



INJAZ Palestine

100 YEARS OF ACHIEVEMENT

A Member of JA Worldwide

2021 ANNUAL REPORT

**TOWARDS DIGITAL
TRANSFORMATION**



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Imad Hindi

The Chairman

Over the course of twelve months, we witnessed remarkable changes in the entrepreneurial mindset of our youth and their long-term vision for the future. This change was accompanied by meaningful achievements with exceptional significance given the circumstances and challenges faced. These challenges were exacerbated due to the Coronavirus pandemic that ravaged us like the rest of the world. However, INJAZ Palestine's vision of development and strategic interventions had an influential role in addressing the various barriers hindering sustainable development.

Our foremost task at INJAZ Palestine is empowering youth and strengthening their role in social and economic development, which is achieved through our training programs and by providing them with opportunities and equipping them with the necessary tools to achieve this end. We work within a solid and systematic network of relationships consisting of various private sector companies, government, the education sector, and civil society organizations (CSOs), to ensure that the progress of our youth remains a top national priority on the agenda of our partners and to harness opportunities for them.

Such change and achievements are needed to ensure the current generation of young people can enjoy their rightful position, not only for the sake of advancing development, but also to pave the way for change. This is especially true considering the high unemployment rates witnessed

among today's youth alongside the policies and procedures imposed by the Occupation, which deprive us of our basic rights to a decent life, to move freely, and to build an independent nation. Through its programs and initiatives, INJAZ Palestine has reached youth in marginalized and remote areas, including the 1948 lands and the diaspora, marking a pivotal point for thousands of young men and women and driving them towards a more successful and impactful future.

Last year, INJAZ enjoyed extended partnerships both locally and regionally, with these institutions and companies providing the funding needed to implement the organization's programs and thereby create conditions that foster entrepreneurship. INJAZ worked on implementing a multitude of projects, these included most notably the "Youth Innovations". These were funded and supported by the Arab Fund for Economic and Social Development (AFESD), which is the organization's strategic partner and biggest supporter.

As a chairman of INJAZ Palestine, I feel great pride as I witness this development and the remarkable efforts to empower our youth economically. I am prouder still that we, as a board of directors and General Assembly, are witnessing the journey of thousands of our youth motivated by INJAZ to lead positive change.

The evolution of INJAZ Palestine is ever more successful due to the partnerships and ongoing support of different private sector companies, the Ministry of Education (MoE) and the Ministry of Higher Education (MoHE), as well as our volunteers and various CSOs. It is with sincere gratitude and appreciation to all of them that I conclude this statement.



Rania Kutteneh

General Manager

On behalf of INJAZ Palestine team and myself, I'm pleased to present our annual report "Towards Digital Transformation", which includes a summary of our work and accomplishments during the academic year 2020-2021.

This year has witnessed exceptional circumstances and major challenges, as we continue to live under the negative repercussions of the Corona pandemic on health, the economic situation, and the scarcity of funding. In addition, the difficult political situation has been dire; i.e., the aggressions in the Sheikh Jarrah neighbourhood, the war on the Gaza Strip and the ongoing violations practiced by the occupation in the West Bank. Yet, with all these circumstances around us, we have not been discouraged; we had and still have the perseverance to successfully reach out to 100,000 students this year in the different governorates Palestinian including Jerusalem and Gaza, as well as to students from the 1948 lands and diaspora camps who have all participated in our activities.

We have developed a new digital plan through which we have made a qualitative shift in the implementation of our training programs, and have created multiple ways for this purpose (using automated materials, or adopting a blended educational and training system). We have also developed inspiring content for the youth across our social media platforms.

In serving the goal of supporting our youth and assisting them in turning their creative ideas on entrepreneurship into a reality whilst empowering them to become future business leaders, we have expanded the "Students' Company Program" and increased the number of participating universities to eight, just to pave the way for them to have a smooth transference from the schooling phase to the labor market, and be equipped with the needed business skills and entrepreneurial knowledge. Our efforts have culminated on the Arab world level in 2021 by winning the best "Students' Company" for the "CleanPalco Company" from Al-Quds University.

For the first time this year, we have launched a qualitative program that simulates community entrepreneurship "The Youth Innovations" competition, through which, "INJAZ" students competed in promoting their distinguished initiatives that meet the needs of their community.

Believing in the importance of integrating efforts between the different sectors, we have continued to work in partnership with the private and public sectors and civil society organizations, and have concluded agreements and memorandums of understanding; mainly the memorandum of understanding signed with the Ministry of Education, UNRWA and the different Palestinian universities and institutions, thereby guarantees that the largest possible number of students benefit and develop their skills in terms of work readiness, entrepreneurship and financial knowledge.

Based on our firm belief in the boundless potential of the youth and our leading role in making the change and creating accomplishments, we have worked on developing the 2021-2025 strategic plan that should endorse attaining our ambitious goals, creating new paths to success, reaching out to the largest possible segment of our Palestinian youth, and strengthening our partnerships to accomplish the aspired success of our youth.

In conclusion, these achievements and results would not have been as brilliant as they are without having a network of close collaborative relationships between our various partners, our financiers and our volunteers. Our immense gratitude goes to you, Board of Directors and the General Assembly, for the unrelenting support you never cease to provide.

We look forward with enthusiasm and passion to accumulating our achievements, thus reaching an even higher level of change towards a brighter future for our youth.





INJAZ Palestine

INJAZ Palestine is an independent Palestinian non-governmental organization established in 2007, managed and sponsored by a group of leading Palestinian companies seeking to enhance the capabilities of Palestinian youth to contribute to economic development. INJAZ Palestine provides programs delivered by experienced volunteers to inspire youth to innovate in project management and business. INJAZ Palestine plays a prominent role in developing an awareness of economic innovation among youth at the global level, through its active membership in the INJAZ Al-Arab network and Junior Achievement Worldwide.

INJAZ aims to strengthen economic opportunities for Palestinian youth through providing a series of educational and economic courses of a practical nature carried out in schools and universities. The programs of INJAZ Palestine are characterized by their ability to develop students' leadership skills, thereby accelerating the pace of their creativity, and preparing them for the world of work, while empowering them in the way of knowledge management to find new ways to reduce unemployment and provide opportunities and break new ground for new entrepreneurial projects.

Vision

To contribute to building a strong Palestinian economy and educate a new generation of young people who are well prepared to become the business leaders and entrepreneurs of tomorrow.

Mission

As an independent and sustainable Palestinian non-governmental organization, Injaz Palestine works effectively to link the local community with private sectors to inspire and equip Palestinian youth in schools and universities with the skills and mindset they need to enhance their life skills and economic opportunities either as employees or entrepreneurs.

Values

- Belief in the boundless potential of Palestinian young people.
- Educating Palestinian youth on the principles of market-based economics and entrepreneurial projects.
- Honesty, integrity and excellence in the work and programs that we offer.
- Promote creativity and respect for the different perspectives and backgrounds of all individuals.
- Belief in the power of partnership and cooperation with the various institutions of Palestinian society.
- The firm conviction in the educational and motivational impact of relevant hands on learning
- Consolidating the concept of volunteerism in the Palestinian society.

Strategic Objectives

- Foster the spirit of entrepreneurship among young people and to improve the knowledge, skills and attitudes of Palestinian youth to enhance their economic and employment opportunities, as well as their academic and life skills.
- To bridge the gap between academic knowledge and the skills required for entering the job market and to provide hands-on and experiential learning training for students.
- Strengthen the links between the community and private sectors by pioneering in actively mobilizing the private sector to shoulder its social responsibility towards the community.
- To continually enhance the governance, operational, administrative and financial policies & capacities of INJAZ.



Board Members



Imad Hindi
INJAZ's Chairman



Bassam Walweel
Chairman's Deputy



Thaer Hamayel
Treasurer



Reem Al-Sheikh
Secretary



Emad Jaber
Board Member



Samir Jarrad
Board Member



Raed Awwad
Board Member



Mustafa Takrouri
Board Member



Anan Anabtawi
Board Member



Jamal Hurani
Board Member



Mhunad Assaf
Board Member

General Assembly Members



Partners



ARAB FUND FOR ECONOMIC
& SOCIAL DEVELOPMENT



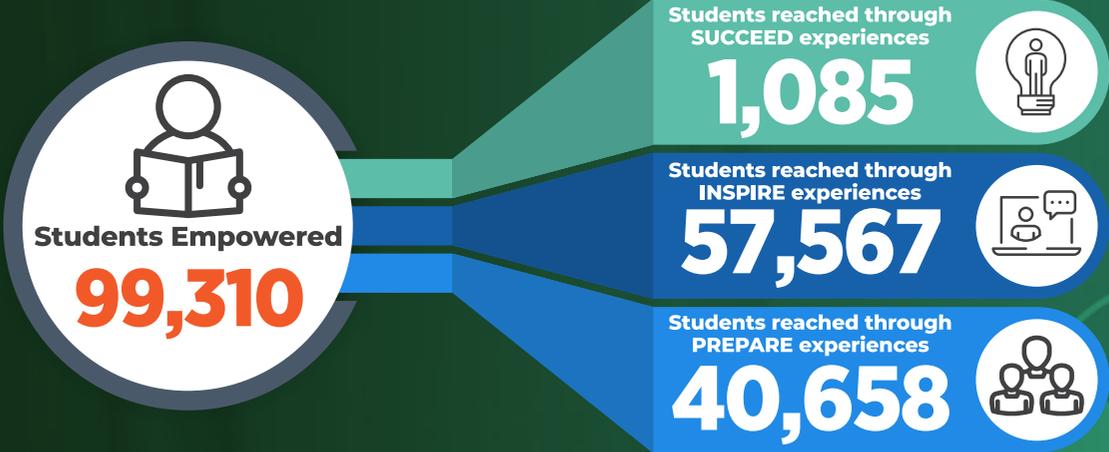
Ministry of Education



Ministry of Higher Education
and Scientific Research



INJAZ IN A YEAR



Volunteers
700



Schools
122



**Universities
Colleges &
18**



**Youth
Centers**
68



**Students Company
Program**
13



**Students
Companies**
250



**Renovated
Schools**
7



Governance and Operational Policies

INJAZ Palestine is working on strengthening its governance, administrative and financial operational policies, enabling the organization to undertake its tasks in the most holistic and integrated fashion and strengthening its credibility towards its partners and beneficiaries. This also allows INJAZ to achieve its strategic aims, which intersect with the '2017-2022 National Policy Agenda: Putting Citizens First' and the objectives of the 2030 Sustainable Development agenda. Over the year 2020-2021, the organization succeeded in implementing several procedures to consolidate governance and develop its operational policies on the following fronts:

General Assembly and Board of Directors

The General Assembly of the organization is comprised of 26 major private sector companies that are authorized to act in General Assembly meetings at INJAZ Palestine. The General Assembly also elects the Board of Directors every two years, which consists of 11 members who elect the chair, the chair's deputy, the secretary and the treasurer.

Last April a General Assembly Meeting was held during which the financial and administrative reports were approved, and the General Assembly appointed the external auditor, Ernst & Young.

Over this time, the Board of Directors held four regular meetings during which the general management presented the achievements of the organization as well as the administrative and financial challenges it faced. Ideas were also discussed to develop the work in light of the challenging circumstances. The academic plan and the general budget were also approved.



Strategic Planning

INJAZ prepared its strategic plan for the period 2021-2025, whereby it aims to be the leading institution in Palestine that inspires and equips young people, contributing to removing the barriers they face that limit their engagement in the labor market, and increasing their opportunities to obtain creative jobs. This is in addition to equipping them with the required tools and strong partnerships needed to effectively implement the plan. The plan contains a study on the potential risks and available resources in addition to a communications plan and a monitoring and evaluation plan, which will in turn help to ensure that INJAZ maintains its growth and development over the next five years.

Digital Program Management

Over the reporting period, INJAZ implemented 85% of its programs and activities online, while 15% were implemented in a blended model. These numbers are informed by a study on the extent of partners' (including students, volunteers, teachers, school directors and parents) interaction with electronic education in response to the conditions imposed by the pandemic, which disrupted schooling and discouraged large gatherings. To carry out its exercises in an orderly manner, the program management team worked in parallel to strengthen several aspects, developing mechanisms to improve students' access, recording registrants, and sending their certificates digitally. The organization's database was likewise updated to keep pace with changes in work practices. The need to train volunteers in the virtual environment was highlighted by the study and virtual training sessions were held for them under the supervision of specialists. In terms of training materials, the subjects 'Community Leadership' and 'Be Entrepreneurial' were digitalized, with most of INJAZ materials reviewed and prepared so that they could be circulated on various platforms. Over the reporting period, a large improvement was seen in the Student Company Program, which was implemented in a consolidated way in schools and universities. Indeed, the number of participating universities doubled over the last year. In addition, the quality of the training also improved, enhancing the performance of students at the national and regional level. The second edition of the "Student Company Guide" was also published, including updates to the program and insights into competitions held over the last few years.

Through announcing the competition, Youth Innovation – First Edition, the organization raised the standard of community initiatives implemented by the students of the "Community Leadership" program, providing youth with the opportunity to compete for the prize: "Best Student Initiative". Over this time, student debates were launched digitally for the first time, with the debates focusing on important rights issues.

It is worth mentioning that INJAZ Palestine adopted its Digital Strategic Plan, which was launched by INJAZ Al-Arab network, which aimed to reformulate the work structure and bring it into alignment with the digital age. This would allow access to around one million students annually, creating new and innovative training opportunities for students from different communities, thereby guaranteeing the sustainability of INJAZ in light of unprecedented digital developments.

On a parallel front, the year 2020-2021 witnessed a significant development in the work of the communications department, which strengthened the organization and enabled it to reach Palestinian students from different locations through its programs. This period was characterized by an abundance of work and launching digital campaigns around issues and topics of social and entrepreneurial significance. This is in addition to contributing to organizing different events and initiatives and shedding light on them by strengthening the visual identity of the organization and promote its values and mission.

Glimpses from a study on e-learning conducted by Injaz Palestine

63%

of the parents included in the study supported and endorsed the e-learning method

48.5%

of the volunteers included in the study expressed their willingness to apply INJAZ programs remotely

Injaz Team

INJAZ staff is comprised of 20 male and female employees, with women making up the majority of staff. The team is distinguished by its diversity of expertise and high level of qualifications, which is positively reflected in its performance.

In response to the vast changes that have taken place with regards to working conditions over the reporting period, internal trainings were held for the organization staff on a regular basis around new work mechanisms and training methods in the virtual environment with digitalized training materials. They were also trained in how to use the updated MIS system. The staff also received training from Talal Abu-Ghazaleh Global in the areas of good governance, procurement management and internal control.

Over the year, a total of 12 meetings were held with the staff team, during which the most prominent achievements and challenges were discussed, and four specialized committees were formed (Curriculum Committee, Alumni Committee, Volunteer Committee, and Social Committee), with each committee preparing a plan in its area of specialism and overseeing its implementation. On another level, the Administrative Committee holds a weekly meeting to follow up on progress of work in the fields of operation, as well as the organization's plans and projects. This is in addition to holding meetings with students from the Student Company Program to ensure the program stays on track.





Promoting Economic Opportunities for Youth

The impact of the Coronavirus crisis on society and especially on the youth goes beyond health, to include social and economic aspects, since the youth experienced a disruption to their studies and many of them lost their jobs. According to a study by London School of Economics, “youth were twice as likely to lose their jobs during the pandemic as compared with others”. Economically speaking, this motivated many young people to rethink their future careers and pushed them towards developing their own private projects. From a social perspective, the epidemic demonstrated the importance of joining forces with others in society and the necessity of launching community initiatives to overcome the arduous circumstances.

On a related note, INJAZ met the needs of the youth to develop their life skills and knowledge in the field of entrepreneurship in both the social and economic sense. This was made possible through providing diverse training opportunities under the supervision of specialists in more than 18 programs. These programs are characterized by their variety, the depth of concepts included and the modelling of twenty-first century skills, which fall under the following three themes:



INJAZ’s Goal

“Enhancing the entrepreneurial spirit of the young generation and developing their knowledge, skills and perspectives to enhance their economic opportunities and job prospects, in addition to developing their practical life and academic skills”

8 DECENT WORK AND ECONOMIC GROWTH



Sustainable Development Goal 8

Promote inclusive and sustainable economic growth, employment and decent work for all



Financial literacy

INJAZ is distinguished by the way in which it disseminates a financial culture in a systematic way, targeting students at the early and intermediate stages with its training materials "Enterprise in Action", "Personal Economics", and "More than Money". The implementation of these trainings is usually overseen by professionals including bank employees and financial and banking institutions. Through these materials, students are familiarised with several concepts, to name but a few: money management, withdrawing money, banking profits, cheques, credit, debt, loans, sources of funding, among other concepts. This helps them to make financial decisions at a young age.

It is interesting to note that INJAZ's implementation of materials focusing on financial literacy cross cuts with Palestine's National Financial Inclusion Strategy. Financial inclusion is known as: "Strengthening access to and use of financial services and products from official channels by all sectors of society; this should be done in a way that meets their needs in terms of reasonable affordability and time.. It also involves protecting their rights and strengthening their financial knowledge, enabling them to make appropriate financial decisions".

The training hub materials



"A Palestinian student is seen as the most valuable asset in this country; particularly that there are not many resources in Palestine, and our sole and main resource is the human being, hence the process of forming the personality of a person starts from school."

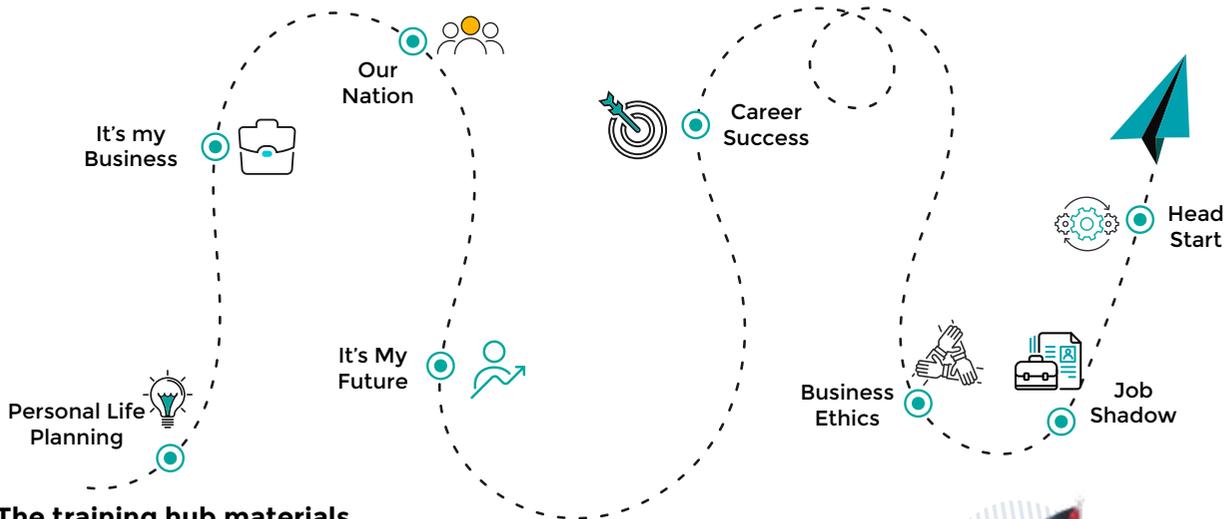
Dr. Dergham Maraee
Chief Executive officer of Ooredoo Palestine





Readiness for Work

Significant developments occurred in the world at different levels with the beginning of the twenty-first century, including socially, economically and otherwise. Hence, a certificate of academic achievement by university graduates on its own is no longer sufficient to secure the job of their dreams and achieve their aspirations. In keeping with this development, INJAZ Palestine provides a unique set of training materials and extracurricular activities for its students at different levels of the school system (from preparatory school to the elementary stage through to the end of university education). This grows various skills at a gradual pace in an age-appropriate fashion, such as critical thinking and problem-solving skills, creative thinking, flexibility and adaptability, initiative-taking and self-direction among others. Many of these skills enhance their qualifications and increase their opportunities to find suitable employment in the future or create jobs through training them to scale-up their private projects.



The training hub materials



"It is not possible to talk about INJAZ Palestine without talking about the goal and the dream of transforming the educational system into a system that integrates entrepreneurship and innovation in its programs and that keeps pace with the up-to-date skills of the twenty-first century."

Dr. Basri Saleh
Deputy of the Ministry of Education

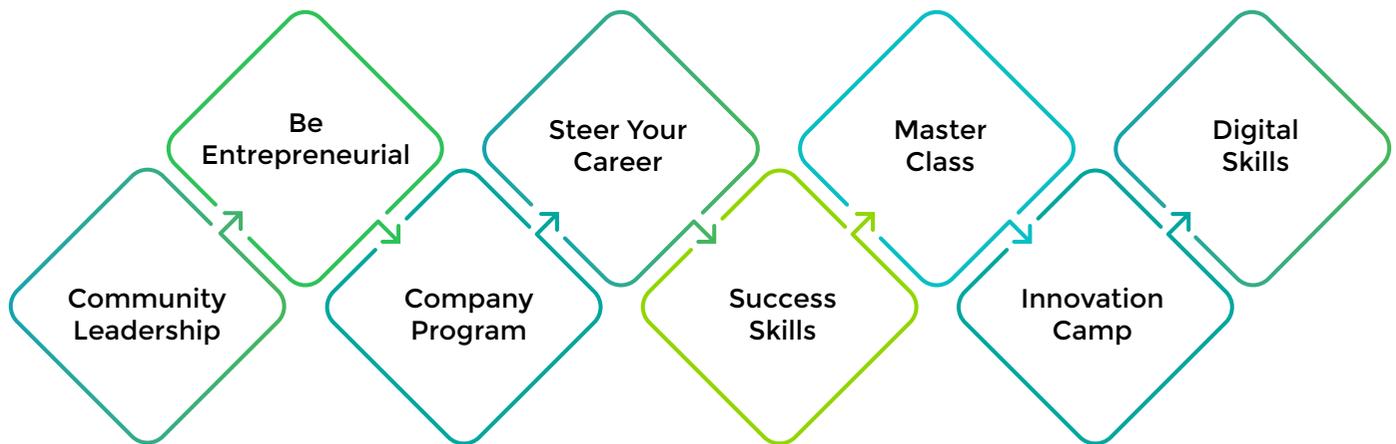




Entrepreneurship

In response to the current circumstances and in line with its strategic goal of promoting a spirit of entrepreneurship among the young generation, INJAZ reached approximately 32,000 students, 70% of whom are female, over the reporting period. This was achieved through its eight essential training materials, in addition to many activities reinforcing both the social and economic aspects of entrepreneurial concepts. Students were familiarized with the concepts of entrepreneurship, demographic groups, competitive advantage, product development and social entrepreneurship, among many other concepts. They also acquired important skills that a young entrepreneur needs to start their project, such as analyzing data, making decisions, evaluating alternatives, oral and written communication, and teamwork. It is worth noting here that the trainings, both practical and theoretical, were implemented with rigorous follow-up by the INJAZ team under the supervision of volunteers who are experts in the field of entrepreneurship.

The training hub materials

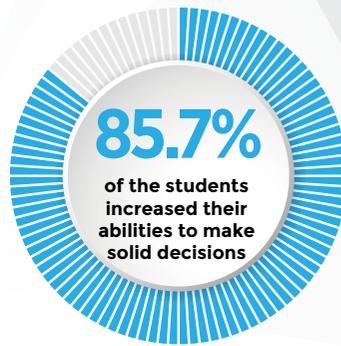
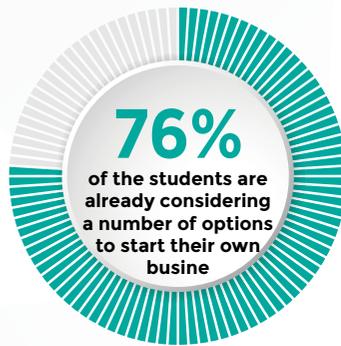
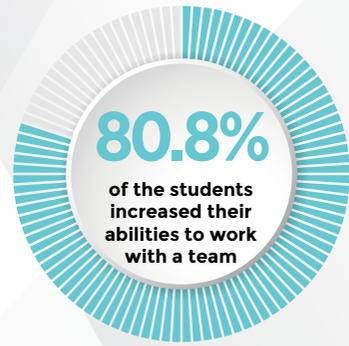
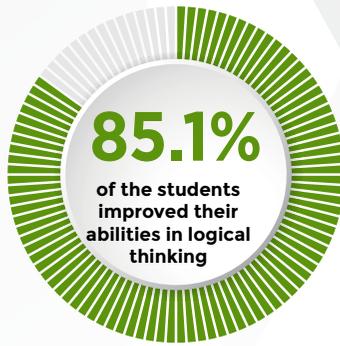
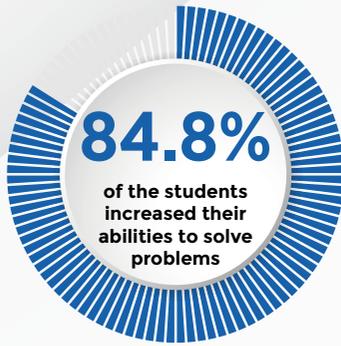


“Entrepreneurial education not only contributes to creating new and innovative sustainable institutions, but it also benefits the community in terms of preparing social and green entrepreneurs who provide solutions to address societal and environmental challenges. With thanks to INJAZ Palestine for its quality programs that target the youth and complement the efforts of the government in fighting unemployment”

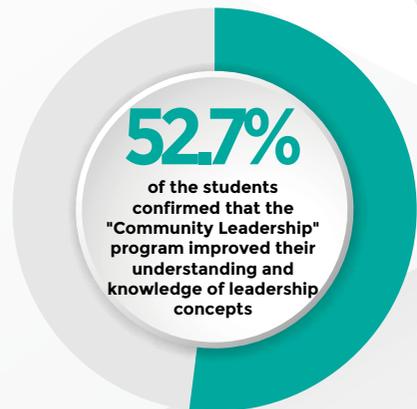
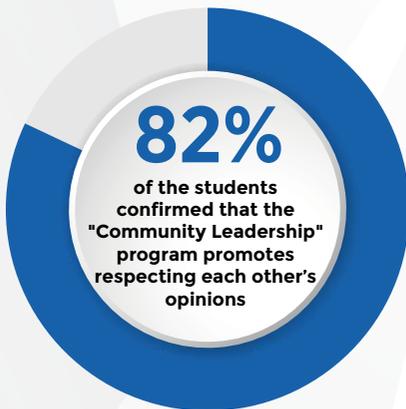
Dr. Mahmoud Abu Mwais
Minister of Higher Education and Scientific Research



The impact of the “Be an Entrepreneur” program on students



The impact of the “Community Leadership” program on students





"Injaz Palestine has left a great and positive imprint in our school and has implanted in the students the spirit of knowledge, culture and education, through integrating vocational and academic education. We are pleased that INJAZ continues to operate in order to contribute more towards building an independent, conscious and educated Palestinian person."

Wafaa Marahil
Principal of Balata Girls School



"I acquired many practical skills that helped in refining my personality and directed me to work on solving the problems that emerge in my surroundings, of which I was never aware of due to my participation in the Community Leadership Program".

Ghaida Saadia
Your laughter is your health initiative /
first year secondary student / Ibrahimiman
Secondary School.







**Building Practical Social
and Economic Capabilities**

INJAZ provided a great deal of knowledge to Palestinian children and youth through its training programs in schools, universities, and youth centers, enhancing this knowledge by engaging them in practical activities and competitive competitions to motivate them. In doing so they practice various life skills, such as management skills, cognitive skills, social skills, and co-working skills, in addition to labor market readiness and entrepreneurship skills. This provides them with important experiences in the early stages of their lives and adds enthusiasm and joy to their educational journey. Below, we discuss the most prominent programs and competitions that INJAZ successfully provided to its students during the year:

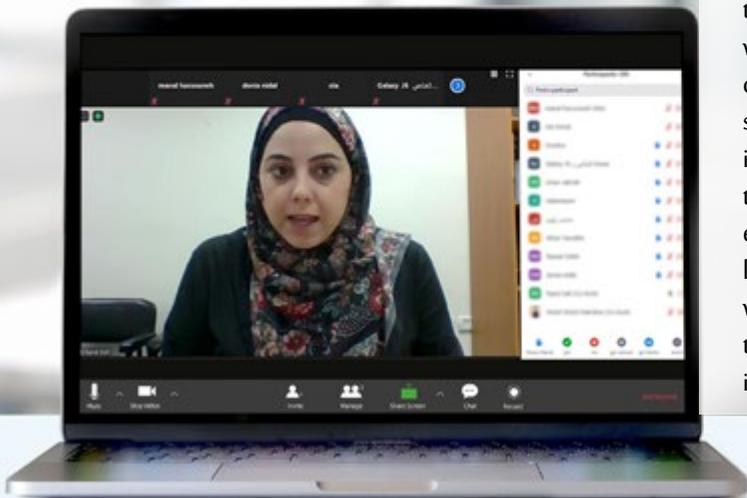
Innovation Camp Program (Ibtikar)

A total of 15 innovation camps were held in cooperation with major private sector companies, benefiting about 850 students at the preparatory stage. The electronic implementation of most of the camps provided an opportunity to gather students from different schools and governorates. They got to know each other and formed teams that competed to provide solutions to problems in a variety of fields, including environment, health, traffic safety, and others.



Student Debates

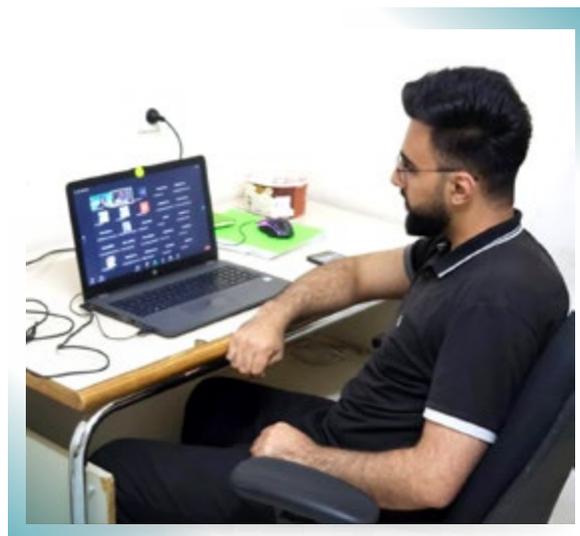
Over the year, INJAZ implemented virtual debates for the first time with the participation of 12 student teams, with each team made up of 10 students. The debates dealt with a variety of issues, namely: weak medical supervision and whether this contributes to an increase in medical errors; the issue of applying e-learning; raising the age of marriage to 18 years; the issue of higher education institutions taking into account the needs of the labor market; whether the weakening role of CSOs has weakened the role of youth movements and their ability to influence, and finally the weakening role of institutions in society.



Entrepreneurship Forums

INJAZ expanded its entrepreneurship forums, allowing 2,300 students from different governorates of Palestine, the 1948 lands and the diaspora to participate over the course of the year. The entrepreneurship forums took the form of interactive virtual forums through which training was held for the participants on diverse topics to do with the themes of entrepreneurship and work readiness via a series of meetings that were held over three days to a week. The forum would usually conclude with a distinguished guest personality, providing the opportunity for participants to present and discuss their ideas. University and junior graduate students are the target audience of these forums.

It is important to note that INJAZ places an emphasis on the field of entrepreneurship, and in early November 2020 it celebrated Global Entrepreneurship Week by hosting entrepreneurial personalities and implementing the forums “Pioneers in a World of Challenges” and “The Young Initiator”. This is in addition to shedding light on INJAZ’s programs in the field of entrepreneurship.



Chat with INJAZ

As part of the program, Chat with INJAZ, which has been developed into an electronic version, the organization was proud to host a multitude of experts and leaders from the economic and social sectors over the year. These include: Minister of State for Entrepreneurship and Empowerment, Mr. Osama Al Saadawi; Businesswoman and social activist, Ms. Ruba Masrouji; General Director of the National Carton Industry Company, Mr. Abdel Nasser Dwaikat; Photojournalist, Arine Rinawi; Writer and Researcher, Dr. Dalal Iriqat; Entrepreneur, Ahmad Ramahi (official partner in We Deliver); Atef Shakoukani, Project Coordinator in the Entrepreneurship Unit at Birzeit University; Ms. Dima Rashid, Operational Manager at the Visual Artist Forum; Ms. May Abdel Hadi, Head of Development for the Arab Scout Region / World Scout Movement Organization; Mr. Muntaser Al Shashtri, General Manager of the Palestinian Banking Corporation; Mr. Farouk Al Shami, Chairman and Founder of Farouk Systems Company; Dr. Mona Demaidi, Founding Partner of the company Girls in Tech, and; Mr. Tony Khashram, Director of the Holy Land Tourism Association. It is worth noting that the program is broadcast live via social media platforms for a 60-minute episode, in which the guest first talks about his or her experience, as well as successes and challenges in their field of work, before opening the discussion to students. The program was well received by students and enjoyed high rates of viewing and engagement on social media.



Media Campaigns

Over the reporting period, INJAZ launched four digital media campaigns, which shone a light on the organization's activities and the role of its partners. The first of these was held in December 2020, when a campaign was launched to mark International Volunteer Day. Information materials were published on INJAZ volunteers, their success stories, and the impact of the trainings that they implemented on their students and on their characters. A second campaign was launched to commemorate Land Day on March 30, 2021, entitled "On this land, there is what makes life worth living". The campaign highlighted this important national occasion and covered student activities inspired by it, which included planting trees and drawing murals of a national character. On April 10, an interactive campaign "INJAZ DAY" was launched in conjunction with the various member countries of INJAZ Al-Arab network to celebrate its volunteers, employees, and alumni.

In May, a campaign entitled "We will remain and be victorious" was launched to support Palestinians in the Sheikh Jarrah neighborhood in Jerusalem, and the Gaza Strip. The campaign included the preparation of a video that contained messages from INJAZ students and volunteers from all over the country. It also involved a symposium on "How to Effectively Implement Digital Advocacy Campaigns" presented by experts and specialists in the field, which was attended by a large number of INJAZ students and their acquaintances.



Job Shadowing

This year, 60 students from secondary school and university participated in professional life experiences, undertaking work experience in jobs they aspire to in the future. It is worth noting that these training opportunities were provided to students by private sector companies and CSOs, and that the approved preventive measures were adhered to during the training period.

Student Initiatives

Every year, INJAZ supports its students from different age groups to carry out community initiatives, thereby enhancing their role in the development of their society while increasing their ability to analyze problems, find solutions and build the necessary partnerships to implement them collectively. These initiatives dealt with a range of issues, including social, health, human rights, educational, and environmental issues, among others.

To encourage students to present innovative ideas and enhance a spirit of competition, the organization launched its first ever youth creativity competition for the best student initiative, with the support and financing of The Arab Fund for Economic and Social Development (AFESD). As a condition of the competition, the participants had to be high school and university students and develop community initiatives focused on finding practical solutions to the challenges facing society.

A total of 800 students from 10 governorates participated in the competition, including Jerusalem and Gaza, with 22 initiatives implemented in cooperation with MoE and in partnership with a wide range of private sector companies and CSOs. The competition was supervised by some of the best trainers and volunteers, and the focus of initiatives ranged from tourism including technological, medical and environmental tourism, advocacy on issues of national interest, and support to women and youth. After a process of internal filtering in each governorate, 10 initiatives were selected as eligible for the final stage of the competition. The competition, which was held remotely, concluded with "Tech History" from Mohammed Ali Al Mohtaseb Secondary School in Hebron winning the 'Best Student Initiative of 2021' award.



Judging Committee for the “Youth Initiatives” competition



Hamed Abu Makhou

Director of Students Cultural Activities Unit
Ministry of Education



Hania Bitar

Director General
Youth Association for Leadership and Rights Activation, 'PYALARA'



Rabhi Dola

Mayor of Beitunia Municipality



Saed Karzoun

Founder of the Mountain “Al Jabal” Business Incubator

Initiatives Nominated for the Youth Creativity Competition

"We Shall Rebuild It"

As part of the initiative, We Will Rebuild It, INJAZ Palestine implemented a diverse set of events and activities in cooperation with the Gaza City Municipality. They included cleaning the streets of the rubble of demolished buildings, to breathe new life and action into these streets after the unwarranted offensive that continued for 11 days. The initiative also included painting murals and organizing psychological support activities for children affected by the war. A large segment of young people participated in the implementation of the initiative to rebuild the Gaza Strip with the help of children and with the participation of various institutions from the local community. The initiative was implemented under the supervision of volunteers, Mahmoud Abu Shar and Farah Al-Mallahi.



"Tech History"

Tech History is an initiative that links history and technology and was launched by Mohamad Ali Al Mohtaseb Secondary Girls School in the city of Hebron. The students attached a barcode which opens interfaces through a mobile phone camera to showcase numerous historical features of archeological significance within the old city in Hebron. The barcode was then linked to the website of the Palestinian Ministry of Tourism, which contains information and records around the selected landmarks in English and Arabic.

"Know Your Country"

Students from the Jenin branch of Al-Quds Open University launched the initiative, "Know Your Country," which documents information around environmental tourism and nature reserves that biodiversity. This is in addition to intangible cultural heritage, such as poetry, Zajal (oral strophic poetry), folkloric Dabke dance, proverbs and chants from the Jenin Municipality. The initiative implementation was overseen by the volunteer, Omro Salameh, from the Palestinian Agricultural Relief Committees (PARC) with the support of the Directorate of Tourism, the Directorate of Culture and the Jenin Visitor Center. This work included producing documentary films and publishing a leaflet that presented everything gathered by the participants of the initiative.



"Telescope"

In support of domestic tourism, students from Palestine Technical University – Kadoorie, produced a series of introductory videos on the most important and picturesque archeological and touristic regions in Tulkarem. They also launched an electronic platform bearing the name of the initiative which categorized areas into archaeological, historical, and religious tourist areas. The platform provided a glimpse into each landmark and some top historical facts about it, in addition to a GBS map specifying its geographical location. The initiative was implemented under the supervision of volunteer Shireen Rashid.

"Our Eyes Are Watching Over You"

'Our Eyes Are on You' is a student initiative launched by An-Najah National University, Nablus Municipality, in partnership with the Jabal Al-Nar Club, which aimed to provide anyone interested in the Palestinian cause with accurate information and facts around what is happening on the ground. The initiative was launched through social media platforms, as it initially focused on reporting and monitoring what the residents of Sheikh Jarrah and Silwan neighborhoods are subjected to in Jerusalem. The initiative also involved the production of awareness videos, highlighting mobile journalism (citizen journalism) and its importance, and the role of press photos in conveying the suffering of our people as a result of the crimes of the Occupation which target citizens. Seminars on the importance of digital advocacy campaigns were also held. The initiative was implemented under the supervision of volunteer Diaa Jarrar from Jabal Al-Nar Club.

Boycott the Products of the Occupation to Stay on Your Land

A student initiative overseen by the volunteer, Jamal Al-Dalu, of the Al-Maree Furniture Company, launched by students from Salfit Secondary School for Girls, it aimed to cultivate a culture boycotting the products of the Occupation, and supporting Palestinian products. The initiative was comprised of numerous activities, including organizing awareness seminars and educational meetings in cooperation with the Consumer Protection Association. Field visits to shops and grocery stores were carried out and posters identifying the products of the Occupation were relabelled. A Volunteer Day was also held in partnership with the "Choose Your Goal" association to paint a large mural inspired by the topic.

Heart Beats

Students of the Fatima Sroor Secondary Girls' School in the town of Azzun, East of the municipality of Qalqilya, implemented an initiative called Heart Beats under the supervision of the volunteer, Lana Shahwan. Through this initiative, the girls shed light on the health situation facing their town and neighbouring towns, which includes the absence of a health center that is open 24-hours a day. The town of Azzun is encircled by the iron gates of the Occupation from every entrance. The initiative included field visits to officials and stakeholders with the aim of pressuring them to secure a health center or health clinics that work around the clock in the service of the people of Azzun and neighbouring towns.

"With Determination We Rise"

A total of 80 students from Birzeit University, Al-Quds University, Al-Quds Open University, Inash Al Usra College and the Modern University College, launched the initiative 'With Determination We Rise' under the supervision of the trainer, Zaki Zibda from the Ministry of Telecommunications and Information Technology. The initiative aims to strengthen the economic empowerment of women in the tourism sector by supporting the products of working women. It launched an electronic platform entitled "Nahda" (resurgence) to promote tourism locations in Palestine and bring attention to the shops and sites where women work in the fields of handicrafts and local foods.

"Let's Make the Change Together"

An awareness raising initiative on the importance of protecting the environment and working to improve it, spreading a spirit of positivity in the vicinity. In the Bethlehem Municipality, students carried out weeding, planting seedlings and tree pruning to enhance SOS Children's Villages in Bethlehem. The initiative was launched by young people from the Children's Villages to enhance the aesthetics of their campus. The initiative participants also carried out visits to children who were sick with cancer and held entertainment activities, giving out gifts to alleviate their suffering. The initiative was implemented under the supervision of volunteer, Ahmad Hammad.



"Jerusalem is the Way"

As part of efforts to document the reality of villages and neighbourhoods threatened with forced displacement in Jerusalem, the Comprehensive Elementary School for Girls launched an initiative called "Jerusalem is the Way" under the supervision of the journalist, Rama Yousef. The initiative was concerned with redefining these neighborhoods, highlighting the reality of these locations and the attempts to obliterate them. It comprised a variety of activities, including theatrical performances inspired by the topic, and photographic exhibitions showing Palestinian villages threatened with displacement, with a special focus on the Sheikh Jarrah neighborhood.



"It was imperative from the start, to support every project or goal where we see the evolvement of an entrepreneurial project. This is where the experience with INJAZ Palestine has started to bloom with the youth innovations; the characteristics of the contest were reflected through employing the energies of our youth, encouraging them and endorsing their positive role in developing their society, as well as establishing solid partnerships with civil society institutions."

Rebhi Dola - Mayor of Beitunia Municipality





Student Company Program

Student Company Program

Students from the Student Company Program from the two groups (schools and universities) go on a journey that continuous for an entire academic year. During this time, they acquire a great deal of academic knowledge and practice advanced practical training under the supervision of two competent volunteers, from some of the biggest private sector companies, rigorously monitored by INJAZ staff. During the program, each team establishes a private company, specifying its identity, vision, mission and goals, as well as the product or service that it will provide. The student team is subsequently split up to form the various units and departments of the company. The students likewise draft plans and undertake creative communications campaigns to promote their company. They then produce, market and sell their products or services, thereby familiarizing themselves with the true meaning of profit and loss. At the end of the program, INJAZ gives students the opportunity to present their companies in a national competition in front of a large audience of INJAZ partners (representatives from the government, private sector, CSOs, universities, and students' families). The two winning teams from the two categories (universities and schools) are automatically eligible for the regional competition organized by INJAZ Al-Arab, with the participation of student groups from 13 Arab countries.

70.4%

of students in the "Students' Company" program believed that what they have learned so far, will enable them to build their professional future.

80%

of students in the "Students' Company" program encouraged their colleagues to register and participate in it.

69.2%

of the participating students believed that the "Students' Company" program positively impacted their life and work practices.

80.6%

of the participating students believe that the "Students' Company" program has enhanced their creative thinking and needed skills to manage companies.

Conclusion of the Student Company Program 2019-2020

Given the health situation resulting from the epidemic and subsequent lockdowns, which began in the second half of the academic year, and for the sake of public safety, the final stages of the student company competition were postponed. A special committee was held remotely to select four out of eight companies for the school category in July 2020. The committee announced that the companies, Afak for Supportive Education, Tayarkom (Your Current), Bee Friends and Echo Solutions, were eligible to participate in the national competition.

The organization held the Student Company Competition at the national level in October 2020 through a mechanism that combined the face-to-face meetings and virtual meetings. The judging committee and INJAZ's management met at Abdul Mohsin Al-Qattan Foundation in Ramallah and communication with students was held through Zoom. A panel of judges headed by businesswoman, Manal Zureiq, evaluated the competing teams – 4 in the school cohort and 4 in the university cohort. After the judging stages were completed, a virtual closing celebration was livestreamed on INJAZ's social media pages in addition to Raya TV, with the participation of the Minister of Education, Dr. Marwan Awartani. The ceremony included

recorded speeches by the Chairman of the Board of Directors, the General Director and the Minister of Higher Education, in addition to the main sponsor of the ceremony and a speech by Dr. Nabil Kassis about the Palestine Capital Market Authority (PCMA). Introductory videos on the competing student companies were also shown. At the end of the celebration, the company 'Bee Friends' of Bidya Girls Secondary School was crowned the best student company from the school cohort, and 'Athar for Education and Prevention' from the Palestine Polytechnic University was named the best student company from the university cohort.

The program, which continued until December, culminated in a virtual celebration organized by INJAZ Al-Arab under the title 'Youth Entrepreneurs of 2020'. INJAZ Palestine won several awards during the celebration, with Bee Friends winning 'Best for Social Responsibility' and the Boeing Business Challenge award. The company, 'Athar for Sanitization Technology' won the Schneider Sustainability prize and was selected as one of the three student companies nominated for the 'Best Company 2020' award among the universities cohort.

Qualified Companies - School Track



Tala'e Al-Amal Secondary School
Nablus Governorate
 Mentor: Tasneem Arafat - Paltel Group
 Product/Service: An electronic device connected to an app to track the consumption of electrical appliances.



Wedad Naser Iddeen Secondary School
Hebron Governorate
 Mentor: Baha Takroui - Tamkeen for Information Technology
 Product/Service: An educational book for children with dyslexia.



Al-Bireh Secondary Girls School
Ramallah and Al-Bireh Governorate
 Mentor: Hana Al-Bidaq - Enabel organization
 Product/Service: Developing smart solutions to improve the quality of services, such as developing a device to measure the water level in tanks and the filling of garbage containers.



Bidya Secondary School for Girls
Salfit Governorate
 Mentor: Fadia Salameh - Millenium Training and Development Institute
 Product/Service: Recycling Bees-wax from apiaries to produce healthy food packaging as an alternative to plastic.

The Contestants - University Track

An-Najah National University
 Mentor: Abd Al-Latif Sbeih
 Accreditation Unit affiliated to the Palestinian Ministry of National Economy.
 Product/Service: Producing easy-to-use goods and services that address daily problems facing the individual.

Birzeit University
 Mentor: Reema Al-Hasan
 Bank of Jordan
 Product/Service: Providing employment and training services to companies and jobseekers.

Palestine Polytechnic University
 Mentor: Rajeh Da'na
 Bank of Palestine
 Product/Service: Producing sterilization devices with a non-contact feature.

Palestine Technical University-Kadoorie
 Mentor: Ashraf Al-Karmi
 Ooredoo Palestine
 Product/Service: Producing liquid organic fertilizer.

Semi Final Judging Committee - School Track



Reem Al-Sheikh
Head of Business
Development, Administration
and Human Resources
Wassel Group



Samir Sahhar
Accounts auditing partner
Deloitte



Sadiq Khmour
General Director for Public
Education
MoE

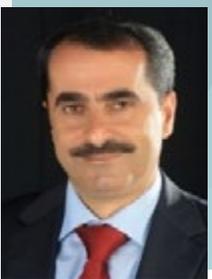


Doa Wadi
Executive Director
Business Women Forum



Eng. Yousef Al-Amour
CEO
Pal Steel Metal Industries
Company

The Finalists Judging Committee - National Competition



Saed Abdallah
Partner responsible for
auditing, accounting, and
tax consultations
Ernst & Young



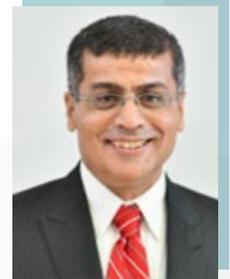
Sadiq Khmour
General Director for Public
Education
MoE



Mohammad Al-Amour
CEO
Alamour Investment
Group



Manal Zraiq
Palestinian
Businesswoman



Dr. Yahya Al-Salqan
President and CEO
Jaffa.net for programming

Ceremony Sponsors



Winners of the National Competition:

School Track



"Bee Friends"
Bidya Secondary School for Girls

Best Student Company Award
Best Social Impact Award



"Tayarkom"
Tala'e Al-Amal Secondary School

Best Product Award



"Ufoq"
Wedad Naser Iddeen Secondary School

Best Media Coverage Award

University Track



"Athar"
Palestine Polytechnic University

Best Student Company Award
Best Product Award



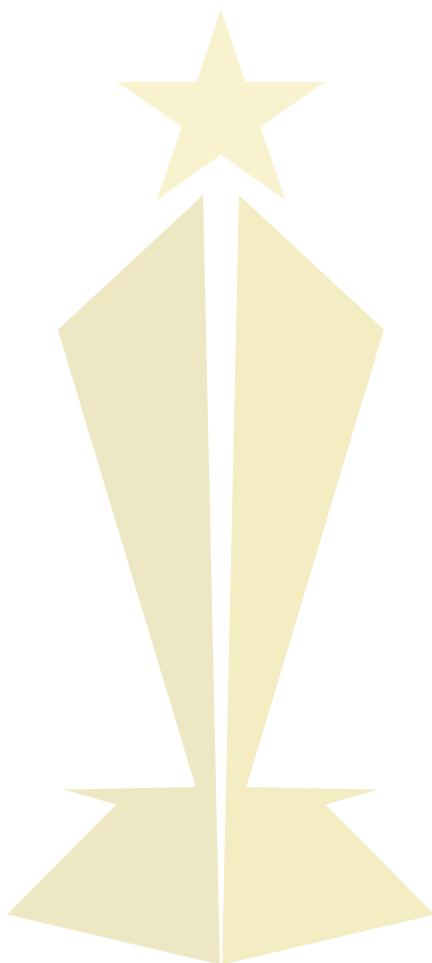
"Green T"
Palestine Technical University - Kadoorie

Best Social Impact Award



"Hiring Index"
Birzeit University

Best Media Coverage Award



Winners of the Regional Competition

School Track



"Bee Friends"

Best Social Impact award



Boeing Business Challenge award



University Track



"Athar"

Schneider Sustainability award



Student Company Program 2020-2021

Over the course of the year, 250 students from 5 schools and 8 universities participated in the Student Company Program in the different governorates of Palestine. This included Gaza and Bethlehem for the first time. Competent volunteers with various specialisms from banks and businesses oversaw the training with routine follow up from the team. A new stage to evaluate product and service ideas was added, where a special committee assessed the ideas proposed by students, which they came up during brainstorm sessions where each group was assigned a volunteer. The special committee was composed of Iman Wadi, General Manager and Partner of the Global Elevator Group Company, Schindler; Akram Sbitani - Deputy Executive Director for Akram Sbitani and Sons; Sameer Sahar, Partner and Accounts Auditor – Deloitte; Hassan Qasem, Chair of the Board of Dimensions for Consulting and Information Technology, and Naseem Nour, CEO of Sharakat – Palestine Investment Fund. The aim of this new stage was to raise the standard of the products or services and guide students to come up with alternatives (where required) at the early stages of their participation before they engaged in the practical stage of production and marketing. To ensure the program stayed on track and to answer enquiries, INJAZ management team held meetings with all the teams involved and their trainers over several stages of implementing the program.

The quality of training offered to students has also been upgraded this year, involving students (in both categories) in an intensive training program developed and delivered by specialists in various fields through the INJAZ Al-Arab network. These include entrepreneurship, design and innovation, community leadership, digital transformation, digital marketing, brand, and sustainability. In the final stages of the program and in an effort to meet students' needs, the organization arranged advanced trainings under the auspices of specialists from Palestine Capital Marketing Authority "PCMA" and the Higher Council for Innovation and Excellence, on the topics: creative thinking and idea development, corporate governance, product pricing, listing and company liquidation.



National Competition – Youth Entrepreneurs Ceremony 2021

At the end of August 2021, INJAZ held the 14th edition of the Student Company Program competition, which was held over two consecutive days in an atmosphere of enthusiasm and competition. On the first day, the two judging committees for the schools and universities categories evaluated the companies' presentations, with students setting up booths to showcase their products. The following day, the two judging committees completed the evaluation stages, which included visiting the exhibition booths and conducting interviews with the competing teams.

The Ceremony, held under the banner of 'Youth Entrepreneurs 2021', began at four in the afternoon, after the influx of guests from the companies of the General Assembly, MoE, Ministry of Higher Education and Scientific Research, representatives of universities and volunteer companies. It was organized under the Patronage of His Excellency President Mahmoud Abbas Abu Mazen, and was interspersed by speeches from the Chairman of INJAZ, the Minister of Higher Education and Scientific Research, and a speech on behalf of MoE by Dr. Basri Saleh. The celebration also included local works of art from the "Dallal for Artists" team, and a presentation by INJAZ Alumni on their journey. At the end of the ceremony, the volunteers from various companies and sponsors were honored, followed by an energetic announcement of the results.



Judging Committee - School Track



Reem Al-Sheikh
Head of Business Development, Administration and Human Resources
Wassel Group



Saeed Zeidan
Founder and CEO
ULTIMIT Advanced Turnkey solutions



Abdelhakim Abujamous
General Director
Student Activities
MoE



Abdelkarim Mahmoud
Partner Ernst & Young
Middle East



Dr. Mona Demidi
Board Member
'Intersect' Hub

Judging Committee - University Track



Akram Sbitany
Deputy Executive Director
Akram Sbitani & Sons



Iman Wadi
Partner and General Director
International Elevators
Group - Schindler



Hassan Kassem
Chair of Board
'Dimensions' for
Investment and
Information Technology



Samir Sahhar
Accounts auditing
partner - Deloitte



Nassim Nour
Team Leader
'Tasdeer' Trade Facilitation
& Customs Program

Ceremony Sponsors



Arab Fund for Economic and Social Development
STRATEGIC SPONSOR



National Beverages Company Coca Cola/Cappy
GOLD SPONSOR



PADICO Holding Company
SILVER SPONSOR



Raya Media Network
MEDIA SPONSOR



Public Authority for Radio and Television
MEDIA SPONSOR



Al-Hijaz Chocolate
Company

The Contestants - School Track

'We Made' Recycling Company

Al-Shaheed Ibrahim Abu Dayya Secondary School for Boys
 Mentor: Abdalhadi Nairoukh
 Special Institute of Science and Technology
 Product/Service: Building material
 Treating glass waste for use in building, art and décor.



Autism-less World

Kafel Haris Secondary School for Girls
 Mentor: Mohammed Salameh
 Alamour Manufacturing and Commerce company
 Product/Service: Sensory stimulation suit
 Manufacturing a vest that helps specialists during therapeutic and sensory sessions for children with autism spectrum disorder, connected to assistive vibration devise that help calm the child.



LTE Company

Al-Jinan International Schools
 Mentor: Suleiman Jadallah
 Bank of Jordan
 Product/Service: Virtual command learning game
 Online educational game for traffic awareness and learning driving rules and regulations in Palestine.



Clear Vision

Jinsafout Secondary School for Girls
 Mentor: Hana Dallal
 Cairo-Amman Bank
 Product/Service: Virtual reality glasses with prescription lenses to suit those with near or far-sightedness.



'Thika' Company

Collège des Frères Jerusalem
 Mentor: Rola Fahham
 The National Bank
 Product/Service: e-platform
 Development of an electronic platform for home-based childcare when parents are out, or with old people, involving who wants to work and desires the service.



The Contestants - University Track

Mashora-tech for Islamic financial and Banking Services

Palestine Technical University - Kadoorie

Mentor: Fawzi Al Taneeb

Arab Islamic Bank

Product/Service: E-banking platform

E-platform to provide services and consultancies that meet the needs of companies and individuals in the field of Islamic banking and finance technology.



CANAR Company

Birzeit University

Mentor: Rana Al-Nasser

Jawwal

Product/Service: App using AR technology

Interactive app that provides a new and unique experience by presenting educational content from the primary level curriculum through augmented reality technology.



"Moodak" for Tourism and Entertainment

Palestine Ahliya University

Mentor: Ayman Irzeqat

Ooredoo Palestine

Product/Service: Moodak tourism app

Smart app that works on mobile systems that promotes products and tourist places in Bethlehem and all of Palestine.



CleanPalco company

Al Quds University

Mentor: Ahmad Shakarna

Siniora Food Industries

Product/Service: Construction material

Recycling tires and stones dust to create ECO-friendly materials.





'Safecom' company

Al-Quds Open University - Nablus

Mentor: Abdanaser Dweikat

National Cardboard Manufacturing Company

Product/Service: Caruino

Developing a smart electronic device to reduce cases of suffocation inside closed cars.



PEL "Palestinian Enjoyable Labs" Company

An-Najah National University

Mentor: Fidaa Khadeesh

Northern Electricity Distribution Company

Product/Service: Genius Lab

An interactive educational box that contains a booklet with 75 chemical and physical experiments, as well as tools and laboratory supplies aimed at simulating real experiments.



'Vision' Consulting and Agricultural Solutions Company

Hebron University

Mentor: Samer Abu Alfilat

Al Jebrini Dairy & Food Industry Co.

Product/Service: Vision app

An agricultural app that provides an encyclopedia of information on plants and gardening tools as well as an online market for agricultural products and consultancy services.



Ultra Medic Company

Palestine University

Mentor: Sami Abu Shamaleh

University College of Applied Sciences

Product/Service: Smart spoon

Design and produce a smart spoon (for Parkinsons patients) comprised of different parts to enable them to control their hands naturally while eating.

Winners of the National Competition - School Track



Autism-less World
Kafel Haris High School for Girls
Best Student Company Award

Clear Vision
Jinsafout High School for Girls
Product of the Year Award

AUTISM-LES



Clearvision



WE MADE

Best Social Impact Award
(split between two)

'We Made' for recycling
Al-Shaheed Ibrahim Abudayya High School
for Boys

'Thika'
Collège des Frères Jerusalem

LTE

LTE
Al Jinan International Schools
Best Media Coverage Award



Winners of the National Competition - University Track



CleanPalco
Al Quds University
Best Student Company Award



Product of the Year Award
(split between two)

PEL - "Palestinian Enjoyable Labs"
An-Najah National University



'Moodak' for tourism and entertainment
Palestine Ahliya University

Ultra Medic
Palestine University
Best Social Impact Award



Mashora-tech for Islamic financial and banking services
Palestine Technical University - Kadoorie
Best Media Coverage Award



Regional Competition 2021

INJAZ Al-Arab held a regional competition remotely for the second consecutive year as part of the student company program, due to the restrictions on travel and movement. Student teams from the schools and universities from 13 Arab countries including Palestine, competed in the competition, which lasted two days. The competition involved presentations by the students on their companies in addition to individual interviews between each company and the judging committee – noting that members of the judging committee include experts from some of the biggest global companies. The competition concluded with an announcement of the results.

Palestinian student companies enjoyed a distinguished presence in the competition, with each category winning a major award. Hence, 'CleanPalco' from Al-Quds University, trained by Mr. Ahmad Shkarna from Siniora Food Industries, won the Best Student Company award at the level of the Arab World for the university category. Similarly, the student company, Autism-less World, from Kafel Haris High School for Girls, trained by Mr. Mohammed Salameh from Alamour Manufacturing and Commerce, won Best for Social Responsibility award for the school category.



"CleanPalco"

Best Company of the Year 2021

Autism-less World

**Best Social Impact Award
of the Year 2021**





Effective Partnerships

Effective Partnerships

INJAZ's solid and effective partnerships at the national, regional, and international levels have greatly contributed to achieving its plans and allowing its activities to reach students in their various locations under the challenging conditions that prevailed in the year 2020/2021. Below we review INJAZ's partnerships at various levels, and the projects that resulted from them:

National Level:

Over the academic year, INJAZ worked with concerted effort to effectively implement its programs and activities, and to reach a larger number of target groups. INJAZ sealed its relationship with MoE and the United Nations Relief and Works Agency for Refugees (UNRWA), signing memoranda of understanding (MoU) permitting INJAZ to access schools in all governorates of the West Bank, Gaza Strip and Jerusalem. INJAZ also signed MoUs with SOS Children's Villages, Al-Ahliyya Palestine University (Bethlehem), Palestine University (Gaza), and Al-Quds University.

On another front, the organization communicated with its partners from the private sector and civil society in all regions and sought to attract new partners. This is due to its need for volunteers who can train remotely on one hand and others with rich experience to serve the unprecedented diversity of activities over the reporting period. Since, for the first time, community initiatives were implemented at a competitive level between governorates, and human rights debates were held. Additionally, there was a need for highly qualified volunteers to implement the student company program at a time that coincided with its expansion to include universities.

The partnerships have also resulted in the implementation of several joint programmes, most notably:

- INJAZ participated in the first Summer Forum for Scientific Invention 2020 – 'Ibtikar' (innovate) in partnership with the Mamdouh & Jamila Saidam Institution, with the forum continuing virtually for a period of 6 days. During the forum, INJAZ implemented several training workshops and 'Ibtikar' camps for participating students.
- Implementation of the first virtual forum "Palestine Brings us Together" in partnership with the Mahmoud Abbas Foundation, which involved 80 students from different Palestinian governorates. In addition, students from refugee camps in Lebanon were trained during 5 meetings on the Community Leadership Program, which deals with the importance of leadership and the impact of developing leadership skills in one's personal and practical life. After

- these meetings, the forum culminated with a talk from guest speaker Mr. Jamal Haddad, Executive Director of the Mahmoud Abbas Foundation, who spoke about the reality of Palestinian youth and his belief in the importance of their role at the current moment. He also stressed the importance of preserving Palestinian heritage and identity through the active role of Palestinian youth within their communities.
- Implementation of the camp, 'Innovation and Project Management', in partnership with the Business Development Center in Gaza, through which INJAZ participated in four training workshops, two of which were in the fields of digital marketing and work ethics. A total of 400 students benefited from this camp.



INJAZ's Goal

"strengthening the links between society and the private sector through the effective mobilization of the private sector to fulfill its role and social responsibility towards society."

17 PARTNERSHIPS FOR THE GOALS



Sustainable Development

Goal 17

"to enhance the means of implementation and revitalize the global partnership for sustainable development."

It is worth noting that through its partnerships, INJAZ received generous sponsorship from private sector companies, including the National Beverage Company Coca-Cola / Cappy, which sponsored the printing of bags for the Student Company Program that year. A youth creativity competition was carried out under the auspices of The Arab Fund for Economic and Social Development (AFESD), and the 2020 Student Company Ceremony was sponsored by Ooredoo-Palestine, Masrouji Group, Anabtawi Group, Raya Media Network, and AFESD.

Regional and International Levels:

INJAZ Palestine implemented numerous projects through its partners from regional institutions over the reporting period. These include AFESD, and international institutions such as the Representative Office of Canada to the Palestinian Authority, and Google through the INJAZ Al-Arab network.

INJAZ Al-Arab Network

In 2007, INJAZ Palestine joined the INJAZ Al-Arab network, which includes 13 Arab countries from the Middle East and North Africa. The network is part of the Junior Achievement (JA) Worldwide, whose programs benefit approximately 12 million young people in more than 100 countries around the world every year. To alleviate the effects of the pandemic on member states and to come up with new and creative ideas, the network organized a meeting of member states to develop a plan to assess the risks they may face over the coming period, resulting in the drawing up of a risk register. A two-day workshop was also held remotely in the presence of the directors of institutions affiliated to the network, with the participation of the Executive Director and management team, to present the challenges that the institutions affiliated to INJAZ face as a result of the Coronavirus pandemic and to try to find innovative solutions to these challenges.

At the level of events and activities, INJAZ Palestine took part in the regional competition that the network held, with teams from schools and universities winning significant awards. INJAZ also partook in the virtual forum “Jahez” which aims to strengthen the employability skills of the Arab youth and enhance their awareness of emerging roles in the marketplace. The organization participated in the first day through an intervention by the General Manager, where she spoke about the most prominent repercussions of the Coronavirus pandemic, its negative effects on the labor market and the economic challenges facing Palestinian youth. On the second day, the Director of HR and Management at the National Beverage Company Coca-Cola/Cappy, Rami Afaneh, presented a seminar on “Exploring the potential roles of Arab youth in the field of logistics and the food and beverage industry.”



Projects

The reporting period witnessed the conclusion of several projects whose stages of implementation rolled over from the previous year, in agreement with donors, due to the prevailing circumstances, as well as the implementation of project phases that were extended for the period, as shown below:

Strengthening youth initiatives through the lens of supporting Palestinian youth: Stage 18

AFESD remains the strategic partner of INJAZ. Hence, INJAZ continued to implement new phases of the project, "Strengthening Youth Initiatives" over the reporting period, which receives sponsorship by the Fund. A total of 30,000 students were reached through the organization's activities and programs, youth initiatives were carried out in different governorates and 13 student companies from schools and universities were launched. The 'Youth Innovations competition and the national competition of the student company program were held. These achievements would not have been possible without the development of programs and mechanisms to allow for their implementation and the creation of infrastructure in INJAZ offices in nine governorates to allow for remote working. The organization also attracted volunteers from the private and civil sectors and trained them to implement these programs effectively. At the internal level, the organization drafted its strategic plan for the years 2021-2025 and developed a database specific to the organization, in addition to training employees in adapting to the new online environment.

In terms of communications, work was undertaken to shed light on the organization's programs and activities through developing its website and keeping social media pages active, launching diverse media campaigns and strengthening a knowledge of communications across INJAZ's programs and activities.



Success story: "Baladi" Initiative

Twenty-six students from "The Polytechnic University of Palestine" launched an initiative which they've called "Baladi". It aimed at enhancing the environment in the UNRWA school of "Al-Fawwar Boys Basic School" in the southern Hebron Governorate. The initiators, collaboratively with other students, faculty and the administrative staff of the school, carried out a series of activities; such as reviving and cultivating the garden to transform it into a decent and beautiful place for the students to use. Accordingly, they have uprooted the weeds and disposed of the litter and waste and planted trees instead, which they've fertilized and trimmed. They also made a pathway between these trees using stones, and have painted distinctive murals. The initiative's keen objective was also to encourage the school's 500 students and raise their awareness on how to preserve and maintain the environment the live in.



"On behalf of UNRWA and the Education Program, we thank you for this wonderful initiative that stimulates the volunteering spirit to do the work that aims at serving schools; the castles of science and education."

Eng. Jaafar Al-Taiti
 Director of Education in the Southern West Bank area, UNRWA

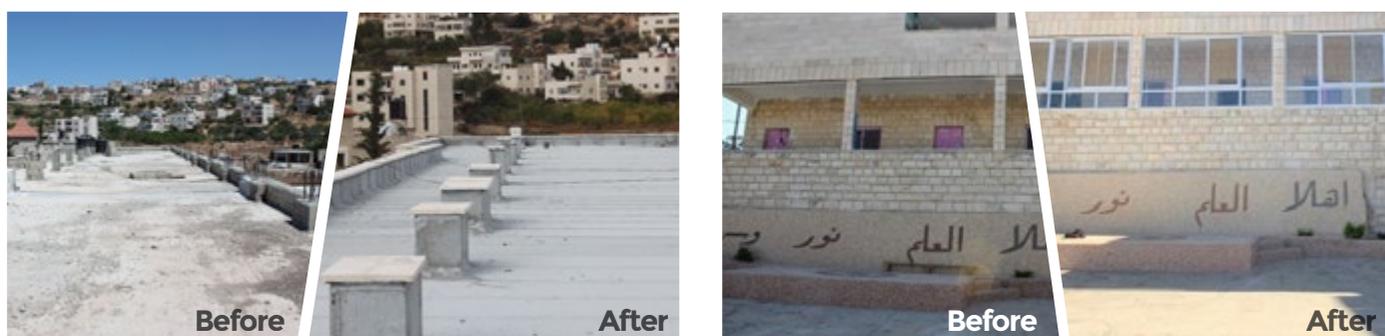


Improving the School Environment

For the seventh consecutive year, the project 'Improving the School Environment', was implemented by INJAZ Palestine in partnership with MoE with funding from the Arab Bank. This formed part of its support for the education sector through its social responsibility program 'Maan', which is concerned with implementing a set of social initiatives in 5 core fields, namely: education, health, environmental protection, fighting poverty and supporting orphans.



Over the year, the project contributed to improving the school environment and providing a healthy environment for students from 7 public schools in the northern, middle, and southern regions. It included repair and maintenance work in the targeted schools, such as insulating the surfaces with asphalt rollers, solving the problem of water leaks, and protecting the schools from humidity, as well as building a retaining wall and replacing iron windows with aluminium windows – as required by each school.



Ramon Elementary Mixed School

Ramallah & Al-Bireh

Maria the Coptic Elementary School for Girls

Hebron

Shuyoukh Al-Arroub Mixed Elementary School

Hebron

Al-Thaharia Secondary School for Boys

Hebron

Azzun Elementary School for Girls

Qalqilya

Rafat High School for Boys

Salfit

Qusra High school for Girls

Nablus

Gaza Emergency Project – Cash for Work and Self-Employment Support

INJAZ Palestine concluded the Cash for Work and Self-Employment Support Project. The project provided job opportunities for more than 200 newly graduated teachers from various disciplines within government schools in the Gaza Strip, benefitting more than 30,000 students. Through the project, INJAZ Palestine managed to help improve the financial situation of the beneficiaries, by providing a monthly salary for 6 months during the project implementation period, developing their practical skills and providing them with the necessary experience. INJAZ has also been keen to develop the beneficiaries' life and leadership skills, by training them on specialized and diversified programs, and then recruiting them to train students in schools on INJAZ programs.



The project faced many challenges over the implementation period, including the Coronavirus crisis most notably, as the crisis affected the time plan for implementing the project, disrupting work on the project for about 5 months. After returning to complete the project activities, they were once again suspended about 15 days later. We cannot say that this disruption did not affect the implementation of the project. That said, INJAZ managed to achieve 95% of its objectives over the project implementation period.

Ripples of Happiness

INJAZ completed the project, Ripples of Happiness, which was carried out in Jerusalem over 18 months in cooperation with MoE under the supervision of Taawon (Welfare Association) and with funding from AFESD.

The project aimed to enhance the social responsibility of Jerusalemite youth, and to empower them with planning, networking, and implementation skills within a team, with around 1,000 students from 14 schools benefitting. Their training was supervised by 35 volunteers from private sector companies and CSOs in Jerusalem with the help of teachers.

The project activities varied between training the volunteers and school representatives on mechanisms to implement INJAZ's programs within school classrooms and undertaking field visits to private sector companies and holding career coaching seminars. Additionally, 6 community initiatives were carried out at a time that coincided with the lockdown in Jerusalem. Hence some of the training sessions were held online, and meetings through the 'Chat with INJAZ' program were launched with businessmen and influential personalities, with the aim of exposing the participating students to experiences and success stories.



The Jerusalem Market Initiative:

The initiative aims to support the steadfastness of some Jerusalem shops that are threatened with demolition due to the poor infrastructure and structural conditions. Hence, through this initiative, some shops in Bab Khan Az-Zeit (Damascus Gate) located in the Old City were provided with requirements. This included plastering entire shops, rehabilitating electricity, restoring shelves, and providing some kitchen equipment in one of the shops. In addition, a contemporary Jerusalem calendar was designed and printed, which included historical information about Jerusalem's markets and archaeological sites. The calendar was distributed in the Jerusalem markets to deliver it to the largest possible number of people.



Maharat Min Google

The lockdowns and restrictions on gatherings that the Palestinian community was subjected to in light of the pandemic contributed to strengthening a culture of digital marketing skills between different echelons of society, despite all obstacles. Accordingly, INJAZ continued to implement the Google Skills Project - which was very popular with students and educational institutions - with funding from Google and in cooperation with INJAZ Al-Arab. The project aims to strengthen digital marketing skills working with search engines, communications, digital communications, and establishing and managing an online business for high school and university students. Approximately 14,000 students benefited from the project. Most students were female from various governorates across the country, including border areas and more vulnerable communities, with most of the trainings were carried out remotely under the supervision of volunteers specialized in the field of digital marketing.

مهارات من
Google



"I knew nothing about the digital world or marketing. I had no idea how important it was and that everything was going electronic. I was very ignorant, but through participating in the workshop I became familiar with the concept of the digital world and modern ways of marketing and its importance, rather than the traditional ways of marketing. I find myself interested and passionate about deepening my knowledge in this field."

Asma Abu-Samhadaneh (student)



My Voice and My Rights

INJAZ completed the project ‘My Voice and My Rights’ funded by The Canada Feminist Fund (CFF). Through this project, around 1,000 students – 60% of whom were female – from the tenth grade and the eleventh grade in 47 schools were empowered to develop their skills in the fields of discussion, debates, and the art of giving speeches. This was under the supervision of 29 volunteers from different CSOs.



Throughout the implementation phases of the project, training workshops were held for volunteers on digital mechanisms for implementing INJAZ programmes. The Community Leadership Program was implemented with the aim of training students to use problem-solving and critical thinking skills to tackle specific issues and to use conflict management skills. To hold the training debates that were proposed for discussion, students were encouraged to learn the method of searching and information gathering from the school library by going outside the school to obtain the necessary information. This included visiting human rights organizations, women’s organizations, or any institution working within the scope of the debate to obtain facts, statistics and evidence to support their claims. INJAZ selected the topics for the debates, which focused on human rights, and laws and legislation.

Media Entrepreneurs

INJAZ implemented a project entitled ‘Women Media Entrepreneurs’, which was the first of its kind and targeted students on the cusp of graduation from the Media Department at Birzeit University. The project aims to provide training opportunities for the department’s students in the various branches of the institution to contribute and work on preparing creative media content that promotes entrepreneurship and innovation among youth and students. This is done by highlighting the inspiring stories and experiences that permeate the programs and projects implemented by the organization in schools and universities.

Nine female students participated in the project, 5 of whom qualified for the final competition to compete for the best media content. The student, Tasneem Khaleif, obtained first place for the best content which she prepared during the training period that lasted for around 3 months.

The final competition was implemented under the sponsorship of the National Beverages Company Coca-Cola / Cappy.

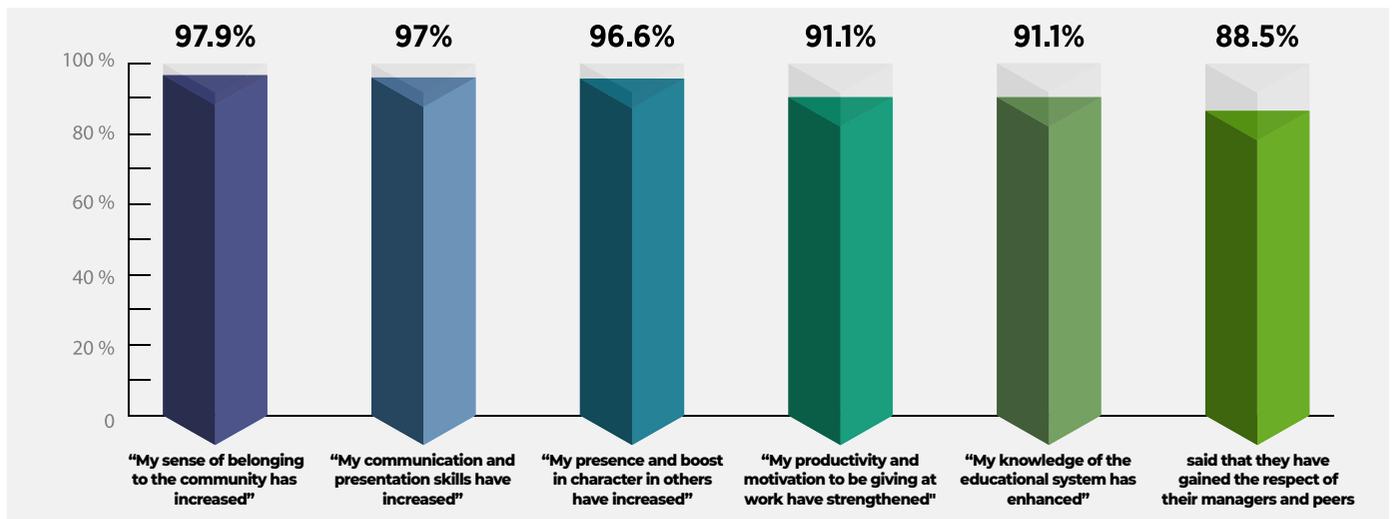


INJAZ Volunteers



INJAZ Volunteers

INJAZ seeks to be the go-to organization for consolidating a culture of volunteerism and community giving. The methodology of its work is based mainly on volunteering by relying on the personal capabilities of volunteers from employees of private sector companies and CSOs. These volunteers then train students and carry out various extracurricular activities within a diversity of disciplines and experiences that volunteers possess. Volunteering took on a different form over the reporting period, with most volunteers implementing INJAZ programs virtually from their homes and workplaces, day and night, at times convenient to them and the students. Thus, the location of the volunteer or the students was irrelevant. This produced a mixture of experiences, with INJAZ succeeding in building a strong network of relationships that brought together students and volunteers from different governorates of the country, historic Palestine, and the diaspora.



Virtually Training Volunteers

INJAZ has developed an integrated training system for its volunteers in line with the new work environment (remote) with the beginning of the 2020/2021 academic year. As a result, 10 training workshops were held by specialists in the field of training, benefitting 170 volunteers from different regions. The topics of the workshops varied from a presentation of technical work mechanisms across different platforms, including registration mechanisms, virtual class discipline, presentation of training materials, ways of motivating students to interact through technically available features. Introductory workshops on INJAZ materials included presenting samples from INJAZ’s automated training materials, a discussion of diverse ideas to engage the students in the trainings and enhance their interaction, and trainings around time management and problem solving. A special workshop was held for volunteers from the two subjects, ‘Community Leadership’ and ‘Be an Entrepreneurial’, where the automated material was presented and a virtual class created from volunteers to kick-start the student training process. A special workshop was also held for volunteers of the Student Company Program, whereby they were introduced to the phases of implementing the program with competing teams from both the schools and universities cohorts.

56%

of the volunteers with INJAZ supervised one to three training sessions

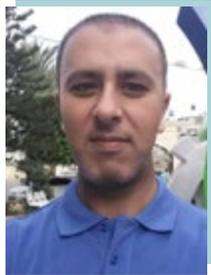
80%

of the volunteers with INJAZ still have the will and desire to volunteer again in future opportunities



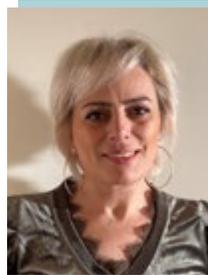
Leila Khadash

Educational expert, lecturer, and trainer in the field of life skills



Mohammad Almasri

Dean of Admission and Enrolment to the University College of Applied Sciences



Leila Duaibes

Technical Director, Education and Life Skills at Global Vision Group



Yafa Ahmad

English teacher in the Ministry of Education Salfit



Tawfik Abdalrahim

Think Deep Trainer and Consultant in the field of user experience design

Reviving International Volunteer Day

On 5 December each year, INJAZ Palestine celebrates International Volunteer Day, as adopted by the United Nations, in recognition of the efforts of INJAZ volunteers, whose number exceeded more than 10,000 from 2007 to date. Given that a face-to-face celebration was not possible due to the effects of the Coronavirus pandemic, the organization arranged a virtual celebration under the title “Our Volunteers are Ambassadors of Change” which began with a media campaign on social media platforms that highlighted the efforts of INJAZ volunteers who have been working with INJAZ for more than five years.

The celebration witnessed a number of events highlighting the efforts of volunteers, showing the extent of change achieved by volunteer action with INJAZ and its positive effects on the volunteer itself and on the targeted youth. A documentary video featuring the most prominent volunteer moments and their achievements at INJAZ Palestine was produced that was broadcast “live” on INJAZ’s social media pages.



Ms. Rania Al-Kheiry talks about her experiences with INJAZ: “Nince years of volunteering with INJAZ Palestine have provided me with the opportunity to transfer learnings from experiences in my professional life to a generation that we expect a lot from. It’s also a learning experience for me and I have learned a lot from my students. There is no doubt that my company, Vitas Palestine, plays a large role encouraging service to society through its commitment to social responsibility”.



The Alumni Forum

INJAZ continually seeks to keep in contact with its alumni, especially with those on whom the programs and activities made a big impact, inspiring in them a love of volunteer work. They contribute to implementing INJAZ activities for the benefit of students just as they benefitted at an earlier time. Over the reporting period, members of the Forum helped implement INJAZ programs in more than one governorate, and the graduates of the Student Company Program provided support to the current students of the program, inspired by their experiences. The two graduates, Mohamed Junaidi from the student company Inspire/2018 and Lian Raed from Forsa 2019, also shared their experience in the Student Company Program and success at the local and regional levels, and how the program affected their lives, at the company's competition Young Entrepreneurs 2021.



A blurred background image of a business meeting. A person in a dark suit and tie is seated at a desk, looking at a tablet. The desk is cluttered with financial documents, a calculator, and a pen. The scene is lit with warm, soft light, possibly from a window in the background.

Financial Report



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Independent Auditor's Report To the members of the General Assembly for INJAZ Palestine

Opinion

We have audited the financial statements of INJAZ Palestine (INJAZ), which comprise the statement of financial position as at June 30, 2021, statement of activities and changes in net assets and statement of cash flows for the year then ended, and a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of INJAZ as at June 30, 2021 and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of INJAZ in accordance with the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) including International Independence Standards, and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Management and the Board of Directors for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing INJAZ's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing the financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



As part of an audit in accordance with ISA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of INJAZ's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on INJAZ's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Ernst & Young – Middle East
License # 206/2012

Abdelkarim Mahmoud
License # 101/2017

Ramallah – Palestine
February 8, 2022

INJAZ - Palestine

Statement of Financial Position
As at June 30, 2021

<u>Assets</u>	<u>Notes</u>	<u>2021</u> <u>U.S. \$</u>	<u>2020</u> <u>U.S. \$</u>
Non-Current Assets			
Property and equipment	3	573,881	560,350
Right of use of leased assets	4	79,274	91,025
Projects in progress	5	491,789	491,789
		<u>1,144,944</u>	<u>1,143,164</u>
Current Assets			
Accruals from donors	6	70,000	128,404
Other current assets	7	38,491	19,223
Cash and cash equivalent	8	246,047	219,530
		<u>354,538</u>	<u>367,157</u>
Total Assets		<u>1,499,482</u>	<u>1,510,321</u>
Net Assets and Liabilities			
Net Assets		<u>1,124,055</u>	<u>1,105,519</u>
Total Net Assets		<u>1,124,055</u>	<u>1,105,519</u>
Non-Current Liabilities			
Employees' end of service provision	9	62,717	59,819
Lease contracts liabilities	10	74,664	92,288
		<u>137,381</u>	<u>152,107</u>
Current Liabilities			
Temporarily restricted grants	11	100,000	137,366
Accounts payable and other current liabilities	12	138,046	115,329
		<u>238,046</u>	<u>252,695</u>
Total Liabilities		<u>375,427</u>	<u>404,802</u>
Total Net Assets and Liabilities		<u>1,499,482</u>	<u>1,510,321</u>

The accompanying notes from 1 to 21 form part of these financial statements

INJAZ - Palestine

Statement of Activities and Changes in Net Assets
For the Year Ended June 30, 2021

	Note	2021 U.S. \$	2020 U.S. \$
Revenues			
Realized revenues from temporarily restricted grants	11	410,171	958,626
Members contributions	13	154,589	126,100
Other revenues	14	8,145	162,950
Total revenues		<u>572,905</u>	<u>1,247,676</u>
Expenses			
Administrative and general expenses	15	(99,654)	(84,108)
Projects Expenses	16	(410,171)	(958,626)
Depreciation of property and equipment and Right of use	3,4	(38,184)	(36,287)
Currency exchange differences		(6,360)	(1,211)
Total expenses		<u>(554,369)</u>	<u>(1,080,232)</u>
Change in net assets throughout the year		18,536	167,444
Net assets at the beginning of the year (Restated - Note 20)		1,105,519	938,075
Net Assets at year end		<u>1,124,055</u>	<u>1,105,519</u>

INJAZ - Palestine

Statement of Cash Flows
For the Year Ended June 30, 2021

	Note	2021 U.S. \$	2020 U.S. \$
Operating activities			
Change in net assets throughout the year		18,536	167,444
Adjustments for:			
Depreciation of property and equipment and right of use		38,184	36,287
End of service indemnity		20,083	20,709
		<u>76,803</u>	<u>224,440</u>
Changes in Working Capital:			
Accruals from donors		58,404	(128,404)
Other current assets		(19,268)	9,623
Temporarily restricted grants		(37,366)	95,369
Accounts payable and other current liabilities		22,717	1,702
End of service indemnity payments		(17,185)	(7,668)
Net cash flows from operating activities		<u>84,105</u>	<u>195,062</u>
Investing activities:			
Purchase of property and equipment		(20,579)	(5,959)
Net cash flows used in investing activities		<u>(20,579)</u>	<u>(5,959)</u>
Financing activities:			
Paid leased contracts liabilities		(41,166)	(33,190)
Interests of leased contacts liabilities		4,157	5,317
Net cash flows used in financing activities		<u>(37,009)</u>	<u>(27,873)</u>
Net increase in cash and cash equivalent		26,517	161,230
Cash and cash equivalents, beginning of the year		219,530	58,300
Cash and cash equivalents, end of the year	8	<u>246,047</u>	<u>219,530</u>

The accompanying notes from 1 to 21 form part of these financial statements