}

Approaching Renewable Energy is a compulsory path for people and states for environmental considerations first and for economic considerations second. Jordan and Palestine, which are targeted by this study, have strong interests that support this trend; being non-traditional energy producers and importing between (97-100) of their energy needs, not to mention the high prices in Palestine. On the other hand, the climate in the two countries is very appropriate; there are at least (300) sunny days during the year, and finally unemployment in the two countries is high, and in this direction lies some intractable solutions to unemployment, especially in the areas vulnerable to marginalization. The legislative and motivational

\textsuperscript{128} Environmental Quality Authority (2021) | http://environment.pajg.gov.ps/article.php?f=mashrafid=70


\textsuperscript{130} Regulation of Incentive Package Contract for the Purpose of Investment Encouragement in the Employment of Renewable Energy Technologies No (9) of 2021, (April 2022) | http://www.meme.gov.jo/Archive/829/011

\textsuperscript{131} REEI. Energy in Jordan | http://www.reej.gov.jo/Pages/Default.aspx

\textsuperscript{132} Arabic regulations for regulating the implementation of the law on renewable energy and its applications. | http://environment.pajg.gov.ps/article.php?f=mashrafid=70

\textsuperscript{133} See note 106
structure is also encouraging of investment in the Renewable Energy Sector.

Jordan has been an entrepreneur in the field of renewable energy, with dozens of public and private solar power plants in most Jordanian governorates. As mentioned earlier, the government has prepared the legislative structure, technical and university training to go with this trend. From renewable energy companies, there is the Tafile Wind Farm that generates electricity from the wind and provides power to 80,000 homes.\textsuperscript{135} There is also Al-Mostaqel station with a capacity of (50) MW.\textsuperscript{136} While Philadelphia Solar Company in Jordan, manufactures solar panels locally, and owns the company (Badia Power Generation Company) and is connected to a storage plant.\textsuperscript{137}

In Palestine, technical training programs for engineers and technicians were also launched at universities, civil institutions and government training centers. Bachelor’s degrees are also awarded in (6) universities in Palestine, and a master’s degree in one university.\textsuperscript{138} This stimulated the Palestinian private sector to invest heavily in renewable energy. The most recent of these projects is the renewable electric power generation project, which was launched by PADICO Holding in Gaza Industrial City. It is the largest in Palestine and the second in the Middle East, and create (800) direct and indirect job opportunities.\textsuperscript{139}

In Palestine, the PIF (government fund) established Massader for Natural Resources & Infrastructure Development aimed at developing natural resources and infrastructure in Palestine in 2015, including the Noor Palestine Solar Program, and seeks sources to contribute to the security and independence of energy in Palestine, encourage investors to invest in large projects through partnership, and create sustainable jobs. The company is implementing the (school roofs) project, which will be implemented in (500) schools with a production capacity of (35) MW. Massader is currently developing solar power plants as part of the Noor Palestine Solar Program. They are currently building three solar power plants in Tubas, Jericho and Jenin, with a total production capacity of (21.5) MW to be developed on the basis of a net metering system under the PREA.\textsuperscript{140}

In an internationally and globally open market, there are broad and promising prospects in the renewable energy sector, in the field of industry, trade and services. Women can finally choose what suits them well; however, like all sectors, women entrepreneurship in this sector faces many challenges, but ones that are not impossible, rather it can be overcome.

\begin{itemize}
  \item 1. Patriarchal society. Beyond, the sector of the power is male dominated.
  \item 2. The companies investing in this sector are hard to compete with.
  \item 3. Having a capital, or getting a reasonable financing interest.
  \item 4. Lack of skilled mentors.
  \item 5. Lack of vocational and technical training.
  \item 6. Poor market access.
  \item 7. The level of the entrepreneurship system, Most women resort to entrepreneurship in both countries due to the lack of job opportunities, so the level of most entrepreneurship projects, according to the interviews, is simple in terms of financing and the size of projects, investment in renewable energy needs high financing with high benefits.
  \item 8. In addition to the political determinants in Palestine, represented in the occupation’s control of Area C, which represents 62% of the lands in the West Bank, and it is forbidden to use it for large solar energy projects, which need large areas of land, or to establish wind energy projects.\textsuperscript{141}
\end{itemize}


137 بادية توليد الطاقة [https://philadelphia-solar.com/pages/page/18/ar/](https://philadelphia-solar.com/pages/page/18/ar/)

138 Collected by the researcher.


141 "التحديات والفرص للمشاريع الناشئة في قطاع الطاقة المتجددة في الأراضي الفلسطينية المحتلة" (2012) "التحديات والفرص للمشاريع الناشئة في قطاع الطاقة المتجددة في الأراضي الفلسطينية المحتلة"
Ms. Iman Ashour, with a master's and Ph.D. degrees in renewable energy engineering from a Malaysian university, returned to the Gaza Strip in 2014, working as a consultant with international institutions including the World Bank, the European Union, UNICEF, UNDP, UNRWA, as well as local organizations provided technical support for local experts in addition to their training and rehabilitation. (300-500) engineers and technicians of both genders were trained in renewable energy systems and introduced to various sectors such as the water sector, the entire health sector, the municipal sector and various sectors, which suffer the impacts of an energy and electricity crisis. Iman confirms that between 2018 and 2019, the Gaza Strip received 12-13 MW of renewable energy. As the first woman to work in this sector, Iman has overcome all the challenges, now she proud, her students are currently competing her.
her project is in ginger cultivation, as an agricultural product that does not exist in Palestine, in addition to agriculture on the roof of the house, with a suitable irrigation system and composting.
Chapter VI. 
Women entrepreneurs- stories of bravery and courage

1. Main findings from the Focus groups

Through the analysis of four focus groups, three in Jordan and one group in the Gaza Strip, the main findings was: first, the motivations for entrepreneurship was: unemployment and the lack of jobs; insufficient job salaries; improving the standard of living where the entrepreneurship income is much better; and the desire to be an active member of the society.

The challenges were: lack of land for agriculture and the difficulty in providing land for rent; funding; marketing; difficulty of licensing household projects; difficulty of reclaiming land without sufficient funding; the high cost of water and greenhouses; lack of the necessary tools, spraying tools and pesticides; as well as the necessary advertising expenses for the project.

About the development of their projects, the entrepreneurs said, “Yes, our projects have developed. Some of them developed slowly and some were faster; production has increased, and we have reached new customers and new markets. However, the deteriorating economic situation of people due to the Covid-19 pandemic has made us consume from our capital.”

The entrepreneurs’ ideas for the future are very ambitious and these are some examples of them: benefiting from agricultural waste and recycling it; manufacturing local soap from olive oil; planting almond trees, pistachios and walnuts to extract the butter of all these products; improving and updating the used machines and tools; obtaining licenses for unlicensed projects; increasing the number of items produced and expanding the manufacturing; digging wells to collect water and provide greenhouses; and achieving our self-sufficiency.

The participants are cultured and knowledgeable to some extent of the green economy, and they believe that there are great opportunities for women to work in the field of green economy and green agricultural and industrial projects.

The entrepreneurs’ ideas for the future are very ambitious and these are some of the priorities for the short term:

- benefiting from agricultural waste and recycling it; manufacturing local soap from olive oil;
- planting almond trees, pistachios and walnuts to extract the butter of all these products;
- improving and updating the used machines and tools;
- obtaining licenses for unlicensed projects; increasing the number of items produced and expanding the manufacturing;
- digging wells to collect water and provide greenhouses; and achieving our self-sufficiency.

The participants are cultured and knowledgeable to some extent of the green economy, and they believe that there are great opportunities for women to work in the field of green economy and green agricultural and industrial projects.
2. Motives for Entrepreneurship

In Jordan, women entrepreneurs’ projects were diverse and brought together agricultural projects, agricultural manufacturing, artisanal manufacturing, in addition to bringing together agriculture, manufacturing and commercial marketing. (20) women entrepreneurs were interviewed, in the Northern and Central Aghwar, two of whom attained government jobs, while 18 women confirmed that they did not have a job opportunity, either because of high unemployment or because they did not have appropriate academic qualifications. Entrepreneurial projects are distributed as follows: (9 projects) food manufacturing, (3 projects) agriculture and food processing, (one project) craft industry, (2 projects) agriculture, (4 projects) trade, and (one project) recycling.

Jordan’s entrepreneurship has been a compulsory path due to the economic need and the scarcity of jobs, given the high unemployment rates. The women entrepreneurs have identified their motives for entrepreneurship as follows:

- improving income and not having government jobs; poor economic situation and lack of employment opportunities;
- few government jobs and not having degrees that qualify for jobs; difficult circumstances; making sweets is a hobby and passion to increase personal income;
- family circumstances and a husband who is unemployed; having no chance of a job and having no certificates,
- improving the economic situation;
- living conditions and lack of jobs; big families; as well as the illness of a family member.

For example, Ameera is a breadwinner for her family because of her husband’s illness and the economic need was the motivation for her entrepreneurship; continuing work after retirement, helping families in need and employ women; big families; as well as the illness of a family member.

Women entrepreneurs in the West Bank also varied, in addition to the study cases, (15) women entrepreneurs were interviewed, distributed as follows: five industrial projects, five agricultural projects, two industrial agricultural projects together, in addition to three women entrepreneurs with innovative ideas awaiting implementation. The main motivation for entrepreneurship was unemployment and the scarcity of jobs, as well as the passion of some for entrepreneurship and their preference for employment.

Industry entrepreneurs have been characterized by innovative ideas such as: Reem is an entrepreneur in a woodshop recycling used wood. It is a collective project involving (7) women in the village of Wallaja near Bethlehem. Their motivation for entrepreneurship was that, despite being university graduates, they did not find jobs, due to high unemployment.

“When poverty and patriarchy meets, the solid will is challenged - Zuzu al-sultan from the Gaza strip

“My mother struggled a lot; she used to sew clothes, help my sick father with his medicine, save home allowances and try her best to get us into schools,” said Zuzu, a 30-year-old entrepreneur from the northern Gaza Strip. Zuzu distributed her time between her education to obtain a diploma and her work. “I’ve experienced a lot of difficult situations, between studying and working, under very difficult circumstances”, she added.

She volunteered in many institutions, which has helped her develop her abilities and skills, and she was able to start her own project (Beauty Centre for Sports, Make-up, Perfumes and Accessories). The project succeeded, she says, until the aggression on Gaza took place in 2014, because of which her brother was martyred.

After the aggression, things deteriorated financially, socially and family-wise, and she came under pressure to prevent her from leaving the house.

The family forced Zuzu to marry an old man because she was over 30 years old. Speaking out about this marriage, Zuzu said, “I became even more depressed than I
already was; we were different in everything, and the gap between us was too big.” Zuzu got her divorce with difficulty, and her life as a divorcee has not been easy at all. She has lived all kinds of sufferings.

But her experience has increased her strength and defiance. She reached out to a group of women and together established a collective project for healthy food manufacturing, social media marketing, delivering home orders, and they have carried out numerous seminars on healthy food.

She has also been involved in the “Wadk Al-Na’am” initiative project since 2020, using animal fat to obtain, package, store and market animal margarine. She has also had her own project since 2019 in agriculture on the roof and surroundings of the house, as well as poultry farming. Zuzu continues to participate in many community initiatives, targeting children and young people.

Faten is an agricultural engineer; unemployment was not her motivation for entrepreneurship. She works as a researcher at the Arij Center, and during her career, she has participated individually in training courses in the ceramic industry and realized that she has more passion for the craft industry than the job; therefore, she resigned to start her project. Bayan, a pharmacist and holds a master’s degree in pharmaceutical technology, worked as a pharmacist and in a pharmaceutical factory, but her passion was towards entrepreneurship, and her passion was the motivation for which she left the job to pursue entrepreneurship. Saja is a software and databases diploma student, and she realized that despite her young age, and before graduating from the institute, that this specialty will only make her processor with a small salary, in case (she finds a job). Unemployment was therefore her main motivation of entrepreneurship, in addition to having a small family project, dairy and cheese manufacturing, in a traditional way with simple tools. Salsabeel; her motivation for entrepreneurship was to improve the economic situation of her family, in addition to it being a hobby and a passion, she began to work in the production of sweets and cakes on a small scale, and tried to develop her hobby through YouTube and the Internet. She tried various existing mixtures and created a distinguished different way of mixes for herself. She applied for her success project competition, and her project was chosen to be supported.

Also, the women entrepreneurs of agriculture tried to excel in their projects to ensure success. Hadil is an agricultural engineer, like any graduate who tried to find a job, she was unable to get a job in the public or private sector, and that was her motivation for entrepreneurship. Hakima is the head of a women’s association, who works as a project coordinator in an organization, and because of the Covid-19 pandemic, she lost her source of income and went for the alternative economy (as she calls it), Hakima’s project is collective in which she participates with seven members of the women’s association, to cultivate the land available in the village. Lara and Lama, two agricultural engineers, were motivated by unemployment and lack of employment, as well as the motivation for excellence in entrepreneurship rather than sitting behind offices, as they said.

Regarding industrial agricultural entrepreneurship, there are two entrepreneurs: the first is Sona who is the head of the Jayyous Cooperative Association, which is part of the Rural Women’s Development Society. The motivation for the establishment of the association and its projects is the poor economic conditions and the confiscation of areas of the village land because it is located behind the separation wall. The cooperative association has been registered, and an industrial agricultural project has been initiated. They grow eggplant in the greenhouse, and then manufacture it into Makdous and market the product; the same process goes for green thyme. The second, Lotfia,
whose project started individually and developed into a family, agricultural/animal project, as well as dairy and cheese manufacturing, was motivated by lotfia’s poor economic situation. The second year the entrepreneur bought a cow, made milk products and marketed in the same village, and when she had more demand for the product, the number of cows increased to ten, and her work depended on traditional manufacturing, with traditional tools.

Tasnim, Sujood, Majdooleen, three initiatives that were unable to start their projects despite the pioneering ideas they tried to work with:
- Tasnim prepared a master’s thesis on electronic waste. During the preparation of the thesis, she applied for a competition with Swichmed and her project was one of three projects that won this competition, and she traveled through Swichmed to Barcelona to see similar projects.
- Sujood, a nursing student at the American University, was sparked by the ubiquitous environmental pollution caused by plastic. Research has attempted to change this reality by attempting to manufacture organic plastics. Initially, she was prevented from taking exams in the university’s laboratories, as her academic specialization does not require a laboratory. After the intervention of the Dean of the Faculty of Medical Professions in which she is studying, she was allowed to work in the university laboratories with two of her colleagues. And they arrived to prepare organic plastics that degrade in nature in the laboratory. The project won the Environmental Organizations Network competition, and the project was nominated for the Global Halt Prize, and you were unable to travel due to the Corona pandemic.
- Majdulain, an electrical engineer, worked on a graduate project with two other colleagues, on developing services, to facilitate the connection of areas cut off from electricity with ease of overloading on other lines. The project depends on the solar energy areas, and if the solar energy areas are remote, the problem can be easily solved through the same electrical grid. The project won a local competition, and was accepted to an international competition in Dubai, and the project was presented in Dubai, and because not all delegations were able to arrive, the competition was canceled.

The motives for the women in the Gaza Strip did not differ, it was a compulsory path because of the blockade and the economic need it caused, in addition to the lack of jobs and high rates of unemployment and poverty in the Gaza Strip. All women entrepreneurs said that the previous reasons were the main motivation for entrepreneurship. In addition to the abovementioned common motives, some of the interviewees also have their own motivations for entrepreneurship, and have the needed ambition to overcome the general challenges in the sector, as well as the community culture and inferiority to women.

Jamila comes from Kerak governorate in Jordan’s southern Aghwar, director of a museum, administrative supervisor of the Vinal Museum, president of a women’s association, farmer in Gawr as-Safi and author of “Patterns of Human Settlement in the Southern Jordanian Aghwar Brigade.” Jamila started working in agriculture from a young age with her grandfather and father, and continued to do so after marriage, and this did not prevent her from completing her studies and obtaining a master’s degree and PHD in tourism and antiquities.

Jamila insisted on completing her agricultural project, becoming one of the most important entrepreneurs in agriculture in Jordan, she says, and completed what her grandfather and father started in agriculture despite getting the job. She was motivated in this project by the desire to help women and the provision of agricultural employment opportunities as well as women’s economic empowerment. The success of her plant agricultural project prompted her to expand in the animal part (sheep farming). In addition to agricultural projects, Jamila has also established industrial projects.
(garments, perfumes, soap and mosaic work). She is now working in agriculture and industry. These functional responsibilities and economic projects have not prevented Jamila from community interest, so she established in 2018 (Ein Abata Association for Rural Women), which she currently chairs, and focuses her work with other women through the association on seasonal crops of vegetables and fruits.

“I don’t deny the fact that I had faced challenges before getting to this point; at the beginning, I had a financing problem; I got a bank loan to get myself starting to pay it back later to the bank,” Jamila said. She added, “I was not supported by anyone from the government sector. The Ministry of Social Development only provided me with the land license as well as the license for establishing the project. Along with the working girls, I have received training and awareness raising from some international and local institutions on the importance of the environmental economy, the use of waste in recycling and environmental conservation, and training on how to produce. I had a problem with marketing, and I relied on tourism and tourist hotels to make bazaars and sell my products to the tourists.”

According to Azza, independence and not relying on a particular income for the coming years, as well as the opportunity for creativity and innovation in entrepreneurship are much more available than in regular jobs. Fadwa adds that her university specialization and experience in the soap industry and the security of chemicals helped her choose her project, while the high cost of treatment for Rania’s son was an additional motivation for her entrepreneurship.

### 3. How Women Entrepreneurs Chose Their Ideas of Entrepreneurship

In Jordan, the entrepreneur’s projects ideas are inspired by their social and environmental context, experience. Warda, Asma, and Samira; three entrepreneurs who have three individual projects in the manufacture of oriental and western homemade sweets. They have the desire and passion, and they have developed their skills in the field of sweets and cake varieties online and through other sources. They initiated these projects because their rural areas do not have these kinds of sweets. Hamda’s project, a cheese industry out of sheep’s milk, in the traditional inherited way. She masters the cheese industry and her community needs it. Nawal does dairy, cheese

“My motivation is to build my name through entrepreneurship, and to be more engaging in the community, for jobs are limited to being engaged in a specific group confined to community, in addition to the independence of entrepreneurship and the increase in income; it has also provided me with market knowledge and enhanced my perspectives and potential; moreover, entrepreneurship is always effective in promoting innovation,” Ghada said about her motive for entrepreneurship.
and Shenina (drinkable yogurt), Keshk and Jameed. She cannot leave her large family and work outside the house, so she decided to go to entrepreneurship and production projects to stay with the family.

Su’ad has a small factory for detergents, because the community also needs it. Saliha, Khitam, Suhaila, and Arwa also have businesses because they are necessary for the community in their areas of residence, two of which are clothing and accessories trade, the third is a grocery, and the fourth is a trade in cleaning materials and makeup tools. Due to economic need, Amira started a business selling spices and then decided to manufacture them. She collects medicinal herbs from nature and buys the rest from the attar (spices vendor). She expanded her work in grape derivatives, pomegranate molasses, spices, Maqdous and soap industry, and other natural products. Wafa’ has a collective project which was funded with a grant from the Jordan Enterprise Development Corporation (JEDCO) and the Ministry of Agriculture. Samira’s project is both agricultural then food manufacturing. She grows peanuts and extracts peanut butter from it.

Samira also has the environment as an inspiration, as she is trained in the wheat straw industry, and her project is to make dishes, baskets and bread containers. Samia holds a bachelor degree in Economics, but there were no jobs available. She has worked in the production of spices and natural herbs. Shatha has a family project, growing thyme, beans, peas, chickpeas and medicinal herbs. (J.A.) is a government employee and a director of a charitable; her project is a collective project for new graduates from universities, especially girls. She farms the area of her residence and around it, from local agriculture to organic agriculture. Athar, a graduate of Accounting and Business Administration, and a diploma in humanitarian organizations, also did not find a job opportunity. She wanted the effects of providing a service to people with disabilities in her residential area, and the idea is based on training people with disabilities to work, and she wanted work to be easy that people with disabilities could master and could be easily marketed, so she went to hydroponics, on the roof of the house, and got funding for the training project, and she will by renting a plot of land for the association to expand the project in which trainees have been put forward for the voluntary work of the Association’s members, to create a place for women to spend time with their children, and to start working on the aesthetic view of the village, through plastic and wood recycling, car tires. In the first year, they fenced nine home gardens, and in the second year they fenced (19) other gardens. The idea was well received by (Corwest), which offered to fund opening a carpenter for them.

Bayan’s motivation for entrepreneurship was a semi-carved candle she saw in Italy. After returning to Palestine, she reached out to the Italian woman who made the candle, and asked her for help, and she imported the molds of the candle. At the same time, she studied the characteristics of wax, so that she could determine the appropriate wax composition for the manufacture of the candle. This study has led her to beeswax, its characteristics and its medical and cosmetic uses. Beeswax is not hard to find in Palestine, and this has led her to the manufacture of soap and medical creams, 100% extracted from natural materials, and she is still committed to the production of those candles.

Saja’s idea of the project lies in the development of the family project in which she works with her family. She learned through the commercials about her success project, which is interested in projects for young women aged 20-30 years, and her project won the competition for development and expansion. In agricultural projects, mixed agricultural industrial projects, entrepreneurship has been an irreplaceable option, to combat unemployment and get jobs. There are collective agricultural projects based on traditional crop cultivation. Meanwhile, there are individual projects for new graduates from universities, often agricultural engineers, seeking to distinguish the type of product, such as Hadil’s project in ginger cultivation, as an agricultural product that does not exist in Palestine, in addition to agriculture on the roof of the house, with a suitable irrigation system and composting. For Lara and Lama’s project, the idea came as a result of the search for a special product, and they reached a local agriculture (stevia sugar), a cultivation that does not exist in Palestine, and was recently cultivated in Egypt. They contacted farmers in Egypt to get more information because stevia is not known in their community. Also, in Bayan’s project in organic agriculture, Athar, a graduate of Accounting and Business Administration, and a diploma in humanitarian organizations, also did not find a job opportunity. She wanted the effects of providing a service to people with disabilities in her residential area, and the idea is based on training people with disabilities to work, and she wanted work to be easy that people with disabilities could master and could be easily marketed, so she went to hydroponics, on the roof of the house, and got funding for the training project, and she will by renting a plot of land for the association to expand the project in which trainees
with disabilities will work, to become producers and not dependents on their familie.

The project ideas for women entrepreneurs in the Gaza Strip were also within the reality available to their potential, experience and social environment. The idea of Ghada’s solar energy project was the result of training obtained from the United Nations Relief and Works Agency for Palestine Refugees (UNRWA), in addition to the permanent power outage in the Gaza Strip. Rania Skik, who had a constant desire to ride the bike and was prevented because of the social reality from practicing this sport, developed the idea and obtained the approval of the Municipality of Gaza to use Yarmouk Stadium to start her project (breathe deeply), and to allow women and young women to rent a bike and exercise in a closed playground. Rania Al-Nassla, who was an expert in making white Arabic coffee as well as her own spices; she found her opportunity because of the lack of this type of coffee due to the blockade on the Gaza Strip.

For her good knowledge of embroidery, Nour Al-Huda has established Kan’aniya project for handicrafts, embroidery, and collaborates with her brother to make wooden frames. Alaa worked with her husband at a media production company, then used her expertise to develop her project with a group of young women (GFXtown Design Town) for online design. Ghadir also benefited from her university specialization in her project (Play and Learn with Ghadir) through which she creates non-traditional educational means for children in ways that encourage them to learn and entertain, i.e., education through play. Ola has a series of exercises that helped her choose her project (Ola Barakat Animation), using paper and clay to make animations and cartoons, and to prepare stories, screenplays, photography, directing and digital drawing.

Hadil’s project in ginger cultivation, as an agricultural product that does not exist in Palestine, in addition to agriculture on the family house roof, with a suitable irrigation system and composting.

For Lara and Lama’s project, the idea came as a result of their research for a special product, and they reached a local agriculture (stevia sugar), a cultivation that does not exist in Palestine, and was recently cultivated in Egypt. They contacted farmers in Egypt to get more information because stevia is not known in their community. Now they have three years of production, the shape of the final product has evolved to be sold in the market as tea bags, and they are seeking to develop liquid sugar for sweets, especially for diabetics.

Bayan's project in organic agriculture. Athaar, a graduate of Accounting and Business Administration, and a diploma in humanitarian organizations, also did not find a job opportunity. She wanted the effects of providing a service to people with disabilities in her residential area, and the idea is based on training people with disabilities to work, and she wanted the work to be easy that people with disabilities could master and could be easily marketed, so she went to hydroponics, on the roof of the house, and got funding for the training project, she will by renting a plot of land for the association to expand the project in which trainees with disabilities will work, to become producers and not dependents on their familie.

Shorouk pursued her dream of entrepreneurship. She worked in two start-ups in information technology in Palestine, one of which was an independent Arabic music company, and the other an electronic games company, then decided to establish a private company. She pursued her dream in Entrepreneurship, and her entrepreneurs team, who are classmates of different nationalities (Palestinian, British, Lebanese, and Bolivian, jointly established Rumman for Financial Technology in Lebanon, and the political and economic conditions prevented its establishment in Palestine, where the partners are from outside Palestine, and on the other hand, the financial market situation in Palestine such companies are not allowed to succeed, in addition to the absence of a special currency for Palestine. The group obtained financing to establish the Rumman Company for Saving and Investment through mobile applications in financial partnership with a bank, the work of financial companies is carried out through banking partnership, 2018. Evolution of conditions and social protests, in addition to the high rates of poverty in Lebanon, which led to the company’s stumbling, Shorouk tried to transfer the company’s activity to Jordan, and a partnership was signed with a bank, the Corona pandemic closed all outlets and the company was closed. She considered it a warrior’s break, she realized the errors and obstacles, and will try again, Shorouk returned to work and currently she is working as a financial technology consultant with GIZ, she froze her dream to continue in future, to achieve her entrepreneurship passion.

Suhair and her friends, also their project emerged from their agricultural experiences, as they are members of the Rural Women’s Association, and the project was a registered women’s agricultural cooperative. They have established a rural agricultural investment company that works on food manufacturing, freezing fruits and vegetables, and distributing them to restaurants and ice cream shops.

Zozo’s group project is also based on their experiences; it includes a food specialist, who works on food manufacturing, drying and storing certain seasonal crops. Fadwa specializes in laboratory medical sciences and is allergic to chemicals that are involved in the soap industry, so she produced oil soap without chemicals. The Covid-19 pandemic also had an effect on entrepreneurial projects. Due to the pandemic, Azza went for Healthy Foods, cultivated.
4. How the project started; getting the training

Only six of Jordan’s total of women entrepreneurs have received specialized training before starting projects, such as sweets, pickles and recycling, and the rest of them have relied on their personal or inherited experiences, or via YouTube. In the West Bank, most women entrepreneurs have received special training before starting the project, as well as technical training in production, planning, manufacturing, management, accounting and marketing. In the Gaza Strip, women entrepreneurs agreed that the decisive point in starting the project was the lack of jobs, despite other motives, so they all went and received specialized training for their projects.

5. Project funding; personal, family assistance, grant or loan

Jordan has three women entrepreneurs who have received loans from a charitable, Credit Fund and the Ministry of Development, and the third is a personal bank loan. Two entrepreneurs received funding grants, one from the Jordan Enterprise Development Corporation (JEDCO), and the other from the Jordan River Foundation. The rest of the women entrepreneurs started from self-funding or funding from the family, with very small amounts, one of whom started the project through a small amount from a piggy bank.

In the West Bank, some of the women entrepreneurs self-funded their projects, from their savings from previous work (Faten), and through the family and husband specifically (Bayan), and Bayan later obtained the modern equipment for her project. Reem got full equipment with all kinds of carpentry equipment, as well as Saja and Salsabil who were provided with all the equipment for their projects.

Four agriculture entrepreneurs received grants related to the processing of their projects. For Hakima, the collective project initiative came to life depending on their own; they did not have knowledge of the institutions that provide training and grants, went beyond the subject of training through their personal experiences in traditional agriculture, and after the project they went to some local institutions to provide thyme seedlings, grape seedlings, and obtained a fence for cultivated land.

In the Gaza Strip, with the exception of two women entrepreneurs who did not receive funding, the rest of the women entrepreneurs had funds and grants by various donors, even though it was self-funding at the beginnings. Donors include Savie Youth Future Society, Aisha Association for Woman and Child Protection, Women’s Affairs Centre, Fares Al Arab for Development and Charity Works, Ubader Initiative, the German Government, Enabel - Belgian Development Agency and the success project.

---

**Eman Hussein Al-Helou**

West Bank

Eman from Beita village, south of Nablus, is a treasurer at the Beita Cooperative Agricultural Production Association. Eman also works as a clinic manager in the same village in addition to her work in the Cooperative. “In 2008, with the support of the Union of Palestinian Women’s Committees, we started collective projects with the participation of 18 women. Our projects include agriculture in plastic houses, bee hives, laying hens and a cooperative grocery shop," Eman said. In 2011, it was registered as a cooperative, with the support of the Besan Center (each member paid 120 JOD), and Besan Center helped pay (100) JOD per member of the cooperative’s stock value, amounting to JOD 500 per member, and the rest of the amount was installment.

After the registration, the Association received funding from Oxfam, through the Business Women’s Forum, to start the traditional cold soap project,"Palesteena", which is used in pure olive oil. Other projects have been retained, and the plastic house was destroyed due to strong winds. The soap project is 9 years old; the success of the Cooperative is visible to the villagers, and what limits the increase in membership is the number of shares required, which is difficult for women to pay.

Within the first few years, the Association did not distribute
profits, but rather to increase its projects, develop existing ones for profit, and increase employment opportunities. (15) Members are distributed on the tasks of work; 7 members work in the production of soap, 3 members work in a date dough factory (Samra) and sweets project (cake and dates), as well as making petit four and other sweets (new projects), 5 members work in the aforementioned projects, and currently a piece of land has been rented for cultivation with thyme, in which three members will work, and the Association employs three female employees other than the members.

The cooperative members have received a large number of trainings in management, marketing, accounting and production by many civil society organizations. The soap project has been developed to produce liquid soap and dish-cleaning liquid (Shams). The Cooperative is currently a member of the Cooperative Union for Cooperative Products Marketing. The Cooperative has concluded an agreement to market its products with Al-Ard Marketing Company and is working with the Enlightenment Forum (Tanweer) in Nablus to open the door to overseas marketing. This Cooperative is considered a success story, and with regard to its journey and motives behind its establishment, Eman says, “our motivation was to provide opportunities for women to work; an opportunity to build our capacity to be effective in society, as well as to increase income.” “We started small, but we were able to overcome all the challenges and obstacles and we have become a strong Cooperative; we are consulted on some public matters by the Municipality, and the president of the Association was offered to run for municipal elections and turned it down, but we will run in the next elections. We have achieved a change in the view of the community for us as women,” she added”. Our projects are not environmentally risky; cold soap doesn’t leave residues, and we remanufacture traditional soap to produce a second-class type of soap,” says Eman. And working level, influencing the family and society. On the personal and family levels, Eman said that women feel confident, strong and passionate about permanent development at the personal The cooperative also receives support from the family and the community, family members as volunteers to implement some agricultural work, distribute products and raw materials. On the personal and family levels, Eman stresses that women feel confident, strong and passionate about permanent development at the personal and working level, influencing the family and society.
6. The development and expansion of the project after its establishment, how, production increase, marketing increase, new customers

Women entrepreneurs in Jordan agreed that there is a development and expansion of their projects, both in production and the number of customers, but the poor economic situation due to the Covid-19 pandemic has had a negative impact on their projects, in addition to stopping travel across the Jordanian-Syrian border which has had a negative impact on women entrepreneurs in the border areas.

In the West Bank, women entrepreneurs have emphasized the development of their projects, in terms of product development, increased production, marketing and customers, each stage has its challenges, according to the women entrepreneurs, but can be overcome, and the most prominent challenge at the moment is the Covid-19 pandemic.

In the Gaza Strip, women entrepreneurs stressed the development and expansion of their projects, but to a small extent, due to the difficult economic situation and the Covid-19 pandemic, the blockade, and the negative impact on their projects.

In the West Bank, women entrepreneurs have agreed with the women entrepreneurs of Jordan and the Gaza Strip, in terms of the positive impact of entrepreneurship at all levels, personal, family and community, and that the challenges they had to face meant nothing compared to what they have achieved.

In the Gaza Strip, all women entrepreneurs, without exceptions, stressed that working on their own projects has brought about positive transformations in their lives, personally, socially and economically. First, on a personal level, their self-confidence has increased; their perception of their abilities has changed in defiance of difficulties and the culture of traditional community. They have acquired new skills and knowledge and different relationships, and this has helped to improve their ability to make decisions about their lives and family matters. At the economic level, they have improved income, expanded choices and acquired property they did not previously have.

8. Challenges face by women

a. At the family and community levels

Women entrepreneurs in Jordan agreed that their families were supportive of them in their projects except for two female entrepreneurs, but it was a temporary opposition from the husband and children that was over after the first steps of success, and they did not have any opposition from the community.

In the West Bank, some women entrepreneurs have faced challenges from the family and community, especially in unfamiliar projects such as a woodshop, as well as the challenge of learning carpentry, drawing on wood and using a laser machine to dig on wood. But in their words, they were strong and proved themselves and faced these challenges and changed the stereotypical thought of women. Faten’s husband was understanding and supportive of her project, the community, however, did not accept the profession of ceramics for women, especially since Faten is a resident of Bethlehem but she is originally from Hebron, although this has helped her to buy raw materials imported from Hebron merchants (Hebron is famous in the ceramic industry), and also gain experience from them. However, she was faced by not accepting her profession. According to her, it was
strange for the community having a woman work in ceramics because it is considered a macho job. Saja went into entrepreneurship in a traditional manner, as women are allowed to work in family production projects, and without income either. She did not face opposition from her father or mother, but rather from her male brothers. This might had been because she became a partner in the project. Saja also initially faced opposition from the community because of her young age (23), to work on a traditional project; why not wait for a job, they argued.

Women entrepreneurs of the agricultural sector in the West Bank as in Jordan did not face major challenges. Hadil faced some opposition from family and relatives, some skepticism from the community, and their fear of water leaking on the house because of the fact that the agriculture is on its roof. Soon enough, she got rid of the opposition after making sure that irrigation and fertilization systems were safe and did not affect the building. Hakima was also encouraged by her husband, family and community. Some members of the association were enthusiastic about participating in the collective project but faced opposition from the family and were unable to participate, and the project was limited to (7) members. For Lara and Lama, the family was supportive of them, and the community as well, especially since the project was in a rural area accustomed to women working in agriculture.

In the Gaza Strip, the family has always been a source of support for women. At the community level, through customs, traditions and the stereotype of women’s work, community culture was an obstacle for all women entrepreneurs. However, they have overcome it with ambition and boldness, sometimes driven by their passion, and sometimes by their needs and the need of their families.

**b. Challenges faced by women entrepreneurs in the foundation phase**

Women entrepreneurs in Jordan agreed that their families were supportive of them in their projects except for two female entrepreneurs, but it was a temporary opposition from the husband and children that was over after the first steps of success, and they did not have any opposition from the community.

In the West Bank, some women entrepreneurs have faced challenges from the family and community, especially in unfamiliar projects such as a woodshop, as well as the challenge of learning carpentry, drawing on wood and using a laser machine to dig on wood. But in their words, they were strong and proved themselves and faced these challenges and changed the stereotypical thought of women. Faten’s husband was understanding and supportive of her project, the community, however, did not accept the profession of ceramics for women, especially since Faten is a resident of Bethlehem but she is originally from Hebron, although this has helped her to buy raw materials imported from Hebron merchants (Hebron is famous in the ceramic industry), and also gain experience from them. However, she was faced by not accepting her profession. According to her, it was strange for the community having a woman work in ceramics because it is considered a macho job. Saja went into entrepreneurship in a traditional manner, as women are allowed to work in family production projects, and without income either. She did not face opposition from her father or mother, but rather from her male brothers. This might had been because she became a partner in the project. Saja also initially faced opposition from the community because of her young age (23), to work on a traditional project; why not wait for a job, they argued.

Women entrepreneurs in the agricultural sector in the West Bank as in Jordan did not face major challenges. Hadil faced some opposition from family and relatives, some skepticism from the community, and their fear of water leaking on the house because of the fact that the agriculture is on its roof. Soon enough, she got rid of the opposition after making sure that irrigation and fertilization systems were safe and did not affect the building. Hakima was also encouraged by her husband, family and community. Some members of the association were enthusiastic about participating in the collective project but faced opposition from the family and were unable to participate, and the project was limited to (7) members. For Lara and Lama, the family was supportive of them, and the community as well, especially since the project was in a rural area accustomed to women working in agriculture.

In the Gaza Strip, the family has always been a source of support for women. At the community level, through customs, traditions and the stereotype of women’s work, community culture was an obstacle for all women entrepreneurs. However, they have overcome it with ambition and boldness, sometimes driven by their passion, and sometimes by their needs and the need of their families.

**c. Challenges facing women entrepreneurs at the current stage**

Through their experiences, women entrepreneurs in Jordan stressed that the lack of funding, the weak economic situation and the Covid-19 pandemic, sometimes customs and traditions, lack of knowledge and experience, and the lack of official support for all women challenge entrepreneurship, and demanded official attention, and the provision of training and funding to women.

In the West Bank, all women entrepreneurs confirmed that they had to go online before identifying their projects, which helped them choose successful entrepreneurial projects in general and in the green economy in particular, and that women should make
Dhabia Al-Ghazzawi, resident of the northern Aghwar in Jordan, Irbid governorate; former municipal council member for three cycles, Chairwoman of Al-Sham’a Charitable Association. She is an entrepreneur in agricultural and industrial projects; she started as an entrepreneur through a licensed production/home kitchen since 2018 to produce and market fast food and pastries, and she hired some women to work with her. Social and financial need and suffering were the motive for the project, according to her. The project covers her domestic needs as well as the salaries of workers. The project began individually and evolved into a community project involving men and women. In 2019, Dhabia started an agricultural project. She planted citrus fruits and vegetables, she employed women to support them and empower them personally and economically.

She founded Al-Sham’a Charitable, which supports women to establish production projects, Dhabia has suffered from social and financial problems, which has led her to take care of women and support them with their productive, agricultural and industrial projects. Some of the Association’s most notable achievements are health insurance for agricultural workers (556 health insurances) and social security for (60) women for two years so that women can rely on themselves. The Association also worked on administrative and technical training in domestic production and how to make healthy production projects in terms of food quality, packaging, waste recycling and drying certain foods. The Association has received funding for production and agricultural projects.

“I am now proud to have become one of the top 5 entrepreneurs in Jordan and have received the Synergos Award for Social Innovation, and I am glad that I have been able to support and help my community and my family, which has made them, support my projects more and support me with everything I do. I have the strength and decision-making skills to not be influenced by anyone who objects my work and projects that I am developing, in addition to my ability as a councilwoman to solve many of the financial and societal problems of many families, and I was elected more than once as a member of the local council,” she said.

Dhabia went beyond the challenges she faced, and her husband was her main supporter, using her home and home furniture for workshops, training and promotion of her products. Her project developed in terms of the number of workers, increased...
production and marketing, through networking with Meda Foundation for women to receive grants for production projects. JVLCTP was the most important of these projects, with Meda Foundation, the Royal Society, the NESC and the GTP. Women were trained on energy-saving, recycling and making organic fertilizers to preserve the environment, how to use environmental devices in an energy-saving way to preserve the environment, and how to make compost from household waste and foliage.

Dhabia aspires to serve the community by expanding land for agricultural production and organic insurance and social protection, which causes many women to terminate their projects and even fear initiating them.

“In our region, as a green point in 3 municipalities, we are working to benefit from water for recycling and refining of waste. Twenty women have trained for this and have been funded for industrial projects and are now entrepreneurs in this work,” she said.

In the Gaza Strip, women entrepreneurs have expressed that it is certainly the same challenges that we face, the most important of which is the lack of sufficient capital. However, entrepreneurship in the green economy has an additional challenge which is not having enough knowledge of this sector. It is a new sector and not well-known to them. Ghada adds that the challenge of the green economy in a besieged community is very difficult, the challenge maybe international and local, but through my project I will prove that it is one of the most successful projects of the green economy and fully managed by working women, in addition to the lack of institutions and loans aimed at women-led projects. Women's entrepreneurship in Palestine is influenced by social and cultural factors that limit women’s entrepreneurship initiative and their participation in the Palestinian economy, and the areas and economic activities that suit women from the prevailing perspective are still limited compared to those available to males.

9. Possible opportunities from the perspective of women entrepreneurs to engage women in the broad entrepreneurship of the green economy

Women entrepreneurs in Jordan have confirmed that entrepreneurship opportunities are available to women, but need incentives and funding, and if money is available, there will be opportunities for women in entrepreneurship. There are many areas such as sewing, glass painting, dairy manufacturing, cheese, flower arrangement and agriculture. In the West Bank, as in Jordan, all women entrepreneurs have agreed on women’s opportunities to lead, and that the project prospects are open, and the potential for success is available if there is will and perseverance. In the Gaza Strip and the West Bank as well, women entrepreneurs stressed that women have great opportunities for entrepreneurship, but need determination and passion in working, developing possibilities, working hard and constantly researching green projects, Because the concept of a green economy is still new, and experiences still need to be developed in Palestine. However, women are able to go into all other entrepreneurial areas.
10. Words from entrepreneurs women for women who want to enter entrepreneurship in general / in the green economy

Believe in yourself and be the change you want to see in this world.

Be active in the community, do not miss the available opportunities and be a pioneer and productive person. Every woman has an opportunity. Break the barrier of fear for fear of failure is the same as failure. You will not fail, failure is for weak character and you are not weak, you are an entrepreneur. Learn from your mistakes and others mistakes. Always boost your self-confidence. Always keep learning. Do not despair and do not lose hope at the first challenge, but take advantage of opportunities and persevere in them. Stay away from negative thoughts and people. Be convinced of your idea and make every effort to prepare for your project, develop its plan, financial management and feasibility study for obtaining financing. Keep a long breath and persevere in developing yourself and developing your project. Consult experts in the field of your project. Choose a productive project in the field of agriculture and industry for your benefit and the benefit of your community. Participate in all available trainings and workshops for women entrepreneurs. Participate in workshops on the importance of productive work, financial independence and the green economy. Be interested in your economic empowerment, helping your community and preserving the environment by recycling your project waste. Use what you have learned to educate others and encourage them to lead and make participatory productive projects, not just individual ones that adopt the methodology of community participation and collective profit and not individual competition. Stay away from projects that consume and produce waste and chemicals, and replace it with everything that preserves the environment and uses its organic waste. If your project is a group project, choose the successful team that can change everything and is able to overcome challenges. Before entering the world of entrepreneurship, you can visit a company that was founded with a small project, that is, you started as a pioneer. In the field of information technology, the participation of those around them and a focus on Arabic content to facilitate marketing in the Arab world. Finally, entrepreneurship needs some sacrifice in the beginning, be strong and patient, and you will succeed. Challenging the inferior view of society related to women’s work and rights.
Hakima is the head of a women’s association working on a collective project to cultivate the land in the village, as some of them lost their job during the COVID.
Conclusion

The majority of the population in Palestine and Jordan are young age groups, so increasing numbers will enter the workforce over time, and failure to address unemployment will lead to a future worsening of that problem. Unemployment disrupts about a quarter of the overall workforce, and about 40% of females within the workforce are disrupted, which is more prevalent among young people, indicating the possibility of increasing unemployment in the absence of effective policies. Women’s contribution to the labor force in general has declined in both the Jordanian and Palestinian economies, during the Corona pandemic period, with more than 80% of the women of working age outside the workforce. There is waste and non-exploitation of growing human capacities because of the weakness of the Jordanian and Palestinian economies in motivating women to participate more effectively and in large proportions in the Palestinian and Jordanian labor market. The contribution of the productive sectors (agriculture and industry) to the Jordanian and Palestinian economies is weak and stable at low rates of less than 20 percent in the GDP for both activities.

The decline in the proportion of workers in agriculture in general for males and females indicates that this sector is diminishing over time and does not provide jobs of interest to workers for two reasons: low wage rates, which were the lowest compared to other activities, as well as its worst working conditions, where the highest average working hours were recorded in this activity. In addition, there are weak economic activities in both countries on job creation, specifically for women, in all economic activities in general, and in productive sectors in particular. This is evidenced by the increase in unemployment rates over time. There is also inadequacy and lack of appropriate economic policies aimed at activating women’s participation in the labor market, which is evidenced by the stability of women’s contribution ratios at low levels. The ineffectiveness of economic policies in stimulating productive activities (agriculture and industry) demonstrates the decline in the contribution of these two activities to the GDP of both countries.

There is a decline in wage rates for women compared to the men’s in most activities, especially the ones, including agriculture and industry. The decline in women’s participation in occupations and within specific activities means a decrease in the employment opportunities available to females, especially if it coincides with the decline in investment in these activities.

The Covid 19 pandemic in 2020 led to a significant increase in unemployment, a decline in GDP, as well as a decline in the number of participants in the workforce, which was more severe for women, as evidenced by the increase in female unemployment.

There is a decrease in the proportion of participants in the labor force within the older age groups, which is an indication of an early exit from the labor market for both males and females, although exit from the female labor market occurs in younger age groups than in males. This may be the result of marriage, childcare and domestic work, as the participation of married women in the labor force is lower than it is for single women, an indicator of social burden and legal weakness in protecting the rights of women, especially married women.

About the green economy, which focuses on the best use and utilization of resources in a way that ensures handling environment-related issues, renewal and continuity, the implementation policies is still weak, in addition to the weakness of the economies of both countries. On the other hand, despite the strategies for the green economy, it is not considered a priority even “in the near future, whereas, merely obtaining an income (as expressed in the interviews with government agencies) is the priority, due to the high rates of poverty and unemployment”. There are no indicators of measurement within the Jordanian and Palestinian economies that follow up on the development of the green economy’s reliability so that we can measure the extent of achievement in this subject. The economic production may increase temporarily as in some years of economic growth, but the unsustainable use of resources in the long run will be counterproductive for future generations in terms of poverty, unemployment and economic growth, because the production process is based on the depletion of natural resources. Solutions to the problem of resource depletion can only be guaranteed by the adoption of productive processes based on the green economy.

Therefore, the process of transition to a green economy is considered a long-term process, and it needs to work on finding appropriate infrastructure, including policies, legislation, education, training, awareness and education. Thus, focusing on agricultural and industrial productive activities, and geography attention to rural development, as well as giving more attention to the water sector, which is one of the main pillars of the transition to a green economy, especially in the field of use control, rationalization and pollution prevention is necessary.
Based on the several interviews that were conducted with different ministries, INGOs and NGOs in Jordan and Palestine, those are working on the Green Economy as part of their work, findings show that we still have a weak knowledge and a lack of awareness of the Green Economy, even in some sectors who are working on this component, because of: It is a new concept for both countries to deal with, lack of local studies on it, few specialists who can work on it, to invest in this concept, institutions and ministries have to call for international capacities, and that need a high budget, most of the time it exceeds the ministries budget. The country relies on farmers who work on Jordan valley and have basic projects but have a good experience in the mechanism of using basic tools and different approaches under the Green Economy. Such as recycling, organic planting, using organic fertilizer.

Women are still seen as vulnerable in this sector and not trusted either supported by their families to put their first steps in the labor market and to succeed in this field. The decision maker in conservative areas where most of farms and factories in is still under man power/dominance. There are many women empowerment programs in Jordan but not specifically for this sector. INGOs try to support women financially to start with their projects, to find for them safe and suitable workplaces and to follow the legal approach. No trained staff or a professional staff specialized in the Green Economy that can build a tracking system to track such project that are leaded by Jordanian women and they have no skills or experience to train women on how to improve their projects.

With regard to Palestine and Jordan, the greatest opportunity lies in the fields of agriculture and industry. The study proposed the sub-sectors for both:

- Agriculture sector:
  - urban agriculture;
  - Systems incorporating aquaculture into farms. In industry
- In industry:
  - food industries;
  - Communications and information technology.
- Green Economy:
  - Renewable energy;

Focusing on agricultural production is considered a favorable opportunity, in terms of speed and ease in switching to technologies that depend on the conditions of the green economy in the production process, and do not require high costs, but by reducing the use of environmental pollutants in agriculture such as pesticides and others, and rationalizing the use of fertilizers and water by developing technologies. Irrigation used to operate more efficiently and reduce waste of water resources, and to adopt strategies backed by laws that oblige large farmers, while strengthening market control in terms of production inputs, and thus considered saving to ensure the transformation process.

It is useful to explain that the food industry depends on agriculture in both plant and animal parts, this provides production inputs to the food industries at affordable prices, and here the value of the production chain stands out, what agriculture produces market the need of consumers, what remains manufactured, for local consumption, and within a wider circle, this can be in the interest of the product and consumer without intermediaries who sometimes achieve a higher profit rate than the producers.

In the field of industrial work, we have to rely on sustainable investments in the field of renewable energy, measures to raise energy efficiency, and follow industrial policies that depend on reducing the rates of pollutants emitted such as carbon. Although investment in renewable energy is initially costly and requires capital, but it provides electricity at low prices and reduces dependence on importing energy sources, especially for areas prone to marginalization, especially since Palestine and Jordan do not have any energy sources. On the other hand, it provides job opportunities for women as engineers and technicians in this wide field, and on the other hand, it provides job opportunities for women who can work from home, in industry and others in remote areas, and provides muscular effort for women working in the study food industry such as dairy and cheese. Regarding the Gaza Strip, renewable energy is the only strategic solution to energy problems.

CIT is the magic key to the future of all production and service operations. It is a service industry, providing direct employment opportunities for women, whether by working on various applications, such as electronic commerce and product marketing, or by manufacturing these applications and programs. Information technology has become indispensable in all operations.

Renewable energy is a mandatory path for both Jordan and Palestine; on the one hand, the two countries are importers of between 94% - 99% of energy, and their energy needs are constantly increasing; on the other hand, both are sunny countries. Renewable energy facilitates energy access to remote and marginalized areas. Women are beneficiaries of the first class, as RE is promising jobs opportunities and pioneering investments, in addition to, energy facilitates the work of women in the food processing sector in the marginalized areas.
Unemployment; insufficient income; and the desire to be an active member of the society, are the main motivations, for entrepreneurship participated in the four focus groups. Lack of land for agriculture; scarcity of land for rent; in funding; marketing; difficulty of licensing household projects; the high cost of water and greenhouses; lack of the necessary tools, spraying tools and pesticides. The entrepreneurs said, “Yes”, our projects have developed some developed slowly, others were faster; production has increased, and we have reached new customers and new markets. However, the deteriorating economic situation, due to the Covid-19 pandemic has made us consume from our capital”. Their ideas for the future are very ambitious: benefiting from agricultural waste and recycling it; manufacturing local soap from olive oil; planting almond trees, pistachios and walnuts to extract the butter of all these products; improving and updating the used machines and tools; obtaining licenses for unlicensed projects; increasing the number of items produced and expanding the manufacturing; digging wells to collect water and provide greenhouses; and achieving their self-sufficiency.

Words from entrepreneurs women for future entrepreneurs women

"Believe in yourself and be the change you want to see in this world"

"Break the barrier of fear of failure, fear is the same as failure"

"You will not fail, failure is for weak character and you are not weak, you are an entrepreneur"

"Always boost your self-confidence"

"Always keep learning"

"Do not despair and do not lose hope at the first challenge"

"Stay away from negative thoughts and people"

"Consult experts in the field of your project"

"Participate in all available trainings and workshops for women entrepreneurs"

"Participate in workshops on the importance of productive work, financial independence and the green economy"
“Be interested in your economic empowerment, helping your community and preserving the environment by recycling your project waste”

“Collective profit and not individual competition”

“Stay away from projects that consume and produce waste and chemicals, and replace it with everything that preserves the environment and uses its organic waste”

“In the field of information technology, the participation of those around them and a focus on Arabic content to facilitate marketing in the Arab world”

“Finally, entrepreneurship needs some sacrifice in the beginning, be strong and patient, and you will succeed. Challenging the inferior view of society related to women’s work and rights”
is an entrepreneur in a woodshop recycling used wood. It is a collective project involving (7) women in the village of Wallaja near Bethlehem.
To finish this report, we would like to include recommendations by each one of the sectors and sub activities to improve women’s economic rights and employability:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1. Paying attention to strengthening the role of women farmers/producers and putting them at the heart of the food security programs and projects system with the need to recognize their great role in agricultural food security activities in the field as well as at home and within the family.</td>
</tr>
<tr>
<td></td>
<td>2. Diversification of sources and crops - agricultural alternatives - in the field of agricultural land uses, within the production chain marketing, agricultural manufacturing and then marketing of manufactured products.</td>
</tr>
<tr>
<td></td>
<td>3. Developing an agricultural extension system; quality and environmental agricultural production control; water resource management; wastewater; research and urban agricultural education; energy and alternative energy sources.</td>
</tr>
<tr>
<td></td>
<td>4. Encouraging collective framing in projects, whether cooperatives or agricultural collective projects, because the chances of success of such projects are better, as well as going into manufacturing in agricultural food; the smaller the production (at least at the beginning of the project), the more successful the project, for easy marketing, which helps women with productive and financial independence.</td>
</tr>
<tr>
<td>Agriculture</td>
<td>5. Developing vegetable varieties, fruits, seeds and seedlings that are compatible with weather and climate variables, in addition to equipment and techniques for the development of agricultural production projects.</td>
</tr>
<tr>
<td></td>
<td>6. Smart agriculture and technology intervention to regulate agricultural operations fertilization, irrigation and moisture, and ease physical exertion effort which deters women from investing in it, thus opening the field of leadership in agriculture and technology.</td>
</tr>
<tr>
<td></td>
<td>7. Facilitating and encouraging the establishment and development of modern agricultural technology initiatives and projects that suit the urban agricultural reality (especially in the Gaza Strip).</td>
</tr>
<tr>
<td></td>
<td>8. Agricultural land in Jordan is governed by limited areas, controls by climate change, and water scarcity limits the expansion of agriculture, therefore, a shift to urban agriculture is necessary.</td>
</tr>
<tr>
<td></td>
<td>9. In Jordan, enhance female entrepreneurs working in olive-pressing factories, but in a way that preserves the environment, and using waste by refining it by making healthy fertilizers, in addition to female entrepreneurs in the work and manufacture of stone and the work of water refining to clean the stone.</td>
</tr>
</tbody>
</table>
1. Creating policies and mechanisms to motivate and encourage women into entrepreneurship and in industry as well as the green economy.

2. Developing the working environment in industrial activities to suit women's entry to this sector, as providing remote and marginalized areas with renewable energy to facilitate work, save time and effort, and save products from damage in refrigerators. Reducing the costs of entering industrial zones and setting a quota for women in it, so women can enter these zones and their products could be competitive.

3. Focusing on the development of invisible industrial and agricultural domestic production for women's employment, such as the very small products, food industries and produced from home.

4. Integrating and institutionalizing women's workshops within a system that ensures their continuity and permanence, by education, training, production, management and marketing of women's products.

5. Adopting special measures to stimulate women's projects, such as reducing customs duties and taxes for manufacturing equipment, as stipulated in investment laws for large investors, which does not benefit women's projects because of the small size of capital, as well as the elimination of registration fees, and any other costs such as the fees of the registration attorney for women's industrial enterprises for a specified period.

6. Providing women with greater opportunity to participate in developing solutions to the challenges faced by all economic sectors, including industry and agriculture, and there is great importance for the participation of women, specifically graduates of engineering and science colleges.

7. Women entrepreneurs should be increasingly targeted with financial and technical support from the chambers of commerce and industry.

8. Recognizing the value of the contribution of small enterprises and domestic production to economic growth in the plans and policies of the ministries of industry and reflecting this by networking the ministry with international and technical entities to open markets for their products and strengthen the role of women entrepreneurs in the success of their businesses and bring them prominently to the green economy sector.

9. Strengthening the relationship between capital and green economy workers and creating opportunities for their relationship.

10. Expanding the public-private sector networking circle and developing the standards of awareness among workers themselves of the concepts of green technology and its impact on supporting entrepreneurship projects, especially for women.

11. Adopting the Startups Act in Palestine to protect entrepreneurs and innovators, provide them with facilities, and open up room for investors to invest in innovative ideas.
<table>
<thead>
<tr>
<th>Sector</th>
<th>Recommendations</th>
</tr>
</thead>
</table>
| **Communication and Information Technology** | 1. The necessity of ratifying relevant legislation such as; the Information Technology Law, the Startup Companies Law, and the development of the Communications Law, particularly in Palestine. Legislation and administrative decisions that regulate the market and protect small producers in a market share are needed, as a large merchant can destroy all small projects.  
2. Investing in establishing incubators and expanding the existing ones to be able to incubate larger numbers of female entrepreneurs.  
3. Investing in increasing funding for incubators, especially in universities and private institutions, to be able to provide grants to establish projects and start-ups.  
4. Encouraging access to e-marketing systems and services.  
5. Training in technology applications and networks.  
6. Training in the software and microelectronics industry, especially mobile phone systems.  
7. Strengthening female entrepreneurs themselves or through incubators, in the English language, to be able to work in e-commerce, or work with foreign content or companies.  
8. Bridging the gap between academic education and the skills required in the labor market for graduates of advanced training. |
| **Sustainability and green economy** | 1. Coordinating and unifying efforts between government ministries and non-governmental institutions interested in the green economy sector and working to implement what was included in the strategies for the green economy.  
2. Focus on investing in capacity building, enhancing the skills of workers, follow-up and continuously rehabilitating, for a shift towards the sectors of the green economy by By amending the education and training system, developing a national skills-building strategy covering the most important sectors of the economy while ensuring sustainability.  
3. Adopting policies aimed at developing and sustaining natural resources such as water, renewable energy and food.  
4. Providing better opportunities for low-interest financing for small projects in general and for women in particular, and a quasi-governmental financing institution can be established.  
5. Developing economic measurement indicators that can measure progress in the green economy, develop resources and use them optimally as an alternative to depletion.  
6. Increasing reliance on recycling, which remains at low levels and needs to be raised and expanded, as well as increasing reliance on renewable energy for a cleaner environment.  
7. Paying more attention to SMEs and initiating more programs of technical centers that incubate innovations and initiatives of young graduates (of both sexes).  
8. Increased action on the educational and cultural aspects to promote and raise awareness of the role of women and the importance of the green economy for societies.  
9. Making visible women’s initiatives working on non-traditional jobs related to the recycling and renewable energy. |
<table>
<thead>
<tr>
<th>Sector</th>
<th>Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1. Stimulation for the industry projects, such as canceling establishments registration fees and all fees charged as a lawyer to complete the registration process.</td>
</tr>
<tr>
<td></td>
<td>2. Providing better opportunities for low-interest financing for small projects in general and for women in particular, and a quasi-governmental financing institution can be established.</td>
</tr>
<tr>
<td></td>
<td>3. Develop the government partnerships with the banking sector and the monetary authority to reduce loan interest rates and facilitate borrowing for women without loan guarantees.</td>
</tr>
<tr>
<td></td>
<td>4. Increase reliance on recycling, which remains at low levels and needs to be raised and expanded, as well as increasing reliance on renewable energy for a cleaner environment.</td>
</tr>
<tr>
<td></td>
<td>5. Encourage group supervision in projects, whether cooperatives or projects, because it has a better chance of success.</td>
</tr>
<tr>
<td></td>
<td>6. The importance of building the capacities of affected and exposed communities and their local institutions to be an important and complementary part of the expected intervention projects and programs.</td>
</tr>
<tr>
<td></td>
<td>7. Conduct specialized trainings in the field of digital marketing.</td>
</tr>
<tr>
<td></td>
<td>8. Conduct training in the field of intellectual property rights, especially for information technology projects and cultural projects.</td>
</tr>
<tr>
<td></td>
<td>9. Governments must ensure the social sustainability of the green economy by giving preference to women and other disadvantaged groups, otherwise the shift will contribute to increased gender inequality in key economic sectors. Entrepreneurship among marginalized groups can be encouraged through the effective use of unskilled labor and improved access to skills improvement programs.</td>
</tr>
<tr>
<td></td>
<td>10. Improving telecommunications and internet services, auditing service providers, reducing telecommunications and internet prices and improving speed.</td>
</tr>
<tr>
<td></td>
<td>11. Publish and disseminate women’s success stories in business, and how other women have overcome obstacles in business.</td>
</tr>
<tr>
<td></td>
<td>12. Ensuring space and greater opportunities for women to participate in developing solutions to the challenges faced by all economic sectors, not only in industry or in agriculture, but there are major problems faced by the sectors, and there is great importance for women’s participation in this work.</td>
</tr>
<tr>
<td></td>
<td>13. Networking between the Ministry of Labor and representatives of workers and employers in addition to the Ministry of Agriculture and the Ministry of Environment to lead women, guide them correctly when starting work in the green economy, and not leave them in the middle of the road.</td>
</tr>
<tr>
<td></td>
<td>14. Opening up to other countries through the Internet, traveling or exchanging experiences by participating in workshops and trainings that include women from several countries.</td>
</tr>
</tbody>
</table>
“Be active in the community, do not miss the available opportunities and be a pioneer and productive person. Break the barrier of fear for fear of failure is the same as failure”
List of figures

Figure (1): GDP and growth rate in Palestine over the years: 2010-2020 (at constant prices)
Figure (2): GDP and growth rate in Jordan over the years: 2010-2020 (at constant prices)
Figure (3): Poverty rates in Palestine 2007-2017
Figure (4): Poverty rate in Jordan for the years 1997-2010
Figure (5): Proportional distribution of individuals (15 years and older) in Palestine by gender, number of education years and relationship with the workforce, 2019
Figure (6): Proportional distribution of individuals (15 years and older) in Jordan by gender, number of education years and relationship with the workforce, 2020
Figure (7): Proportional distribution of individuals (15 years and older) outside the workforce in Palestine by gender and the reason for being outside the workforce, 2019
Figure (8): The proportion of the workforce participating among individuals (15 years and older) in Palestine by gender for the years 2010-2020
Figure (9): The proportion of the workforce participating among individuals (15 years and older) in Jordan
Figure (10): Proportional distribution of workers in Palestine (15 years and older) by gender and economic activity, 2020
Figure (11): Proportional distribution of workers in Jordan (15 years and older) by gender and economic activity, 2020
Figure (12): Proportional distribution of agricultural workers in Palestine by gender for years: 2010-2020
Figure (13): Proportional distribution of mining, quarrying and manufacturing workers in Palestine by gender for years: 2010-2020
Figure (14): Proportional distribution of women workers in Jordan and Palestine in agriculture and industry activities of the years: 2010-2019
Figure (15): Unemployment rate in Palestine by gender for 2015-2020
Figure (16): Unemployment rate in Jordan by gender for the years 2010-2019
Figure (17): Average monthly working days for workers in Palestine by gender and economic activity, 2020
Figure (18): Average daily wage for workers in Palestine by gender and economic activity, 2020
Figure (19): Average monthly wage for workers in Palestine by gender and income category in JD, 2019
Learn from your mistakes and others mistakes. Always boost your self-confidence. Always keep learning. Do not despair and do not lose hope at the first challenge, but take advantage of opportunities and persevere in them”
List of boxes

Box (1) When a Brave Woman Serves Her Community, Iman Ashour
Box (2) Case Study Zuzu Al-Sultan From The Gaza Strip
Box (3) Case Study Jamila Shiteiwi from Jordan
Box (4) Case Study Eman Hussein Al-Helou West Bank
Box (5) Case Study Dhabia Al-Ghazzawi from northern Aghwar – Jordan
Box (6) Words from entrepreneurs women for future entrepreneurs women
Stay away from negative thoughts and people. Be convinced of your idea and make every effort to prepare for your project, develop its plan, financial management and feasibility study for obtaining financing.”
English References

ACWA POWER MAFRAQ PV IPP

https://acwapower.com/ar/projects/mafraq-pv-ipp/


Environmental Quality Authority (2021)


https://water.fanack.com/jordan/water-resources/


Green Growth Nation action plan Jordan 2021-2025


https://news.un.org/ar/story/2018/05/1008382

International Labor Organization (December 2016). “A just transition to climate-resilient economies and societies: Issues and perspectives for the world of work”.

https://www.iло.org/wcmsp5/groups/public/---ed_emp/


http://dosweb.dos.gov.jo/population/poverty/


https://dsbb.imf.org/sdds/dqaf-base/country/JOR/category/NAG00


http://dosweb.dos.gov.jo/population/poverty/


OECD.org. “Greening jobs and skills”.
https://www.oecd.org/greengrowth/greening-jobs-skills/greeningjobsandskills.htm


Palestinian Investment Promotion Agency”. قطاع الطاقة المتجددة: فلسطين باعتبارها في مصاف الدول الداعمة للطاقة المتجددة.

Rationale and Context, Learning Unit 3 Definitions for Green Economy”.
https://unitar.org/sites/default/files/uploads/egp/Section1/PDFs/1.3%20Definitions%20for%20Green%20Economy.pdf

Renewable Energy and energy Effectiveness, REEE (nd)." Energy in Jordan”.
http://reee.memr.gov.jo/Pages/viewpage?pagID=2065


Switchmed (2020). (Palestine Country Profile on Circular Economy”.


https://openknowledge.worldbank.org/handle/10986/21890


United Nation, Knowledge Platform (nd). “Green economy”.
https://sustainabledevelopment.un.org/index.php?menu=1446#:~:text=For%20example%2C%20UNEP%20has%20defined,%22%20(UNEP%2C%202011)

Arabic References

http://uac-org.org/ar/publications/edetails/57/%D8%A7%D9%84%D8%A7%D9%82%D8%AA%D8%B5%D8%A7%D8%AF-

"الطاقة النظيفة في غزة تساعد على حل مشكلة الكهرباء، وخلق فرص العمل خاصة للشباب والنساء (2021). "؛ליםام المحلة (نيسان 2021)
https://news.un.org/ar/interview/2021/04/1073812

https://www.ecomena.org/jordan-green-ar/

https://www.ecomena.org/jordan-green-ar/

https://www.ecomena.org/jordan-green-ar/

المجتمع الاقتصادي والاجتماعي في المنطقة العربية: المشاريع الصغيرة والمتوسطة

https://www.unescwa.org/ar/taxonomy/term/8178

حاضنة الأعمال و التكنولوجيا. الجامعة الإسلامية غزة BTI

https://bti.ps/

"条约 بريز (سبتمبر. 13. 2020). "مشاريع ريادة الأعمال الخضراء يشجع إقامة المشاريع لتحفيز الشباب".
https://ryadiybusiness.com/%D9%85%D8%B4%D8%B1%D9%88%D8%B9-%D8%B1%D9%8A%D8%A7%D8%AF%D8%A9-%D8%A7%D9%84%D8%A3%D8%B9%D9%85%D8%A7%D9%84-%D8%A7%D9%84%D8%AE%D8%B6%D8%B1%D8%A7%D8%A1-%D9%8A%D9%86%D8%A7%D9%82%D8%B4/

file:///C:/Users/Lenovo/Desktop/%D8%A7%D9%84%D8%AF%D9%84%D9%8A%D9%84%202020.pdf

سامر سليم أبو زر (2020) "آثار التلوث البيئي على الصحة في غزة في ظل انتشار جائحة كوفيد-19". شبكة المنظمات البيئية أصدقاء الأرض والانتسال بالتعاون مع مؤسسة Heinrich Boll Stiftung.

http://www.pengon.org/articles/view/112

"نابلس دغلس (2019). "نابلس مدارس فلسطين. الشمس لتوليد الكهرباء في مدارس فلسطين بالتعاون مع مساعدة المهندس محمد شاه".
https://www.aljazeera.net/news/miscellaneous/2019/5/10/%D9%85%D8%AF%D8%A7%D8%B1%D8%B3-%D9%81%D9%84%D8%B3%D8%B7%D9%8A%D9%86-%D8%A7%D9%84%D8%B4%D9%85%D8%B3-%D9%84%D8%AA%D9%88%D9%84%D9%8A%D8%AF-%D8%A7%D9%84%D9%83%D9%87%D8%B1%D8%A7%D8%A1

التحول في سوق العمل، ودور تكنولوجيا المعلومات والاتصالات في خلق وظائف جديدة". مساعد رئيس الجامعة، لشؤون الطلبة جامعة القدس المفتوحة.

https://alumni.qou.edu/viewDetails.do?id=9562

محطة البادية توليد الطاقة

https://philadelphia-solar.com/pages/page/18/ar/
المؤسسة الأردنية لتطوير المشاريع الاقتصادية (2020). "تحديد القطاعات المحورية والرائدة في الاقتصاد الأردني من خلال قياس التشابك الاقتصادي". 

https://jedco.gov.jo/ebv4.0/root_storage/ar/eb_list_page/%D8%AA%D8%AD%D8%AF%D9%8A%D8%AF_%D8%A7%D9%84%D9%82%D8%B7%D8%A7%D8%B9%D8%A7%D8%AA_%D8%A7%D9%84%D8%B1%D9%8A%D8%A7%D8%AF%D9%8A%D8%A9_%D9%81%D9%8A_%D8%A7%D9%84%D8%A5%D9%82%D8%AA%D8%B5%D8%A7%D8%AF_%D8%A7%D9%84%D9%88%D8%B7%D9%86%D9%8A.pdf

مرصد المشاريع الصغيرة والمتوسطة / المؤسسة الأردنية لتطوير المشاريع للاقتصادية. دان دودخ، بإشراف عدلي عقل. ريادة النساء للاعمال في الأردن


مرصد المستقبل (2018). "الزراعة الحضرية هي مستقبل الزراعة".

https://mostaqbal.ae/urban-farming-future-agriculture/

مركز دراسات البيئة المبنية ومؤسسة فريدريش ايبرت (2018). "الزراعة الحضرية في عمان: نظرة شاملة".

https://static1.squarespace.com/static/5671433fc647ad9f55531f40/t/5d9ee0a82fe40301d45d1518/1570693365841/Urban+Agriculture+Report-AR.pdf

 مركز المعلومات الوطني الفلسطيني-وفا. "الطاقة المتجددة في فلسطين"


مشروع مفرق المستقل.

https://acwapower.com/ar/projects/mafraq-pv-ipp/

منظمة العمل الدولية (2019). "أهداف التنمية المستدامة من خلال الوظائف الخضراء في فلسطين واللاجئين السوريين والمجتمعات الأردنية المضيفة من خلال الريف".


http://jsf.org/sites/default/files/%D9%88%D8%B1%D9%82%D8%A9%20%D9%85%D9%88%D9%82%D9%81%20%D8%A3%D9%87%D9%85%D9%8A%D8%A9%20%D8%AA%D9%85%D8%AB%D9%8A%D9%84%20%D8%A7%D9%84%D8%A7%D9%86%D8%A7%D8%AB%20%D9%81%D9%8A%20%D8%BA%D8%B1%D9%81%20%D8%A7%D9%84%D8%B5%20%D9%86%D8%A7%D8%B9%D8%A9%20%D9%88%D8%A7%9%84%D8%AA%D8%AC%D8%A7%D8%B1%D8%A9.pdf

منشأة التنمية الدولية ابريل (2019). "أهداف التنمية المستدامة".


منظمة العمل الدولية (2018-2016). "خلق فرص عمل للأجئين السوريين والمجتمعات الأردنية المضيفة من خلال الريف".

الهيئة الاستثمار الأردنية

http://www.jic.gov.jo/ar/%D8%AA%D9%83%D9%86%D9%88%D9%84%D9%88%D8%AC%D9%8A%D8%A7%D8%A7%D9%84%D9%85%D8%B9%D9%84%D9%85%D8%A7%D8%AA-%D9%88%D8%A7%D9%84%D8%A7%D8%AA/2020-2025

وزارة الزراعة الأردنية.

الخطة الوطنية للتنمية الزراعية (2020-2025).

http://www.moa.gov.jo/AR/List/%D8%A7%D9%84%D8%A7%D8%B3%D8%AA%D8%B1%D8%A7%D8%AA


وزارة الزراعة الفلسطينية.

الاستراتيجية القطاعية لتنمية الاقتصاد الوطني.


وزارة الصناعة والتجارة والتموين الأردنية.

الخطة الاستراتيجية لوزارة البيئة.

http://www.moenv.gov.jo/ebv4.0/root_storage/ar/eb_list_page/%D8%A7%D8%B3%D8%AA%D8%B1%D8%A7%D8%AA%D9%8A%D8%A9_2020-2022_2020-2022.pdf

وزارة شؤون المرأة.

الاستراتيجية الوطنية عبر القطاعية لتغرس المساواة والعدالة بين الجنسين وتمكين النساء (2017-2022).

http://www.modee.gov.jo/AR/Pages/%D8%A7%D9%83%D9%86%D9%88%D9%84%D9%88%D8%AC%D9%8A%D8%A7%D8%AA_2020-2022.pdf

وزارة الاقتصاد الرقمي والريادة الأردن.

الاستراتيجية الوطنية عبر القطاعية (2021).

http://www.modee.gov.jo/AR/Pages/%D8%A7%D9%83%D9%86%D9%88%D9%84%D9%88%D8%AC%D9%8A%D8%A7%D8%AA_2021.pdf
Use what you have learned to educate others and encourage them to lead and make participatory productive projects”
1. Annex 1. Other case studies

a. Case Study: Yusra Samara from Jordan

Yusra Ahmed Samara, owner and chef of Raht el-Bal sweets factory. According to her, she had the idea of the project because of her strong love for Turkish sweets, especially baklava and Turkish delight, so she decided to open a factory to manufacture of Turkish sweets, with Jordanian hands, with employment of men and women to work in the factory. The project has been active for six years. Yusra is a mother of three boys and two daughters.

Yusra faced challenges from her family and community at first, which was the main obstacle to completing her project, according to Yusra, because of the community culture (customs and traditions) which considers staying at home with the family to be the main role of women, and not working outside the house. Yusra did not give up; she challenged all the obstacles, persevered, worked hard and engaged with Turkish confectionery makers to help her make high-quality sweets. After starting her project, she was supported by her small family, and her children decided to work next to her in order for it to become a family project, and Yusra began hiring Jordanian and Syrian workers.

“My motivations have evolved to be more supportive of women in the region where they are frustrated, and they do not have sufficient support in Jordan. The government does not provide adequate support to women entrepreneurs. Women have to be persistent and diligent, in addition to having financial and family support to achieve their goals. This is their only chance to be business entrepreneurs and independent,” Yusra said. She added, “I did not receive any facilities when I started the project; and opening the factory cost me a lot, taking into account the equipment, the workers and the raw materials, in addition to customs and licensing, and the repayment of the bank loan.”

Yusra considers the following to be the key challenges faced by women entrepreneurs: funding, difficulties in licensing and customs, lack of access to raw materials and their high prices in Jordan, difficulties in dealing with the community, marketing whether at the beginnings or thus far requires a great effort, and the difficulty of obtaining support or funding from a government or an international body as a motivation to continue working.

b. Case Study: Magda Salsa’ from the West Bank

Majida from Beit Sahour, 59, and owner of “Sweaty Chocolate”, has a master’s degree in public relations. She is a mother of five (2 males, 3 females), all of whom have completed their university education. She runs her project, which was established in 2009, on her own, and she was supported by her husband. Majida was a government employee and had an early retirement in 2008. Therefore, she secured a pension that helped her start the project inside her home, before moving to an independent place in Bethlehem in 2010.

With regard to entrepreneurship, Majida said, “I have had this idea of entrepreneurial work for many years; both the financial and family situations are stable, but I thought of my children in the midst of high unemployment.” “I loved making hand-made chocolate, and I wanted to excel with a new product,” she added. Majida tried to learn manufacturing by surfing the Internet, and her passion helped her. Then she got a loan of (5000) Euros from a bank and started buying raw materials and some equipment. Majida expressed the beginnings by saying, “I had no choice but to succeed, because I started with a loan that had to be paid, and to ensure success whenever I fail and loose; I got more determined.” She added, “In order to be distinguished, I did not melt the chocolate and reconfigure it, but instead, I bought the powder, and I made several attempts to mix the raw material in specific proportions until I reached the manufacturing that suits the demand of the customers in taste and shape; sometimes I succeeded, other times I failed and researched again, until I mastered manufacturing it.”

Magda registered her project and became a member of the Chamber of Commerce and Industry in Bethlehem, and she was later elected to be a member of the governing body. She has worked on the development of the businesspersons committee to later become the Businesswomen Center. According to her, most women tend to focus on easy projects, and expect to be provided with all the facilities. Joining the Chamber of Commerce and Industry has provided her with access to some similar projects in France, Jordan and Lebanon, sponsored by the Chamber of Commerce and Industry, so that she can get training in management, planning, marketing and product packaging. In 2011, during her participation in the Investment Conference in Bethlehem, she received funding from the Arab Bank as part of a deal with French machine producers to provide her with the equipment required to develop
her project, which is worth 90,000 Euros at a 35% reduction in its price, and the bank funded this deal.

The project developed and became a family project, with three of her children joining after graduation and trying to get a job without any success. She is the manager of the project, and at certain times throughout the year, the project needs workers. Majida feels very proud as the project has helped her develop on personal and economic levels. Majida adds that the development of production is continuous and there is daily renewal in form or content. With regard to marketing, there is no problem, there is an expansion of access to new customers, while maintaining their old customers. Within the Covid-19 pandemic, only because weddings and events stopped, marketing declined, but continued at a lower pace.

2. Annex 2. Community and non-governmental institutions

A large number of community and non-governmental institutions in Jordan and Palestine are active in working with women in general and entrepreneurs in particular, in training, empowerment, follow-up, networking, marketing, management, finance and providing grants and technical equipment for female entrepreneurs. Women, agriculture organizations, civil society institutions, number of them have been operating since the 1980s, and their policies are aimed at women's economic empowerment and their entrepreneurial, individual and collective projects. The majority of them have branches in all regions, in both Palestine and Jordan. Here is a simple summary about the institutions we interviewed, and a list of these institutions. The Jordanian Women’s Union Association, which has branches in all regions of Jordan, its policy of empowerment lies in the fight against poverty and unemployment; it provides training programs and the acquisition of practical skills. It provides assistance in marketing its products. The Union has no orientations or policies in the green economy.

The Association of Business and Professional Women’s Club, in Jordan, and its membership includes (300) entrepreneurs. Its strategy is based on sharing success stories; Development of capabilities and skills; Facilitating access to markets and sources of financing; And institutional strength. She works with women in all economic sectors, through specialized training programs in entrepreneurship. Some members of the association work in the field of recycling, and it is easy to join the women's export unit that the association manages.

The Gender Union of Women Farmers, in Jordan, which is a non-profit organization whose policies are based on educating women working in agriculture of their professional and labor rights And in the second part; It works on the economic and political empowerment of women. Its programs include training for female entrepreneurs in the agricultural sector, new women entrepreneurs in agriculture, and capacity building at the administrative, financial and professional levels. And training women to defend their rights as leaders in productive projects. In addition to motivating females to establish and continue productive projects.

In Palestine, the Palestinian Federation of Women Committees Society is a civil feminist organization with branches in (117) in the West Bank and Gaza Strip. Aiming at individual and collective economic empowerment, political and social development, and combating violence against women. It works on creating and developing income-generating productive projects. An institution that adopts the concepts of preserving the environment and believes in the necessity of achieving social justice and achieving economic equality. Through its programming, it works to fight poverty and marginalization of women.

Provides and supports technical and administrative training, planning and marketing for entrepreneurial projects, in the sectors of the food industry, craftsmanship, soap, and agriculture in its two parts (plant and animal). It adopts cooperative development as an approach to economic empowerment. The union supervises three cooperatives for agricultural and industrial production in Beta (the president of the association was interviewed as a success story), Beit Furik (animal and plant production), and the currently stalled Jayyus cooperative. In addition to the handicraft project in Hebron, the project includes about 15 women, including mothers who head families, released prisoners, and a food processing project in Al-Arroub camp, and employs 8 workers. Embroidery project (machine-manual) in Ramallah. 15 female workers work in the project. The Palestinian Kitchen Project in Ramallah, Jaffna, which includes 8 female workers from Jalazoun camp.

The Rural Women Association, a civil women's association, has branches in 58 (club) sites in the West Bank and Gaza Strip, not all of them are financially independent, some of them depend on the parent association. She also works in economic and social empowerment and combating violence against women. It works as both individual and group empowerment, providing training, entrepreneurial ideas and association registration, pricing and marketing.

The association has (17) projects, of which (8 cooperative societies) are in the West Bank and Gaza Strip, and the rest are individual or collective projects, working in agricultural production and food processing. Provides job opportunities for new female graduates, in cooperative societies, to help the cooperative in its tasks, and he pays them a reasonable salary, then obtaining a certificate of experience. To assist with marketing, the “Nab’a Al-Khaira Market”
was opened in Beit Jala. The association deals with ecological agriculture to preserve the environment, but it did not reach organic farming due to its high cost. The association believes that the challenges facing women entrepreneurship are many, the environment is not supportive, funding requires guarantees, women do not own the land, they lack knowledge, and the successes are limited.

The Businesswomen Forum in Palestine is a non-governmental organization. The forum works to empower businesswomen and women entrepreneurs. The forum has a business incubator (Business Development Center). Its programs provide training, develop skills, develop project ideas, contribute to marketing, and improve relationships. Projects in all economic sectors in which women work are targeted, and women are assisted in registering their projects. Through the forum experience, women are directed towards entrepreneurship out of economic need. The forum targets women in marginalized areas and the Jordan Valley, and targets women heads of households, people with special needs, and less fortunate women. Currently there is a focus on studying the environmental impact of projects. The forum has advisors to help female entrepreneurs in all details, entering new markets, developing to suit specific markets, networking between suppliers and marketers, and sometimes financial grants after evaluating projects.

Women Affairs Staff, (Gaza Strip Branch) The team works to empower women through the Development and Projects Program, which aims to empower women who are housewives and graduates who are economically unemployed, through specialized training in managing small projects, providing advice and financial grants, in the service, manufacturing and commercial sectors. The center believes that women's entrepreneurship opportunities are linked to the surrounding environment, so an incubating and supportive environment must be provided to make women's opportunities greater.

The Wefaq Association for Women and Child Welfare, (Gaza Strip), empowering women, is one of the strategic goals of the association, and in partnership with the Ma'an Foundation, 50 women survivors of gender-based violence have been granted small projects, and the projects vary between raising poultry, raising sheep, Hairdresser, grocery, dressmaker.

Save the Youth Future Foundation develops and develops the skills of young people and women in the field of entrepreneurship management and creates small entrepreneurial projects and submits them to the local and external market and how to market them and follow them up to obtain better opportunities. The Foundation is working to implement a project to enhance adaptation mechanisms and restore agricultural productivity using green technology, by enhancing the capacity of male and female farmers of both sexes to obtain income and food security, by adopting environmentally friendly technologies and practices to deal with economic and environmental risks and shocks associated with crises. The Foundation is also implementing the Salalam project, which aims to empower women in the local community by encouraging them to establish small, environmentally friendly projects, in cooperation with Catholic Relief Services.

Aisha Association (Gaza Strip), the association works to empower women victims of violence, which is an essential part of the foundation's first strategic goal (protection and empowerment of women). The association has supported small and entrepreneurial projects for women since 2015 through vocational and economic training on how to start a small project, and a financial grant With a value of $ 1000-3000. The foundation focuses on specific areas including cosmetics, wool, sewing, photography, food processing, graphic design, and mobile phone maintenance. The Gaza Strip needs to support women's projects in urban agriculture, especially in small areas. The Foundation believes that there is a lack of studies and a scarcity of analytical statistics needed to develop the green economy.

Agricultural enterprises, Ma'an's development center, have enormous potential and remarkable expansion. There is a priority for women's leadership in general in their policies and programs, and there is also priority for the green economy and preservation of the environment. The center has a huge model farm (Beit Qad), which spreads awareness to the community and schools, produces organic natural products, and provides views for women and farmers in general. In order to create the appropriate eco-system, the center developed a Palestinian platform with green leadership, taking into account gender. Women entrepreneurship is supported in the sectors of agriculture, industry and tourism. The center begins its support from the idea stage, transforming it into an action plan, and it is financially and technically supported, and the project is incubated for six months in all fields, to ensure the sustainability of the projects. They have programs for vulnerable groups, including women. In addition to the food security project, which supports families to obtain food by reclaiming and cultivating lands, providing seedlings, seeds and irrigation networks.

The Union of Agricultural Work Committees is an agricultural non-governmental organization. The Foundation gives special priority to entrepreneurship, empowering women and giving them equal opportunities, to obtain support, tendency and employment opportunities. Women are given special priority at the stage of project selection, and they are financed, supported, and contributed to providing the appropriate marketing climate, developing their infrastructure and providing them with the necessary inputs to improve the production worm. The Union
supports both agricultural projects (animal and vegetable), for entrepreneurship in the green economy, especially projects that use modern agricultural technologies that contribute to reducing the negative effects of climate change. The Federation supported 300 women in the years (2019-2020) through comprehensive training, establishing greenhouses, providing production inputs, and all needs. The union also supported the establishment of food processing units related to agricultural crops.

The Khamail Agricultural Cooperative Society (2017), and the Sustainable Agriculture Association (2019), in Jordan, are two relatively recent associations (headed by the same person), whose policies are implicit in empowering women, implicit and not overt, (according to their expression). They work on encouragement and training for women, to reach leadership and creativity, production in the agricultural sector, food processing, and the development of their businesses through society and not as individuals, in order to transfer the idea of individual entrepreneurship to society and reduce competition that reduces marketing and then revenue. The two associations are trying to educate the community about the green economy.

Civitas Foundation (Gaza Strip), the Foundation supports economic empowerment based on equal rights between the sexes, and the Foundation worked on an initiative to protect the sea. Civitas has signed the Green Charter that supports the direction of achieving thoughtful and environmentally friendly production.

Environmental institutions, the Dibbin Association for Environmental Development, work on the concept of the environment, economic empowerment of women, and support for productive projects for women working in homes and those working in environmental projects. The association tries to reach (30%) women out of its total target audience. Despite the association's focus on protecting the environment and nature, it considers economic projects intersecting with the environment. The association empowers women entrepreneurs in tourism to create pioneering projects such as productive kitchens to host tourists in their homes, to benefit from organic crops to feed tourists and empower women economically, to benefit from natural resources and to recycle the waste of these projects, thus achieving green leadership.

The Environmental Organizations Network in Palestine, which is a coordinating body between the various non-governmental organizations working in the field of environment, aims to serve environmental issues in coordination between the member organizations locally and internationally. The number of its members is (15) organizations. Through its members, it works on community awareness, training for women and youth on environmental issues, and the promotion of the green economy in all sectors, including green buildings.
3. Annex 3. List of Institutions and Entrepreneur Interviewed in Jordan and Palestine

a. Jordanian Institutions interviews

- **Jordanian Stakeholder Institutions**

<table>
<thead>
<tr>
<th>Name</th>
<th>Recommendations</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Munther Qaryouti</td>
<td>Ministry of Digital Economy and Entrepreneurship</td>
<td>Directorate of Studies and Research</td>
</tr>
<tr>
<td>Dr. Mawya Al-Mufti</td>
<td>Ministry of Agriculture</td>
<td>Advisor to the Secretary-General of the Economic Empowerment Project-Central area-Amman</td>
</tr>
<tr>
<td>Yasmine Khreisat</td>
<td>Ministry of Industry and Trade Industrial</td>
<td>Development manager</td>
</tr>
<tr>
<td>Majdi abu Sahem</td>
<td>Ministry of labor</td>
<td>Head of labor market Unit</td>
</tr>
<tr>
<td>Eng. Maha al Ma’aitah</td>
<td>Ministry of Environment</td>
<td>Director of the Policy Directorate at the Ministry</td>
</tr>
<tr>
<td>Eng. Jumana al Abadi</td>
<td>Ministry of Local Administration</td>
<td>Head of Solid Waste Management and Planning Department</td>
</tr>
</tbody>
</table>

- **Employers and Workers institutions**

<table>
<thead>
<tr>
<th>Name</th>
<th>Recommendations</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nidal Al Sadder</td>
<td>Chambers of Commerce and Industry</td>
<td>Director general, Irbid Chamber of Commerce</td>
</tr>
<tr>
<td>Muhammad Al-Maaytah</td>
<td>General Federation of Jordan Trade Unions</td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Recommendations</td>
<td>Position</td>
</tr>
<tr>
<td>---------------------------</td>
<td>------------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Dima Arabiat</td>
<td>The Jordanian National Commission for Women</td>
<td>The Jordanian National Commission for Women</td>
</tr>
<tr>
<td>Nijma al Ahmad</td>
<td>Specific Union of Women Farmers</td>
<td>Member of the administrative body in the Specific union of women farmers</td>
</tr>
<tr>
<td>Jihan Haddad</td>
<td>Royal scientific Society</td>
<td></td>
</tr>
<tr>
<td>Asmahan Hattar</td>
<td>National Center for Agricultural Research</td>
<td></td>
</tr>
<tr>
<td>Tereza al Rayan</td>
<td>Jordanian Women Union Society</td>
<td>The Director of Women Economic Empowerment Program</td>
</tr>
<tr>
<td>Hala Murad</td>
<td>Debeen Association for Environmental Development</td>
<td>President of Debeen Association for Environmental Development - North and Central</td>
</tr>
<tr>
<td>Eman Sulaiman</td>
<td>Business and Professional Women Association</td>
<td>Women Economic Empowerment Program Officer</td>
</tr>
<tr>
<td>Hamada abu Nejmeh</td>
<td>President of workers house for studies</td>
<td>Workers House for Studies</td>
</tr>
<tr>
<td>Reem Aslan and Amal Odeh</td>
<td>International Labour Organization</td>
<td>Reem Aslan: Technical Gender Specialist</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amal Odeh: Women Economic Empowerment Specialist</td>
</tr>
<tr>
<td>Walid Bishtawi/ Odeh</td>
<td>Al-Khamayel Agricultural Cooperative Society and the Sustainable Agriculture Association</td>
<td>The head Al-Khamayel Agricultural Cooperative Society and the Sustainable Agriculture Association</td>
</tr>
</tbody>
</table>
### b. List of entrepreneurs in Jordan

<table>
<thead>
<tr>
<th>Name</th>
<th>Region</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wardeh Abdullah Radwan</td>
<td>Al-Aghwar</td>
<td>Homemade sweets</td>
</tr>
<tr>
<td>Hamdah Husni Dheb al-Shtiwi</td>
<td>Al-Shouna/Irbid</td>
<td>Sheep milk and making sheep cheese in traditional ways</td>
</tr>
<tr>
<td>Asma Muhammad Eid</td>
<td>Al-Aghwar</td>
<td>The cake industry</td>
</tr>
<tr>
<td>Samira Mahmoud Faraj Faraj</td>
<td>Al-Shouna</td>
<td>Sweet-cake-Eastern and Western sweets</td>
</tr>
<tr>
<td>Salha Ali Ahmad Moussa</td>
<td>Al-Aghwar</td>
<td>Clothing and accessories shop</td>
</tr>
<tr>
<td>Khitam Abd Muhamad</td>
<td>Irbid</td>
<td>Clothing trade</td>
</tr>
<tr>
<td>Arwa Nhar Al-Manaser</td>
<td>Anjar/Ajlun</td>
<td>Grocery food and supplies</td>
</tr>
<tr>
<td>Suhaila Ahmed Hussein</td>
<td>Abu Sedo/Irbid</td>
<td>Cleaning and make-up materials</td>
</tr>
<tr>
<td>Nawal Dahi al-Mahamid</td>
<td>Al-Mafraq/Jaber Al-Sarhan</td>
<td>Dairy and cheese industry</td>
</tr>
<tr>
<td>Suad Dahi Al-Mahamid</td>
<td>Al-Mafraq/Jaber Al-Sarhan</td>
<td>Small detergent factory</td>
</tr>
<tr>
<td>Amera Nayef Ahmed Al-Mumni</td>
<td>Ajlun/near Al-Zubair Mosque</td>
<td>Amera Nayef Ahmed Al-Mumni</td>
</tr>
<tr>
<td>Wafa Mohamed Hussein Frihat</td>
<td>Ajloun/Cavernja</td>
<td>Investing all kinds of olives, manufacturing pickles and trading olive oil</td>
</tr>
<tr>
<td>Name</td>
<td>Region</td>
<td>Project</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Samira Abdul Hafiz Mutlaq</td>
<td>Al-mafraq/Rehab</td>
<td>Growing peanuts, extracting peanut butter</td>
</tr>
<tr>
<td>Samira Mohamed Na’asrah</td>
<td>Jerash/Kafr Khal</td>
<td>Wheat straw industry and training in its use</td>
</tr>
<tr>
<td>Samia Al-Sasi Abu Karagl</td>
<td>Ajlun</td>
<td>Natural spices and herbs</td>
</tr>
<tr>
<td>Shatha Qassem Bataneya</td>
<td>Ajlun</td>
<td>Plastic houses for agriculture</td>
</tr>
<tr>
<td>Rabaa Mohamed Al-Balouna</td>
<td>Green Mountain/ Safa villages</td>
<td>President of a charity</td>
</tr>
<tr>
<td>Widad Mohamed Obeidat</td>
<td>Irbid</td>
<td>Plastic houses to plant home gardens, market and manufacture olive and pickles</td>
</tr>
<tr>
<td>Yusra Eid Mohammed</td>
<td>Abu Sayyeda/ Irbid</td>
<td>Grow parsley, mint and thyme</td>
</tr>
<tr>
<td>Buthaina Abdul Karim Ghazawi</td>
<td>Ajloun/Cavernja</td>
<td>Selling all kinds of olives</td>
</tr>
</tbody>
</table>

c. Palestinian Institutions interviews

• Stake Holder Institutions West Bank

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Name of the association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hassan Al-Ashqar</td>
<td>Director General of Planning and Policy</td>
<td>Ministry of Agriculture</td>
</tr>
<tr>
<td>Rashad Youssef</td>
<td>Director General of Policies</td>
<td>Ministry of Economy</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Name of the association</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-----------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Abdul Karim Daraghmeh</td>
<td>Assistant Undersecretary</td>
<td>Ministry of Labor</td>
</tr>
<tr>
<td>Yasser Abu Shanab</td>
<td>Director General of Planning and Policies</td>
<td>Environmental Quality Authority</td>
</tr>
<tr>
<td>Amin Assi</td>
<td>Director General of Policies and Planning</td>
<td>Ministry of Women's Affairs</td>
</tr>
<tr>
<td>Mohammad Mofleh</td>
<td>Minister's consultant</td>
<td>Ministry of Entrepreneurs</td>
</tr>
<tr>
<td>Razan Nasr</td>
<td>Director of the Motivation and Exploration Department</td>
<td>The Council of Innovation and Excellence</td>
</tr>
</tbody>
</table>

**• Employers and Workers institutions**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Name of the association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jamal Jawabreh</td>
<td>General Manager</td>
<td>Federation of Chambers of Commerce, Industry and Agriculture</td>
</tr>
<tr>
<td>Aisha Hmouda</td>
<td>President of the Gender Unit</td>
<td>Palestine Trade Union Federation</td>
</tr>
<tr>
<td>Ali al-Qasem</td>
<td>Project Manager</td>
<td>The Palestinian Fund for Employment and Social Protection</td>
</tr>
</tbody>
</table>

**• NGOs institution**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Name of the association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hanin Zeidan</td>
<td>Assembly Manager</td>
<td>Palestinian Council for Green Buildings</td>
</tr>
<tr>
<td>Tahrir Badran</td>
<td>Assembly Manager</td>
<td>Association of the Union of Palestinian Women’s Committees</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Name of the association</td>
</tr>
<tr>
<td>-----------------</td>
<td>---------------------------------------</td>
<td>-------------------------------------------------------------</td>
</tr>
<tr>
<td>Fadwa Khader</td>
<td>Assembly Manager</td>
<td>Abad Al-Shams association for Human and Environmental Protection</td>
</tr>
<tr>
<td>Ghassan</td>
<td>Project Manager</td>
<td>Development Action Center/Ma’an</td>
</tr>
<tr>
<td>Amani Maadi</td>
<td>General Manager</td>
<td>Palestinian Information and Communications Technology Incubator / PICTI</td>
</tr>
<tr>
<td>Nidal Atallah</td>
<td>Coordinator of the Environmental Justice Program</td>
<td>Friedrich Heinrich Foundation</td>
</tr>
<tr>
<td>Mahmoud Barham</td>
<td>Technical Director</td>
<td>Palestinian Energy Incubator</td>
</tr>
<tr>
<td>Wajdan Al-Sharif</td>
<td>President of the Council</td>
<td>Palestinian Council for Green Buildings</td>
</tr>
<tr>
<td>Iman Hassasnehn</td>
<td>Program Coordinator</td>
<td>Business Women Forum</td>
</tr>
<tr>
<td>Abeer Al-Batma</td>
<td>President of the Network</td>
<td>Network of environmental organizations</td>
</tr>
</tbody>
</table>

**d. Gaza Strip’s institutions**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Name of the arousse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maryam Atallah</td>
<td>Director of Projects</td>
<td>Aisha Society</td>
</tr>
<tr>
<td>Taghrheed Jumaa</td>
<td>Executive Director</td>
<td>Union of Palestinian Women’s Committees</td>
</tr>
<tr>
<td>Khader Shenyura</td>
<td>Executive Director</td>
<td>General Federation of Industries</td>
</tr>
<tr>
<td>Maher Al-tabaa3</td>
<td>Director of Public Relations and Information</td>
<td>Chamber of Commerce</td>
</tr>
</tbody>
</table>
### e. Entrepreneurs in the Gaza Strip

<table>
<thead>
<tr>
<th>Name</th>
<th>Region</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emad Darwish</td>
<td></td>
<td>Association to Save the Youth Future</td>
</tr>
<tr>
<td>-</td>
<td></td>
<td>Wefaq Association for the Care of Women and Children</td>
</tr>
<tr>
<td>Mahir Issa</td>
<td></td>
<td>Civitas</td>
</tr>
<tr>
<td>Reem Al-Nirb</td>
<td>Coordinator of the Development and small business</td>
<td>Women’s Affairs Center</td>
</tr>
<tr>
<td>Huda Mohamed Aish Abu Khosa</td>
<td>Al-Jalaa/Gaza</td>
<td>Energy Everywhere related to renewable energy and green economics</td>
</tr>
<tr>
<td>Sawsan Muhammad Kdeh</td>
<td>Khan Younis</td>
<td>Agricultural project “hydroponics”</td>
</tr>
<tr>
<td>Ghada Zaki Abdalnabi Karim</td>
<td>Al-Gran-Jabalya/Northern Gaza Strip</td>
<td>My sheep Project</td>
</tr>
<tr>
<td>Raniya Kamal Nasleh</td>
<td>Gaza</td>
<td>Arabic coffee shop</td>
</tr>
<tr>
<td>Azza Abdullah Qormout</td>
<td>Jabalya camp, north of Gaza Strip</td>
<td>Flora project for food manufacturing and therapeutic plant cultivation</td>
</tr>
<tr>
<td>Fadwa Yousef Al-Qara’s</td>
<td>Zana/Khan Yunis-Gaza</td>
<td>Rima Natural Products “Natural solid soap”</td>
</tr>
<tr>
<td>Nour Al-Huda Jaber</td>
<td>Lahiya project/Northern Gaza</td>
<td>Kananiya for handicraft “Embroidery on wood and plastic”</td>
</tr>
</tbody>
</table>
f. Entrepreneurs in the West Bank

<table>
<thead>
<tr>
<th>Name</th>
<th>Region</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bayan Farraj</td>
<td>Ramallah</td>
<td>Bayan natural lucks “Manufacture of creams and lotions from beeswax, and manufacture of candle</td>
</tr>
<tr>
<td>Sajoud Abu Al-Rub</td>
<td>Maitheluon/ Jeneen</td>
<td></td>
</tr>
<tr>
<td>Faten Neroukh</td>
<td>Bethlehem</td>
<td>Porcelain craft “Ceramics”</td>
</tr>
<tr>
<td>Lutfiya Muhammed Ibrahim Hamouda</td>
<td>Al-Qbeiba village/ northwest of Jerusalem</td>
<td>Al Qubeiba Cheese and Dairy Farm</td>
</tr>
<tr>
<td>Reem Al-Araj</td>
<td>Walajeh village/West of Bethlehem</td>
<td>Wood recycling carpentry</td>
</tr>
<tr>
<td>Tsnim Abu-Hegla</td>
<td>Salfit</td>
<td>Electronic waste project</td>
</tr>
<tr>
<td>Saja Emad Melhem</td>
<td>Kafr Rai/Jenin</td>
<td>Khairat Palestine Factory for the manufacture of cheese and dairy</td>
</tr>
<tr>
<td>Salsabel Bilal Abu Baker</td>
<td>Yabd/Jenin</td>
<td>Make sweets</td>
</tr>
<tr>
<td>Sonia Aaqel</td>
<td>Jayyous/Qalqilya</td>
<td>President of the Jayyous Cooperative Society “Eggplant cultivation and makdous and thyme processing”</td>
</tr>
<tr>
<td>Bayan Qtet</td>
<td>Raboud/south of Hebron</td>
<td>Ecological Al-Amal Farm “ecological agriculture”</td>
</tr>
<tr>
<td>Hakmeh Hassan Mutlaq</td>
<td>Asera Al-Qebliya/Nablus</td>
<td>Cultivation of thyme and various types of vegetables</td>
</tr>
<tr>
<td>Majida Salsaa</td>
<td>Bethlehem</td>
<td>Chocolate factory</td>
</tr>
<tr>
<td>Name</td>
<td>Region</td>
<td>Project</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>---------------</td>
<td>-------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Hadeel Gashoua</strong></td>
<td>Tulkarm</td>
<td>Ginger cultivation</td>
</tr>
<tr>
<td><strong>Magdoleen Kharwat</strong></td>
<td>Jerusalem</td>
<td>A special project to develop electricity services</td>
</tr>
<tr>
<td><strong>Lama Omar/Lara Bdeir</strong></td>
<td>Tulkarm</td>
<td>Cultivation of Estvia sugar</td>
</tr>
<tr>
<td><strong>Shuruq Qawariq</strong></td>
<td>Ramallah</td>
<td>Ruman company “financial technology”</td>
</tr>
<tr>
<td><strong>Athar Bsher</strong></td>
<td>Qablan/Nablus</td>
<td>Association for Vocational Empowerment for People with Special Needs</td>
</tr>
<tr>
<td><strong>Iman Hussein Al-Hilo</strong></td>
<td>Beta/Nablus</td>
<td>Beta association society</td>
</tr>
<tr>
<td><strong>Shoruoq Qawareeq</strong></td>
<td>Ramallah</td>
<td>Romman company</td>
</tr>
</tbody>
</table>
4. Annex 4. Pictures of some women’s projects

Rooftop farming in the Gaza Strip

Hydroponics on rooftops for entrepreneurship, the effects of Bashir, Qabalan village, south of Nablus
The environmental farm of hope for the entrepreneur Bayan Qteet from Hebron, Raboud village, Dura governorate, south of Hebron

Al-Ruwaisat carpentry, Al Walaja village, west of Bethlehem

Candles from the industry pioneering Bayan Farraj Ramallah
Entrepreneurship needs some sacrifice in the beginning, be strong and patient, and you will succeed. Challenging the inferior view of society related to women’s work and rights”