



**Palestinian Youth Union**

**December 2021**

**Strategic Plan  
2022-2027**

## Strategic Plan (2022-2027)

### Vision

The Palestinian Youth Union is looking forward to an active participation of Palestinian youth (males and females) to become leaders and agents for change towards a youth social movement.

### Mission

The Palestinian Youth Union empowers Palestinian youth (males and females) from the age of 18 to 35 towards their immediate and future choices and to strengthen their resilience in line with the values of the Palestinian society and democracy by providing frameworks and enabling environments to achieve their aspirations. Our scope of work includes influencing legislations, programmes, plans, institutional procedures and developing youth capacities and their families by integrating their knowledge, skills and experiences, in addition to community culture, infrastructure and institutionalization, and activating their societal role, moreover, PYU gives attention to children and teenagers (males and females) as future pillars

### Values and Principles

Integrity, transparency, voluntary work, belonging, collective and cooperative work, strengthening resilience, community work, equality and justice, community participation, commitment to the Palestinian independence declaration and international human rights conventions

### Strategic Objectives

**The overall strategic objective:** To reinforce the active participation and Palestinian youth (males and females) leaders towards youth social movement.

**The first strategic objective:** To enhance the interaction of Palestinian youth, their influence, their active participation, and their leadership role in their society in various aspects.

**The second strategic objective:** Strengthening the role of Palestinian youth and empowering them to lead, participate and contribute to poverty eradication, unemployment, vulnerability and other challenges in various sectors to enhance their resilience and facilitate their access to resources and information.

**The third strategic objective:** Increase opportunities for cooperation, networking, building partnerships and institutionalizing the relation with relevant parties to raise performance efficiency and enhance working with youth.

**Fourth Strategic Objective:** To develop the individual and institutional capacities of Palestinian Youth Union to contribute to achieve PYU's vision.

Table of Content

<b>Item</b>	<b>Page</b>
Introduction	4
Background about PYU	4
Objectives of developing PYU strategic plan	5
Methodology of preparing PYU strategic plan	5
Strategic analysis about PYU and related context	7
PYU's Vision	11
PYU's Mission	11
PYU's Leading values and principles	11
Geographic areas of work	11
PYU's strategic objectives	12
Logical Framework	15
PYU Budget in USD	21
PYU's Structure	27

## Introduction

The development of societies is measured by the development of societal institutions and the extent of people's interest, according to the latest reports of the Palestinian Central Bureau of Statistics, in Palestine there are 1.16 million young men and women between the ages of 18 and 29 years, who constitute more than one-fifth of the Palestinian society: 22% of the total population (22.3% in the West Bank and 21.8% in the Gaza Strip). PYU strategic plan was designed based in a professional manner with the participation of PYU general assembly and PYU staff with the support of an advisory body.

During the strategic planning process, there was diagnostic analysis of all PYU aspects of work and PYU vision and mission were stated clearly. PYU stated its institutional values, goals and strategic objectives that will govern its work and define the aspects of its activities in the next five years.

## Background about PYU

PYU was established in 1992 as a nongovernmental youth organization, it was registered by the Ministry of Interior in 2002, PYU was given (RA-2229-CU) as a registration number.

PYU work focuses on developing, strengthening, and supporting the role of Palestinian youth (males and females) by participating in decision-making, leading change, and enhancing the resilience of youth and their families, and by supporting all individual and collective initiatives and youth cooperatives through many programs and activities aimed at enhancing the role of youth and improving their living conditions. PYU implemented many programs in the West Bank, including Jerusalem and the Gaza Strip, with the aim of preserving the national identity and Palestinian cultural heritage, and economic empowerment programs in the fields of agriculture, industry, and services, and worked to raise youth awareness of their daily issues and challenges through various media programs.

PYU also organized campaigns to support and advocate for youth issues to influence policies, as well as voluntary campaigns with the aim of promoting voluntary work as a social value, in addition PYU conducted studies, research and social surveys about the needs and problems of young people from the perspective of young people themselves, during Corona pandemic PYU volunteers with the support of PYU played their role during emergency situations.

In order to ensure the strengthening of the PYU's relationship with the less fortunate communities, PYU took the initiative to establish youth and women's centers in different villages all over the governorates. PYU closed its headquarters in the Gaza Strip in light of the 2007 events, but it continued to cooperate and network with the grassroots institutions in line with its mission based on partnership

with local organizations, PYU also worked on networking and cooperation with various civil, governmental and international institutions at the local and regional levels.

### **Objectives of developing PYU strategic plan**

1. Contribute to the development of the efficiency and effectiveness of the programs and projects implemented by PYU.
2. Determine the future of PYU work for the years 2022-2027 in a well planned manner and harmony with the changes and the needs of the target groups.
3. Improve the level of participation of the general assembly and stakeholders in determining the future and the nature of the PYU needs.
4. Apply effective tools in promoting its development projects and target fund

### **Methodology of preparing PYU strategic plan**

PYU strategic plan was prepared by following the method of effective participation of the general assembly, PYU staff, a consulting institution participated in the development of the strategic plan, the preparation process included three main stages that included key six steps, as described below:

**The first stage:** It answered the question: Where are we now? It included the following steps:

**1. Preparations that included the following activities:**

- a. Training on preparing the strategic plan.
- B. Formation of the core planning team.

**2. Stakeholder analysis and mobilization included the following activities:**

- a. Stakeholder analysis.
- b. Formation of working committees.

**3. Diagnosis of the existing situation that included the following activities:**

- a. Diagnosing the reality of PYU work
- b. Prepare the diagnostic report.

**The second stage: Where do we want to go? The following steps were included:**

1. Determine the vision.
2. Agreeing on PYU Mission.
3. Stating PYU objectives
4. Identifying PYU strategic goals.

**The third stage: How do we get there? The following steps were included:**

1. Identification of the proposed programs and projects, which included the following activities:
  - a. Suggesting programs and projects and defining their main activities.
  - b. Review and finalize the proposed projects.
2. Develop implementation and follow-up plans, which included the following activities:

- a. Prepare an implementation plan matrix.
  - b. Setting budgets for projects and programmes.
3. Preparation of the plan document, which included the following activities:
- a. Prepare a draft plan.
  - b. Internal approval of the plan.

**Diagram (1) shows the stages of developing PYU strategic plan**



## Context Analysis

The following is a brief review of the reality that affects PYU work, it includes, the external environment

### 1. Political Environment

The continued existence of the Israeli occupation of the Palestinian lands that were occupied in 1967 , (West Bank, including Jerusalem and the Gaza Strip) still has its negative impact on the overall political, economic and social life of the Palestinian society, and negatively affected the situation of the Palestinian citizen on the economic, social and security levels, the military policies of the occupation and all its ongoing aggression against Palestinians such as killing, detaining against humans, confiscation of land and control of resources, building the apartheid wall, erecting barriers and closures, Moreover, the policies of ethnic cleansing in Jerusalem and the Jordan Valley, and the continuation of the siege of Gaza for nearly 15 years, in addition to the decisions to annex large parts of the West Bank and the resulting dependencies that lead to further division of Palestinian land.

The number of Palestinians in the diaspora is estimated at more than 8 million Palestinians distributed in many countries worldwide, and some of them suffer from obtaining basic rights.

On the regional level some Arab countries went in normalization with Israel, this change in the attitudes of some Arab countries towards the Palestinian cause will have significant negative impact on the overall Palestinian issues

## **2. Economic Environment**

The Palestinian Territories suffer from a deteriorating, unstable and unclear economic situation because of weak local revenues and almost complete dependence on external aid. The almost close connection with the Israeli economy has made Palestinian markets weak and Paris Economic Agreement turned the West Bank and Gaza Strip into a market for Israeli goods and products.

Reports of the Palestinian Central Bureau of Statistics indicate that the unemployment rate among youth outside the work force in 2020 reached 53%, distributed as 43% in the West Bank compared to 67% in Gaza, and the highest percentage was among females, reaching 68%, while for males it was 38%. As unemployment rates is considered the biggest challenge for the Palestinian youth, these rates reached 64% among females and 33% among males and were highest in Gaza at 67% compared to 24% in the West Bank, and the highest unemployment rates among young people (18 to 29 years) were recorded among graduates, including diploma holders. is above 54%, with a clear difference between young males (39%) and young women (69%).

Regarding women's participation, despite the high rate of women's participation in the labor force during the past ten years, this percentage is still low, reaching about 19.1% of the total female participation in the labor force in 2019. The participation of men is still increasing by more 4 times the participation of women and the gap is still almost constant during this period. The average daily real wage for women is 60 shekels, compared to 73 shekels for men. The data shows a gap of 13 shekels in favor of men.

The policies of the occupation had its impact on security and economic situations, and the disruption of legislative life, have doubled the suffering of the Palestinian citizens, on the economic and social level, with the high rate of unemployment and poverty resulting from the weak Palestinian economic growth and the Israeli restrictions on it as a result of the signed agreements "Paris Economic Agreement", the limited work opportunities and the weakness of economic and financial policies of the Palestinian government affected the participation rate of young people in the labor market.

The Corona pandemic had negative effects on many aspects Palestinians life, as poverty rates increased, some Palestinian families suffered, they were not able to meet the basic needs of their families, and this required more efforts and initiatives.

## **3. Social Environment**

Palestinian society is similar to other Arab societies in terms of cultural heritage and social and economic structure, on the other hand, Palestinian lives under occupation and in unstable situation.

Official statistics indicate an increase in gender-based violence rates in Palestine, and this requires more efforts to deal with violence and its causes and consequences, Palestinian Authority give the priority to the political and security issues, this lead to increase the perpetuation of many forms of violence

There is a noticeable increase in the rise in cases of societal violence, and the cases of family quarrels have increased, the tribal law in many cases is dominant, the absence of legal means increase the explosion of the situation dramatically and affect civil peace.

Drugs constituted a very worrying phenomenon; recent reports of the Palestinian Police indicated a noticeable increase in the number of drug users. Israeli played its role in contributing to the spread of drugs and this has a political, social and cultural dimension and negative economic impact on youth

#### **4. Technology**

The global technological situation has developed significantly during the last decade, as the world witnessed a huge technological revolution, and computers and smart devices became widely used, and in Palestine the technological situation was greatly affected.

Recently, the use of social media sites has increased as a result of the availability of computers and wired and wireless means of communication that provide Internet service.

The number of internet and social media users in Palestine has increased significantly, and according to Palestinian police data, this has led to a rise in cybercrime rates, and many internet and social media users in Palestine still suffer from a lack of what is called digital security

There is a bright side of technology and its use, as there are many free electronic educational platforms, as these platforms provided opportunities for development and capacity building, such as Edraak platform and others.

The widespread use of the Internet has contributed to increase opportunities for young people to work from home and obtain some sources of income, The Corona pandemic had a great impact in spreading the culture of e-learning, using many learning platforms, and benefiting from the Internet for the purposes of individual and institutional communication, such as Zoom or WebEx

### **Internal Environment**

#### **Strengths**

- PYU's legacy and PYU is a well-known organization
- Proved experience in high level of professional communication with donors
- Building partnerships with unions, civil society and grassroots institutions, cooperatives, governmental institutions, and donors locally and internationally
- PYU work is related to a vital sector (youth) that has linkages and intersection with all sectors at the development and humanitarian levels.

- PYU implemented different development projects that had significant impact
- PYU has a competent team with relevant experiences and knowledge to the field of work
- PYU has bylaws, administrative system, procurement system, code of conduct, gender policies and combating corruption through a complaint system.
- Membership in more than one network (NGO Network, Civil Peace Coalition, Agricultural Coalition, Technical Committees for Poor Families in cooperation with the Ministry of Labor, national relations with national and ministries bodies)
- PYU programs are based on meetings and workshops with people, especially youth
- PYU is neutral and impartial
- On the governmental level, PYU has good coordination with the relevant ministries, and public policies are constantly discussed
- PYU work with youth intersects with different sectors (health, agriculture, vocational training and cooperatives, etc.)
- PYU has core fund
- Regional partnerships
- PYU is a shareholder at 24 FM Radio and Television - Partners

### **Weakness**

- PYU does not have a fundraising plan
- There is a need for PYU to have electronic archiving system
- Some PYU's systems need updates (management system, procurement system, etc) and to adapt these systems compatible with the new strategic objectives
- PYU does not have sustainable income generation projects
- PYU faces difficulties in working in Jerusalem and Gaza
- PYU is in need for better presence on media (to develop PYU's website and to focus on PYU's key achievements)
- PYU does not have a permanent owned office, current office is rented
- PYU does not have MEAL plan
- Lack in human resources

### **Opportunities**

- Partnerships with youth organizations and exchange of experiences
- Working regionally
- Diversification of funding sources
- The close relations with some official institutions such as (Ministry of Labor, Ministry of Agriculture, Ministry of Education and Ministry of Social Development, Palestinian Fund for Employment and Social Protection for Workers, Palestinian National Foundation for Economic Empowerment)
- Cooperation agreements with 170 civil society organizations, youth centers, rehabilitation PWD organizations and cooperatives with focus on employment and economic empowerment
- A cooperation agreement with the Ministry of Women's Affairs - the Supreme Council for Youth and Sports, the Cooperative Work Authority and the Ministry of Social Development

- PYU close relationship with the Palestinian refugee camps.
- PYU vision towards promoting income-generating projects and cooperatives
- The presence of well-developed plans to work with youth, labor force, famers through formal and nonformal cooperatives

## **Threats**

- The Israeli occupation practices and its negative impact on PYU projects in area C
- Covid -19 and its negative impact on PYU work
- Lack of funding opportunities
- Difficulties in accessing related information

## **PYU Vision**

The Palestinian Youth Union is looking forward to an active participation of Palestinian youth to become leaders and agents for change towards a youth social movement.

## **PYU Mission**

The Palestinian Youth Union empowers Palestinian youth (males and females) from the age of 18 to 35 towards their immediate and future choices and to strengthen their resilience in line with the values of the Palestinian society and democracy by providing frameworks and enabling environments to achieve their aspirations. Our scope of work includes influencing legislations, programmes, plans, institutional procedures and developing youth capacities and their families by integrating their knowledge, skills and experiences, in addition to community culture, infrastructure and institutionalization, and activating their societal role, moreover, PYU gives attention to children and teenagers (males and females) as future pillars

## **PYU values and principles**

Integrity, transparency, voluntary work, belonging, collective and cooperative work, strengthening resilience, community work, equality and justice, community participation, commitment to the Palestinian independence declaration and international human rights conventions

## **Geographic areas of PYU work**

**All Palestinian governorates in West Bank including Jerusalem, Gaza strip and regionally**

## **Strategic Objectives of PYU**

The overall strategic objective of PYU: To reinforce the active participation and Palestinian youth (males and females) leaders towards youth social movement.

PYU is looking to achieve its vision through four strategic objectives during the upcoming five years

**The first strategic objective:** To enhance the interaction of Palestinian youth, their influence, their active participation, and their leadership role in their society in various aspects.

**The second strategic objective:** Strengthening the role of Palestinian youth and empowering them to lead, participate and contribute to poverty eradication, unemployment, vulnerability and other challenges in various sectors to enhance their resilience and facilitate their access to resources and information.

**The third strategic objective:** Increase opportunities for cooperation, networking, building partnerships and institutionalizing the relation with relevant parties to raise performance efficiency and enhance working with youth.

**Fourth Strategic Objective:** To develop the individual and institutional capacities of the Palestinian Youth Union to contribute in achieving PYU's vision.

**The first strategic objective:** To enhance the interaction of Palestinian youth, their influence, their active participation, and their leadership role in their society in various aspects.

1.1 Activating the role of youth to engage in society in order to reach a Palestinian youth social movement

1.2 Empowering youth to reach leadership positions at the local and national levels

1.3 Enhancing youth presence, influence and active their participation in political life and decision-making

1.4 Conducting research, studies and opinion polls, issuing position papers and strategic plans related to the issues of youth realities, women and people with disabilities and their active participation

**The second strategic objective:** Strengthening the role of Palestinian youth and empowering them to lead, participate and contribute to poverty eradication, unemployment, vulnerability and other challenges in various sectors to enhance their resilience and facilitate their access to resources and information.

2.1 Enhancing youth participation in cooperatives (formal and informal) and spreading the idea of cooperative work

2.2 Inclusion and empowerment of Palestinian youth in various productive and income-generating projects

2.3 Motivating Palestinian youth to carry out community initiatives responsive to poverty and unemployment issues

2.4 Encouraging young people to integrate into their society through voluntary work

2.5 Institutionalizing and developing vocational training and education programs that contribute to providing job opportunities for young people.

2.6 Work to rehabilitate and develop facilities and spaces and adapt them to integrate youth into society and facilitate their access to resources

**The third strategic objective:** Increase opportunities for cooperation, networking, building partnerships and institutionalizing the relation with relevant parties to raise performance efficiency and enhance working with youth.

3.1 Building partnerships and developing mechanisms for communication and exchange of experiences with relevant institutions locally and internationally

3.2 Contribute to the unification of efforts between the different sectors to respond to the needs of youth

**Fourth Strategic Objective:** To develop the individual and institutional capacities of the Palestinian Youth Union to contribute to achieving PYU's vision.

4.1 Development of financial resources to ensure the sustainability and continuity of the work of the Palestinian Youth Union

4.2 Develop the individual capabilities of PYU staff, and keep pace with development according to the training needs of the team

4.3 Developing the PYU's institutional plans to improve the professional performance of the work

4.4 Develop an emergency action plan

## PYU Logical Framework Analysis (LFA)

**The first strategic objective:** To enhance the interaction of Palestinian youth, their influence, their active participation, and their leadership role in their society in various aspects.

Specific Objective	Results	Activities	Indicators	Means of verification	Years
1.1 Activating the role of youth to engage in society in order to reach a Palestinian youth social movement	•civic community activities	Implementing civic activities that youth can participate in	The number of young participants  The number of young women participants	Reports  Multiple documentation methods	2022, 2023 , 2024,2025,  2026,2027
	• An active role for youth in the civic and community life	Implementing activities and participation for youth to encourage forming youth social movements	The number of young participants  The number of young women participants	Reports  Multiple documentation methods	2022, 2023 , 2024,2025,  2026,2027
	•Activating the role of young women in the civic life of the community	Implementing activities and participation for women to encourage forming youth social movements	The number of young women participants	Reports  Multiple documentation methods	2022, 2023 , 2024,2025,  2026,2027
	• Activating young people with disabilities in the community civic life	Implementing activities and participation for young people with disabilities to encourage forming youth social movements	The number of participants with young people with disabilities/at  The number of activities carried out	Reports  Multiple documentation methods	2022, 2023 , 2024,2025,  2026,2027
	•Exposure to regional and international experiences	Create opportunities for international youth participation  Implement youth international and local exchange programs	The emergence of youth-led social movements  Regional and international experiences of youth	Reports  Multiple documentation methods	2022, 2023 , 2024,2025,  2026,2027

1.2 Empowering youth to reach leadership positions at the local and national levels	•Participation of youth in local government bodies	Implement activities related to youth participation in local government bodies(youth councils, media programs, workshops, training programs and capacity building trainings)	The number of young participants  The number of young women participants  Percentage of youth participation in decision making positions  The number of youths in local leadership positions	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027
	•Youth participation in political parties	Implementing activities related to youth participation in political parties (media programs, workshops, and capacity building trainings)	The number of young participants  The number of young women participants  The number of youths that became members of political parties  Percentage of youth participation in decision making positions	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027
	•Youth participation in the Legislative Council elections	Implementing activities related to youth participation in the Legislative Council elections (media programs, workshops, and capacity building trainings)	The number of young participants  The number of young women participants  The number of youth participants with young in the legislative council  Percentage of youth participation in decision making positions	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027

	<ul style="list-style-type: none"> <li>Participation of youth in civil society institutions</li> </ul>	Implementing activities related to youth participation in civil society institutions (media programs, workshops, and capacity building trainings)	The number of young participants  The number of young women participants  The number of youth members in civic society institutions  Percentage of youth participation in decision making positions	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027
	Participation of youth in the student union council's levels	Implementing activities related to youth participation in the student union council's levels (media programs, workshops, and capacity building trainings)	The number of young participants  The number of young women participants  The number of new youth members in the student union councils  Percentage of youth participation in decision making positions	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027
	<ul style="list-style-type: none"> <li>Participation of young women to reach leadership positions at the local and national levels</li> </ul>	Implementing activities that are related to encouraging young women participation in local and international leadership positions(media programs, workshops, capacity building training programs, awareness programs, advocacy, advocacy programs, amendment of	The number of young women participants  The number of young women in leadership roles on local and regional levels	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027

		polices and laws)			
	Participation of young people with disabilities to reach leadership positions at the local and nation	Implementing activities that are related to encouraging young people with disabilities participation in local and international leadership positions(media programs, workshops, capacity building training programs, awareness programs, advocacy programs, amendment of polices and laws)	The number of young people with disabilities participants  The number of young people with disabilities in leadership roles on local and regional levels	Reports  Multiple documentation methods	2022, 2023,2024  2025,2026,  2027
1.3 Enhancing youth presence, influence and active their participation in political life and decision-making	•Youth participation in the Palestinian government	Implementing activities to enhance the participation of youth in the Palestinian government(media programs, workshops, capacity building training programs, advocacy campaigns, and the amendment of policies and laws)	The number of youths who are members of the Palestinian government  The nature of the youths participation and impact	Reports  multiple documentation methods	2022, 2023,2024  2025,2026,  2027
	•Youth participation in political life	Implementing activities to enhance the participation of youth in political life(media programs, workshops, capacity building	The number of youths participating in the political life  The nature of the youths participation and impact	Reports  multiple documentation methods	2022, 2023,2024  2025,2026,  2027

		training programs, advocacy campaigns, and the amendment of policies and laws)			
	•Young women's participation in political life	Implementing activities to enhance the participation of young women in political life (media programs, workshops, capacity building training programs, advocacy campaigns, and the amendment of policies and laws)	The number of young women participations  The number of young women participating in the political life  The nature of the youth's participation and impact	Reports  multiple documentation methods	2022, 2023,2024  2025,2026, 2027
	•Participation of young people with disabilities in political life	Implementing activities to enhance the participation of young people with disabilities in political life(media programs, workshops, capacity building training programs, advocacy campaigns, and the amendment of policies and laws)	The number of young people with disabilities participation  The number of young people with disabilities participating in the political life  The nature of the youth's participation and impact	Reports  multiple documentation methods	2022, 2023,2024  2025,2026, 2027
	Youth representation of Palestine in international arenas	Implementing activities to enhance the active participation of youth in international arenas (traveling, scholarships, conferences, and youth exchange activities)	The number of youth participation  The nature of issues discussed among youth	Reports  multiple documentation methods	2022, 2023,2024  2025,2026, 2027

1.4 Conducting research, studies and opinion polls, issuing position papers and strategic plans related to the issues of youth realities, women and people with disabilities and their active participation	High quality Research studies regarding the state of youth, women, and people with disabilities	•Conducting studies related to the reality of youth, women's issues, and people with disabilities	The number of young people participating in the events  Number of universities and research centers  The impact of conferences, research, and working papers on decision-makers towards changing reality	Documentation of research activities reports	2022, 2023, 2024, 2025, 2026,2027
	A collaborative Intellectual area regarding the reality in Palestine	•Organizing conferences related to the Palestinian reality		Documentation of research activities reports	2022, 2023, 2024, 2025, 2026,2027
	•Cooperation with universities and research centers	Building correlations and relations with universities and research centers		Documentation of research activities reports	2022, 2023, 2024, 2025, 2026,2027
	Producing knowledge related to the reality of Palestine	•Organizing research activities and events related to the Palestinian reality		Documentation of research activities reports	2022, 2023, 2024, 2025, 2026,2027

**The second strategic objective:** Strengthening the role of Palestinian youth and empowering them to lead, participate and contribute to poverty eradication, unemployment, vulnerability and other challenges in various sectors to enhance their resilience and facilitate their access to resources and information.

Specific Objective	Results	Activities	Indicators	Means of verification	Years
2.1 Enhancing youth participation in cooperatives (formal and informal) and spreading the idea of cooperative work	• Specialized youth cooperatives	Implementing activities to increased youth participation in specialized youth cooperatives	number of cooperatives  Improvement in the performance of existing cooperatives  Increase in youth membership in cooperatives	Reports  Different documentation methods	2022, 2023,2024  2025,2026,  2027
	•Local and regional participation of cooperatives	Implementing local and regional participation for youth cooperatives (networking and creating collaborations )	The number of local and international participations of cooperative members  Improvement in income for cooperatives and youth	Reports  Different documentation methods	2022, 2023,2024  2025,2026,  2027
2.2 Inclusion and empowerment of Palestinian youth in various productive and income-generating projects	production projects and innovative ideas	Improving and implementing innovative production projects	The number of production projects  The number of young people participating in productive projects  Increasing income for young people and their families	Reports  Different documentation methods	2022, 2023,2024  2025,2026,  2027

	Highly skilled youth in managing income generating projects	• Developing the capacities of young people in managing income-generating projects	The impact of capacity building programs on improving youth performance	Reports Different documentation methods	2022, 2023,2024 2025,2026, 2027
2.3 Motivating Palestinian youth to carry out community initiatives responsive to poverty and unemployment issues	•Community initiatives to combat poverty and unemployment	Implementing community initiatives responsive to poverty	number of initiatives Impact of initiatives on reducing poverty and unemployment The number of young people who benefited	Reports Different documentation methods	2022, 2023,2024 2025,2026, 2027
	•employment programs	Implementing community initiatives related to employment	number of initiatives Impact of initiatives on reducing poverty and unemployment The number of young people who benefited	Reports Different documentation methods	2022, 2023,2024 2025,2026, 2027
	•Agricultural projects	Implementing community initiatives related to agricultural projects	number of initiatives Impact of initiatives on reducing poverty and unemployment The number of young people who benefited	Reports Different documentation methods	2022, 2023,2024 2025,2026, 2027
2.4 Encouraging young people to integrate into their society through voluntary work	Youth Voluntary participation	•Voluntary activities at the local and national levels	The number of volunteer activities The effect of activities on improving reality Number of youth volunteers	Reports Different documentation methods	2022, 2023,2024 2025,2026, 2027

	<ul style="list-style-type: none"> <li>•Employing technology to activate the role of youth in volunteer work</li> </ul>	Designing plans to incorporate technology in voluntary work	<p>The number and quality of voluntary programs of which technology is a part of</p> <p>Percentage of improvement in youth participation in voluntary programs</p>	<p>Reports</p> <p>Different documentation methods</p>	<p>2022, 2023,2024</p> <p>2025,2026, 2027</p>
	<ul style="list-style-type: none"> <li>•Community volunteer initiatives contributed by young people</li> </ul>	Voluntary initiatives for youth to participate in	<p>Number of initiatives</p> <p>Number of youth participation</p>	<p>Reports</p> <p>Different documentation methods</p>	<p>2022, 2023,2024</p> <p>2025,2026, 2027</p>
2.5 Institutionalizing and developing vocational training and education programs that contribute to providing job opportunities for young people.	<ul style="list-style-type: none"> <li>•Building partnerships with related institutions</li> </ul>	Building partnerships with related partnerships to create opportunities for Collaboration and integration	Number and nature of partnerships	MOUs	2026, 2027
	Conventional training center owned by PYU	•Establishment of a conventional center affiliated with the Federation	Readiness of TVET center	Achievement reports	2026, 2027
	conventional training programs	•Develop conventional training programs	<p>Number of professional programs</p> <p>The number of young people enrolled in the vocational center</p> <p>The impact of the occupational position on</p>	<p>Achievement Reports</p> <p>Different documentation Methods</p>	2026, 2027

			employment		
2.6 Work to rehabilitate and develop facilities and spaces and adapt them to integrate youth into society and facilitate their access to resources	Facilities prepared for young people	Rehabilitation of facilities for young people	<p>The number of eligible facilities</p> <p>The number of youth/beneficiaries</p> <p>The quality of the programs implemented</p> <p>The extent to which young people benefit from facilities and programs</p> <p>Nature of services and facilities</p> <p>Increase the access of young people and their families to resources and services</p>	<p>Achievement report</p> <p>Photos</p>	<p>2022, 2023</p> <p>2024, 2025</p> <p>2026, 2027</p>
	Spaces to allow access to services for you	Rehabilitation of spaces that facilitate the access of young people to services	<p>The number of eligible facilities</p> <p>The number of youth/beneficiaries</p> <p>The quality of the programs implemented</p> <p>The extent to which young people benefit from facilities and programs</p> <p>Nature of services and facilities</p> <p>Increase the access of young people and</p>	<p>Achievement report</p> <p>Photos</p>	<p>2022, 2023</p> <p>2024, 2025</p> <p>2026, 2027</p>

			their families to resources and services		
	Programs and projects targeting young people with disabilities	•Programs and projects targeting persons with disabilities	Number of young people with disabilities benefited from the program	Achievement report Photos	2022, 2023 2024, 2025 2026, 2027

Specific Objective	Results	Activities	Indicators	Means of verification	Years
3.1 Building partnerships and developing mechanisms for communication and exchange of experiences with relevant institutions locally and internationally	•Partnerships with Universities	Building partnerships with universities and creating opportunities for collaboration	number of partnerships  The impact of partnerships on the quality of the union's work  The number and quality of opportunities created by partnerships	PYU Reports MoUs Plans and Program Documents Reports	2022, 2023,2024  2025,2026, 2027
	•Partnerships with the government	Building partnerships with the government	number of partnerships  The impact of partnerships on the quality of the union's work  The number and quality of opportunities created by	PYU Reports MoUs Plans and Program Documents Reports	2022, 2023,2024  2025,2026, 2027

			partnerships		
	•Partnerships with international institutions	Building partnerships with international institutions and creating opportunities for collaboration	number of partnerships  The impact of partnerships on the quality of the union's work  The number and quality of opportunities created by partnerships	PYU Reports  MoUs  Plans and Program Documents  Reports	2022, 2023,2024  2025,2026, 2027
	exchange of experiences	Field visits and exchange of experiences programs	number of partnerships  The impact of partnerships on the quality of the union's work  The number and quality of opportunities created by partnerships	PYU Reports  MoUs  Plans and Program Documents  Reports	2022, 2023,2024  2025,2026, 2027
	•Partnerships with the private sector	Building partnerships and collaboration opportunities with the private sector	number of partnerships  The impact of partnerships on the quality of the union's work  The number and quality of opportunities created by partnerships	PYU Reports  MoUs  Plans and Program Documents  Reports	2022, 2023,2024  2025,2026, 2027
3.2 Contribute to the unification of efforts between the different sectors to respond to the needs of youth	•Participation in local, regional, and international bodies that work on youth	Implementing activities related to the participation in local and regional bodies that work with	Number of partnerships and number of participants  The impact of partnerships on the	PYU Reports  MoUs  invitations  meeting minutes	2022, 2023,2024  2025,2026, 2027

	issues	issues facing youth	quality of the work of PYU  The number and quality of opportunities created by partnerships	Plans and Program Documents	
	mutual projects	Implementing mutual projects with youth institutions	Number of partnerships and number of participants  The impact of partnerships on the quality of the work of PYU  The number and quality of opportunities created by partnerships	PYU Reports MoUs invitations meeting minutes Plans and Program Documents	2022, 2023,2024  2025,2026, 2027
	Participation plans with youth organizations	• Participation in planning and related activities	Number of partnerships and number of participants  The impact of partnerships on the quality of the work of PYU  The number and quality of opportunities created by partnerships	PYU Reports MoUs invitations meeting minutes Plans and Program Documents	2022, 2023,2024  2025,2026, 2027

<b>Fourth Strategic Objective:</b> To develop the individual and institutional capacities of the Palestinian Youth Union to contribute in achieving PYU's vision.					
Specific Objective	Results	Activities	Indicators	Means of verification	Years
4.1 Development of financial resources to ensure the sustainability and	Sustainable resources for PYU	Fund raising plan  •Income-generating	Number of projects submitted to funding agencies  Number of new	PYU Reports Project documents and concept papers	2022, 2023,2024  2025,2026,

continuity of the work of the Palestinian Youth Union		<p>project ideas</p> <ul style="list-style-type: none"> <li>• Building relationships with the private sector</li> <li>• Income-generating activities</li> <li>• Technical advisory services provided by PYU</li> </ul>	<p>donors</p> <p>Number of income generating activities</p> <p>The number and nature of the services provided by PYU</p>	reports	2027
4.2 Develop the individual capabilities of PYU staff, and keep pace with development according to the training needs of the team	A capable staff with high levels of performance	<ul style="list-style-type: none"> <li>• Writing proposals and recruiting resources</li> <li>• Monitoring, evaluation, accountability and learning plans</li> <li>• Lobbying and advocacy</li> <li>• Electronic archiving system</li> <li>• Integrating technology into work</li> </ul>	<p>The number of training hours</p> <p>The number of beneficiaries</p> <p>Improvement in the performance of staff, administrative staff, and volunteers</p> <p>Availability of systems and plans</p>	<p>Reports</p> <p>Training Schemes</p> <p>Training Manuals</p>	<p>2022,2023,2024</p> <p>,2025,2026</p> <p>2027</p>
4.3 Developing the PYU's institutional plans to improve the professional performance of the work	Development in PYU institutional plans	<ul style="list-style-type: none"> <li>• MEAL. Monitoring, Evaluation, Accountability and Learning Plan</li> <li>• Media plan</li> <li>• Recruitment plan</li> <li>• Complaints, praise and</li> </ul>	<p>Number and quality of plans developed</p> <p>The impact of the developed plans on the institutionalization and quality of work</p>	<p>Reports</p> <p>plans</p>	2022, 2023

		<p>suggestion system</p> <ul style="list-style-type: none"> <li>• Codes of Conduct and Gender</li> </ul>			
4.4 Develop an emergency action plan	Emergency action plan to deal with Covid -19	Designing and developing an emergency plan for the PYU	The impact of the developed plan on work and its quality in emergency situations	Plans Reports	2023,2024 ,2022 ,2025,2026 2027

PYU Budget in USD

**The first strategic objective:** To enhance the interaction of Palestinian youth, their influence, their active participation, and their leadership role in their society in various aspects.

Specific Objective	Results	Activities	2022	2023	2024	2025	2026	2027
1.1 Activating the role of youth to engage in society in order to reach a Palestinian youth social movement	•civic community activities	Implementing civic activities that youth can participate in	30,000	50,000	100,000	500,000	500,000	500,000
	• An active role for youth in the civic and community life	Implementing activities and participation for youth to encourage forming youth social movements						
	•Activating the role of young women in the civic life of the community	Implementing activities and participation for women to encourage forming youth social movements						
	• Activating young people with disabilities in the community civic life	Implementing activities and participation for young people with disabilities to encourage forming youth social movements						
	•Exposure to regional and international experiences	Create opportunities for international youth participation  Implement						

		youth international and local exchange programs						
1.2 Empowering youth to reach leadership positions at the local and national levels	•Participation of youth in local government bodies	Implement activities related to youth participation in local government bodies(youth councils, media programs, workshops, training programs and capacity building trainings)	50,000	50,000	100,000	500,000	500,000	500,000
	•Youth participation in political parties	Implementing activities related to youth participation in political parties (media programs, workshops, and capacity building trainings)						
	•Youth participation in the Legislative Council elections	Implementing activities related to youth participation in the Legislative Council elections (media programs,						

		workshops, and capacity building trainings)						
	• Participation of youth in civil society institutions	Implementing activities related to youth participation in civil society institutions (media programs, workshops, and capacity building trainings)						
	Participation of youth in the student union council's levels	Implementing activities related to youth participation in the student union council's levels (media programs, workshops, and capacity building trainings)						
	•Participation of young women to reach leadership positions at the local and national levels	Implementing activities that are related to encouraging young women participation in local and international leadership positions(media programs,						

		workshops, capacity building training programs, awareness programs, advocacy, advocacy programs, amendment of polices and laws)						
	Participation of young people with disabilities to reach leadership positions at the local and nation	Implementin g activities that are related to encouraging young people with disabilities participation in local and international leadership positions(media programs, workshops, capacity building training programs, awareness programs, advocacy, advocacy programs, amendment of polices and laws)						
1.3 Enhancing youth presence, influence and active their participation in political life and decision-	•Youth participation in the Palestinian government	Implementin g activities to enhance the participation of youth in the Palestinian	30,000	50,000	100,000	100,000	100,000	100,000

making		government (media programs, workshops, capacity building training programs, advocacy campaigns, and the amendment of policies and laws)						
	•Youth participation in political life	Implementin g activities to enhance the participation of youth in political life(media programs, workshops, capacity building training programs, advocacy campaigns, and the amendment of policies and laws)						
	•Young women's participation in political life	Implementin g activities to enhance the participation of young women in political life (media programs, workshops, capacity building training programs,						

		advocacy campaigns, and the amendment of policies and laws)						
	•Participation of young people with disabilities in political life	Implementing activities to enhance the participation of young people with disabilities in political life(media programs, workshops, capacity building training programs, advocacy campaigns, and the amendment of policies and laws)						
	Youth representation of Palestine in international arenas	Implementing activities to enhance the active participation of youth in international arenas (traveling, scholarships, conferences, and youth exchange activities)						
1.4 Conducting research, studies and opinion polls, issuing	High quality Research studies regarding the state of youth,	•Conducting studies related to the reality of youth, women's	50,000	50,000	50,000	100,000	100,000	100,000

position papers and strategic plans related to the issues of youth realities, women and people with disabilities and their active participation	women, and people with disabilities	issues, and people with disabilities						
	A collaborative Intellectual area regarding the reality in Palestine	•Organizing conferences related to the Palestinian reality						
	•Cooperation with universities and research centers	Building correlations and relations with universities and research centers						
	Producing knowledge related to the reality of Palestine	•Organizing research activities and events related to the Palestinian reality						
Total			160,000	200,000	350,000	1,200,000	1,200,000	1,200,000

**The second strategic objective:** Strengthening the role of Palestinian youth and empowering them to lead, participate and contribute to poverty eradication, unemployment, vulnerability and other challenges in various sectors to enhance their resilience and facilitate their access to resources and information.

Specific Objective	Results	Activities	2022	2023	2024	2025	2026	2027
2.1 Enhancing youth participation in cooperatives (formal and informal) and spreading the idea of	• Specialized youth cooperatives	Implementing activities to increased youth participation in specialized	200,000	200,000	500,000	500,000	800,000	800,000

cooperative work		youth cooperatives						
	•Local and regional participation of cooperatives	Implementing local and regional participation for youth cooperatives (networking and creating collaborations)						
2.2 Inclusion and empowerment of Palestinian youth in various productive and income-generating projects	production projects and innovative ideas	Improving and implementing innovative production projects	50,000	100,000	100,000	50,000	100,000	100,000
	Highly skilled youth in managing income generating projects	• Developing the capacities of young people in managing income-generating projects						
2.3 Motivating Palestinian youth to carry out community initiatives responsive to poverty and unemployment	•Community initiatives to combat poverty and unemployment	Implementing community initiatives responsive to poverty	800,000	800,000	1,000,000	1,200,000	1,800,000	1,800,000

issues	•employment programs	Implementing community initiatives related to employment						
	•Agricultural projects	Implementing community initiatives related to agricultural projects						
2.4 Encouraging young people to integrate into their society through voluntary work	Youth Voluntary participation	•Voluntary activities at the local and national levels	50,000	50,000	100,000	150,000	150,000	150,000
	•Employing technology to activate the role of youth in volunteer work	Designing plans to incorporate technology in voluntary work						
	•Community volunteer initiatives contributed by young people	Voluntary initiatives for youth to participate in						
2.5 Institutionalizing and developing vocational training and education	•Building partnerships with related institutions	Building partnerships with related partnerships to create					800,000	500,000

programs that contribute to providing job opportunities for young people.		opportunities for Collaboration and integration						
	Conventional training center owned by PYU	•Establishment of a conventional center affiliated with the Federation						
	conventional training programs	•Develop conventional training programs						
2.6 Work to rehabilitate and develop facilities and spaces and adapt them to integrate youth into society and facilitate their access to resources	Facilities prepared for young people	Rehabilitation of facilities for young people	800,000	800,000	800,000	800,000	1,000,000	1,000,000
	Spaces to allow access to services for you	Rehabilitation of spaces that facilitate the access of young people to services						
	Programs and projects targeting young people with disabilities	•Programs and projects targeting persons with disabilities						
Total			1,950,000	1,950,000	2,550,000	2,950,000	4,650,000	5,050,000

**The third strategic objective:** Increase opportunities for cooperation, networking, building partnerships and institutionalizing the relation with relevant parties to raise performance efficiency and enhance working with youth.

Specific Objective	Results	Activities	2022	2023	2024	2025	2026	2027
3.1 Building partnerships and developing mechanisms for communication and exchange of experiences with relevant institutions locally and internationally	•Partnerships with Universities	Building partnerships with universities and creating opportunities for collaboration	50,000	50,000	100,000	100,000	100,000	100,000
	•Partnerships with the government	Building partnerships with the government						
	•Partnerships with international institutions	Building partnerships with international institutions and creating opportunities for collaboration						
	exchange of experiences	Field visits and exchange of experiences programs						
	•Partnerships with the private sector	Building partnerships and collaboration opportunities with the private sector						

3.2 Contribute to the unification of efforts between the different sectors to respond to the needs of youth	•Participation in local, regional, and international bodies that work on youth issues	Implementing activities related to the participation in local and regional bodies that work with issues facing youth	50,000	50,000	100,000	100,000	100,000	100,000
	mutual projects	Implementing mutual projects with youth institutions						
	Participation plans with youth organizations	• Participation in planning and related activities						
Total			100,000	100,000	200,000	200,000	200,000	200,000

<b>Fourth Strategic Objective:</b> To develop the individual and institutional capacities of the Palestinian Youth Union to contribute to achieving PYU's vision.								
Specific Objective	Results	Activities	2022	2023	2024	2025	2026	2027
4.1 Development of financial resources to ensure the sustainability and continuity of the work of the Palestinian Youth Union	Sustainable resources for PYU	Fund raising plan •Income-generating project ideas • Building relationships with the private sector •Income-generating activities • Technical advisory services provided by PYU	50,000	50,000	100,000	100,000	100,000	100,000

4.2 Develop the individual capabilities of PYU staff, and keep pace with development according to the training needs of the team	A capable staff with high levels of performance	<ul style="list-style-type: none"> <li>• Writing proposals and recruiting resources</li> <li>•Monitoring, evaluation, accountability and learning plans</li> <li>•Lobbying and advocacy</li> <li>• Electronic archiving system</li> <li>• Integrating technology into work</li> </ul>	30,000	50,000	100,000	100,000	100,000	100,000
4.3 Developing the PYU’s institutional plans to improve the professional performance of the work	Development in PYU institutional plans	<ul style="list-style-type: none"> <li>• MEAL. Monitoring, Evaluation, Accountability and Learning Plan</li> <li>• Media plan</li> <li>•Recruitment plan</li> <li>•Complaints, praise and suggestion system</li> <li>• Codes of Conduct and Gender</li> </ul>	20,000	50,000	100,000			
4.4 Develop an emergency action plan	Emergency action plan to deal with Covid -19	Designing and developing an emergency plan for the PYU	50,000	50,000	50,000	50,000	50,000	50,000
Total			150,000	200,000	350,000	250,000	250,000	250,000

**Summary of the Annual Budget**

**PYU**

year	2022	2023	2024	2025	2026	2027
budget	2,360,000	2,450,000	3,450,000	4,600,000	6,300,000	6,700,000

**PYU's Structure**

