

Terms of the Executive Plan September 2020 - December 2021

Strategic goal: a sensitive institution for gender issues.

Goal	Activity	Methods and means to achieve activity	Target group	Performance Index	Responsible for implementation	Execution time	Cost	Funding Authority	Notes and obstructions	Notes of the Department responsible for implementation
Within the foundation										
Include gender issues in plans, programs, policies, budgets and services.	Staff capacity building	Through accompaniment at the rate of 12 hours escort. 1- To help include gender issues in programs, plans and budgets.	General managers, directors and directors of departments, departments, administrative and financial affairs.	Accompanying reports from an expert on gender issues	Administrative Affairs	From the beginning of October 2020 Until February 2021	\$1500	Ministry of Finance	It is possible to find a funding provider.	

		<p>2- Participation of employees in workshops related to the nature of their work/they from a gender perspective, local, regional and international.</p>	<p>All employees are each as described as a job.</p>	<p>Reports of participation in conferences and workshops.</p>	<p>Administrative Affairs Quality Department/Training Department. Gender File Officer</p>	<p>2020 - 2021</p>	<p>estimate \$4000</p>	<p>Ministry of Finance</p>	<p>It is possible to find a funding provider.</p>	
		<p>3- Raising the efficiency of employees working as a team and the ability to network.</p>	<p>General managers, directors and directors of departments, departments, administrative and</p>	<p>Training contract report.</p>	<p>Administrative affairs and gender file officer.</p>	<p>March 2021</p>	<p>\$1000.</p>	<p>Ministry of Finance.</p>	<p>It is possible to find a funding provider.</p>	

			financial affairs.							
	Gender - sensitive language in correspondence, circulars, instructions and plans... etc.	1- Review all plans, programs, correspondence and circulars held by the foundation during 2020. 2- Issuing a circular from the Office of the Director General of the Institution asking all employees to take into account the sensitive language of the gender in all literature, correspondence and circulars of	Administrative and financial affairs, managers, department heads, and anyone who is/ or is authorized to issue instructions and circulars.	1- There is a circular in this regard from the Director General of the Foundation. 2- All documents have gender-sensitive language.	Gender file officer	October and 2020			Opposition from some writers and employees on the grounds that the functions in the language do not come down, or that the message will be long if the female t, phrases and words that are directed to both males and females are added.	

		the institution.								
	Work to establish a 5-day paid paternity leave policy. 2- Work to approve the maternity leave 90 days instead of 70 days.	A campaign of advocacy from ministry officials to pressure the prime minister.	All employees.	1. Paternity leave 2. Approval of maternity leave	Administrative affairs. Gender file officer	January-Haziran 2021				It needs to be networked with other institutions and ministries and the Ministry of Women's Affairs.
	Data disaggregated by sex	Issuing a circular from the office of the president of the	Department managers, heads and heads of	Gender-disaggregated data for 2020-2021	Department managers, heads and	December 2020				The need for follow-up from the gender officer in the institution.

		institution obliging all departments and departments to have all data classified by sex	departments		heads of departments Under the supervision of the gender file officer.					
	Creating a file/department of gender .	Submit a letter to the head of the foundation to create a gender file like the institutions of the Palestinian Authority, which are not considered a ministry.		The presence of an official/file/department of social type in the institution		December-April 2021			The need to coordinate with the Ministry of Women's Affairs to help develop the gender file/department.	
	Gender-sensitive programs	Review all programs.		Make adjustments to programs to become	Program and project managers.	September-November			The need for cooperation between administrative and financial affairs and the	

				gender sensitive.					directors of programs and projects.	
	The executive plan is gender sensitive.	Review the foundation's executive plan		Make adjustments to the executive plan to become gender sensitive.	Program and project managers.	September 2020			The need for consultation and coordination with all departments and departments. Under the supervision of the gender file officer.	
	Balancing Gender sensitive.	Budget for 2021 sensitive to the type of meeting		A gender-sensitive budget	Finance s. And the gender file officer.	December - January			Based on the executive plan that is supposed to become gender sensitive.	
	Increasing the number of women in decision-making	Demand a new structure for the institution that takes into account the presence of	General Manager of the Foundation.	A new structure with at least 25% women in decision-making	Director General of the Foundation and Administrative Affairs.	January 2020 - October 2021			The need to coordinate with the Ministry of Women's Affairs.	

	positions.	women in decision-making positions.		positions.						
Outside the foundation.										
Providing gender-based services.	The organization's executive plan includes gender-sensitive services.	1- Conduct a short study on the extent to which women benefit from the services provided by the foundation. 2- Include the results and recommendations of the study in the executive plan of the institution.	Women entrepreneurs, cooperatives, and women's associations.	1- The existence of a study. 2- Include the results and recommendations of the study in the executive plan of the institution as a whole.	Gender file officer	October 2020	\$500.	Ministry of Finance	It is possible to find a funding provider.	
	Increase the number	1- Implementing an	Women entrepreneurs,	Media campaign	Information Service	January-	\$3000.	Ministry of Finance	It is possible to find a	

	<p>r of women who go to the foundation for their services.</p> <p>.</p>	<p>information campaign to encourage women to go to get the services provided by the foundation.</p> <p>2- Carrying out visits For women, especially small entrepreneurs, to encourage them to benefit from the foundation's services by explaining the importance of enterprise certificates in raising the competitive value of</p>	<p>cooperatives, and women's associations.</p>	<p>n reports.</p> <p>2- Visit reports.</p> <p>3- Announcing on the foundation's website the reduction of fees</p>		<p>June 2021</p>			<p>funding provider.</p>	
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		<p>their products locally, regionally and internationally.</p> <p>3- Reducing the fees for granting certificates to be accessible and encouraging to women's cooperatives and small business women.</p>		<p>for small projects and cooperatives.</p>						

Note:When evaluating services and products in terms of their different effects on women and men.

It is important to determine:

- Who uses services (women, men or both)?
- Who are the agents (women, men or both)?

- Who are the target groups?
- E.L. Women and men have different needs?
- Are the different circumstances of women and men taken into account when planning and designing services?
- E.L. Can all target groups access the same sources of information?
- Who's the biggest beneficiary?
- Which group would suffer the most if you could not use the services provided?