Abstract.
Women participation in labour market become widely spread especially under the umbrella of gender quality; however, still, there is a huge gap between the rates of males participation and females participation especially in the developing countries. Palestine is one of the countries which have this gap and it is getting wider and wider. As a result of the continuous increment in the women unemployment and lack of female participation in the labour market, many international non-governmental organizations invested in development projects which provide short-term internship to the youth and gender quality is one of the basics for these projects.

This study aimed to highlight the impact of these projects from the point view of its female beneficiaries. In order to achieve the purposes of the study, the researcher collected the data from its various sources. The study adopted the descriptive analytical method and a questionnaire as a key tool to obtain the required information. The results of this study show that these projects have a good impact of the developing the female skills and pushing them to the labour market by connecting them to the employers and developing their practical sides also by giving them the first paid job opportunity which increased their trust in themselves and their professional abilities.

Keywords: NGO, Labour market, Jobs.

1 Introduction

Community development cannot be achieved if most of the human capacities are not used. Women are an essential component that cannot be ignored in the development process. The importance of women's participation in the labour market comes from their amazing capabilities and their potential. Empowering women economically and giving them opportunities improves and develops the economic level of the family and community, also it increases the level of urbanization in the communities.

There is an international and local trend to increase the participation of women in the labour market and eliminating the obstacles which preventing them from accessing the labour market and participating more effectively. This is due to the women influential role and effective contributions in all life sides whether it is social, economic or developmental aspects.

In Palestine, INGO plays a huge role in the development process and one of the most important development projects is the short term employment project, which has been implemented by many INGOs with different funds. These projects aim to empower youth and especially women and increase their ability to accesses the local labour market.

2 Overview on the Women Situation in the Palestinian Labour Market.

There is a huge gap between the participation of males and females in the Palestinian labour market, as well as between the unemployment rates among males and females. Labour force participation rate was 45.8% in 2016 and 2015. Figure (1) below clearly shows clearly the huge gap between the males and females participation rate in the local labour market, the males participation rate was 71.6% in 2016 compared with 71.9% in 2015 and it was 19.3% for females in 2016 compared with 19.1% in 2015.

According to the Palestinian Central Bureau of Statistics (PCBS) in 2016:

- The highest labour force participation rate was among individuals aged 25-34 years by 61.6% (90.3% for males and 31.6% for females).
The labour force participation rate for individuals aged 35-44 years was 59.6% (93.3% for males compared with 24.9% for females).

The labour force participation rate for individuals aged 15-24 years was 32.7% (52.1% for males compared with 12.4% for females).

Figure 1: Labour Market Participation Rate According to Gender Distribution

The labour force participation rate in the West Bank was 45.6% for individuals aged 15 years and above: 72.7% for males and 17.7% for females. Where in Gaza Strip was 46.1%: 69.6% for males compared with 22.0% for females. There is no remarkable disparity between the West Bank and Gaza Strip in this regard. It is clear that the low female participation rate in Palestine is the factor underlying the low total participation rate. The main field of employment for females was the services that employ about 65.4% of women. The commerce, hotels and restaurants sector provided job opportunities to about 12.0% of females in Palestine. It is also worth to mention that 54.2% of individuals aged 15 years and above in Palestine were outside labour force, as 28.4% was among males compared with 80.7% among females.

According to the statistics of the Palestinian Central Bureau of Statistics the unemployment rate for individuals aged 15 years and above in Palestine in 2016 was 26.9% compared with 25.9% in 2015. The unemployment rate in Palestine in 2016 distributed as 22.2% for males and 44.7% for females. The unemployment rate in the West Bank was 18.2% (15.5% for males compared with 29.8% for females). The unemployment rate among youth aged 15-24 years was 29.8% (25.6% for males compared to 50.5% for females). Where in Gaza Strip, the unemployment rate was 41.7% (34.4% for males compared with 65.2% for females). The unemployment rate among youth aged 15-24 years was 61.4%, distributed as 54.8% for males compared to 85.5% for females. This indicates that a large proportion of the unemployed are new entrants to the labour market and the high unemployment rate among females compared to its rate among males.

It is noticeable that unemployment highest rates are among youth, for the group ages 15-24 years is 41.7% (36.2% among males and 65.9% among females) and for the group ages 25-34 years at is 31.3 % (23.4 % among males and 55 % among females).

It is also remarkable that unemployment increases with the lack of education for males, but it is reversed in females’ condition. The unemployment rate in the third quarter in 2016 amounted to 26% for uneducated males, while it was 21% for males with 13 schooling years and over. On the other hand, the unemployment rate for females with 13 schooling years and over is 55% while it is only 30% for uneducated females.

2
3 Literature Review

Not many researchers have targeted the women unemployment problem in Palestine; most of the Palestinian studies highlighted the unemployment in general. Hamadny (2013) the study aimed to focus on the unemployment and its main factors among young people in the city of Nabulus in Palestine. The study resulted that the community of Nablus City and its neighbourhoods are youth community as the age group (1-14) equals 49.92% where the age group (15-64) equals to 48% and it is the productive group in the community. The unemployment rate in Nablus stood at 32.89% where the economic activity 57.7% . the unemployment rate among males is higher than among females, also among singles is higher than the married people. The age group (20-29) suffers the most of the unemployment problem. Awadat (2010) the study aimed to study the social impact of the unemployment problem among the workers in the Gaza Strip, and therefore identify the most common social problems in the Gaza Strip because of this widely spread phenomenon. The study confirmed the exponential impact of unemployment on the social problems in the Gaza Strip, as when unemployment rate rose, the crime rate, family disputes and drug abuse increased. Also the unemployment causes negative effects on mental and physical health of the unemployed. One of the few studies, which targeted the women unemployment, was the study of Dahlan (2013) the study aimed to bring attention to the problem of unemployment among women in Gaza Strip labour market and highlight its main reasons. The results of the study were: women unemployment concentrated in the age group 35 years old or less. The most important cause of female unemployment is the economic situation in general. There is an opposite effect between the unemployment rate and the number of years of women education.

4 Research Questions

One of the most important development projects are the short term employment projects in Palestine, its period start from 3 months to maximum period of 12 months depending on the fund and the implemented NGO. These projects provide the employer with interns and pay monthly salary for them normally does not exceed 300USD.
The aim of this study investigate the impact of the short term employment projects which is implemented by the INGOs on the women employability, developing their skills in their field of work and increasing their access to the local labour market.
The hypothesis of the study:

- There is a statistical significant role (at level α ≤ 0.05) for the INGOs short-term employment project in improving in the women employability in Palestine.

5 Methodology

5.1 Data Source

In order to collect the needed data for this research, primary and secondary sources were used as follows:

- Secondary Resources: Data was collected from the annual report of the Palestinian Central Bureau of Statistics, the quarterly economic and social reports and the labour market survey books.
- Primary Resources: a questionnaire of 13 sentences was designed by the researcher depending on the literature review of related studies. It was sent to the study population in order to get their opinions about the impact of NGOs short term employment projects on their employability condition and access to the local labour market. The questionnaire followed Likert Scale to measure the importance of each
soft skills, where 5 = extremely Important, 4 = Very Important, 3 = Moderately Important, 2 = Slightly important, 1 = Not at all important.

5.2 Population and Sample Study

The questionnaire was distributed online using Google Docs forum to the women who participated in short-term employment projects; it was provided with a cover letter explaining its purpose and the aim of the research. The data collected from 77 females 63.6 % living in Gaza Strip and 36.4 % in the West Bank. 71.4% of the study sample has a bachelor degree, 15.6 % has a master degree and the rest have 2 years diploma. 22.1%, of the study sample finished they work experience in the short time employment projects in 2010, and 9.1 % finished in 2016 and the rest of sample is between that range as shown below in table (1)

<table>
<thead>
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</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>22.1</td>
<td>7.8</td>
<td>16.9</td>
<td>11.7</td>
<td>18.2</td>
<td>14.3</td>
<td>9.1</td>
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</tbody>
</table>

As shown in the figure (2) below, most of the study sample who are located in Gaza Strip are not employed currently (71.4% unemployed, 28.6% employed). On the other hand, in the West Bank the majority of the samples are employed (75 % employed, 25% unemployed)

![Figure 2: Sample Current Employment Condition](source)

The gap of unemployed people number between the West Bank and Gaza Strip is wide because of the different economic situation. The West Bank has better economical and political situation than Gaza Strip.

6 Data Findings and Discussion

Depending on the collected data analysis, Table (2) shows that:

- The sentence “The work opportunity helped me to develop my managerial skills” ranked as (1) as it has mean equals 4.03, Test-value is 19.65, P-value is 0.000 and it has the highest Proportional mean equals 80.52 %.
The sentence “The work opportunity helped me to develop my personal skills” ranked as (3) as it has mean equals 3.94, Test-value is 14.4, P-value is 0.000 and it has high Proportional mean equals 78.70 %. This indicates that the respondents agreed strongly to this sentence.

This indicates that the respondents agreed strongly to these two sentences. This means that the short-term employment projects have a positive role in developing the female managerial and personal skills.

The sentence “The work opportunity period helped me to understand the market requirement and adapt to it” ranked as (2) as it has mean equals 3.99, Test-value is 76, P-value is 0.000 and it has high Proportional mean equals 79.74 %. This indicates that the respondents agreed strongly to this sentence.

The sentence “This opportunity was the first paid job I had” ranked as (4) as it has mean equals 3.88, Test-value is 9.20, P-value is 0.000 and Proportional mean equals 77.66 %. This indicates that the respondents agreed strongly to this sentence.

The sentence “The work opportunity is a real job experience, it helped to be able to make decisions about work tasks” ranked as (5) as it has mean equals 3.83, Test-value is 7.26, P-value is 0.000 and Proportional mean equals 76.62 %. This indicates that the respondents agreed strongly to this sentence.

This indicates that the respondents agreed strongly to these three sentences. This means that the short-term employment projects have a positive role in helping the females to access the local labour market.

The sentence “This work experience helped me to find another job opportunity after the internship ended” ranked as (13) as it has mean equals 3.17, Test-value is 1.39, P-value is 0.170 and Proportional mean equals 63.38 %. This indicates that the respondents’ agreement to this sentence was weak.

This means that the short-term employment projects do not play a significant tangible role in providing the females long-term job opportunity.

<table>
<thead>
<tr>
<th>Item</th>
<th>Mean</th>
<th>S.D</th>
<th>Proportional mean (%)</th>
<th>Test value</th>
<th>P-value</th>
<th>Rank</th>
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<tbody>
<tr>
<td>1. The work opportunity helped me to develop my personal skills</td>
<td>3.94</td>
<td>0.57</td>
<td>78.70</td>
<td>14.40</td>
<td>0.000*</td>
<td>3</td>
</tr>
<tr>
<td>2. The work opportunity helped me to select the suitable jobs that can fit to my skills.</td>
<td>3.57</td>
<td>0.98</td>
<td>71.43</td>
<td>5.12</td>
<td>0.000*</td>
<td>11</td>
</tr>
<tr>
<td>3. This work opportunity provided me with the practical training which I did not get during my university study</td>
<td>3.70</td>
<td>0.84</td>
<td>74.03</td>
<td>7.29</td>
<td>0.000*</td>
<td>8</td>
</tr>
<tr>
<td>4. The work opportunity period helped me to understand the market requirement and adapt to it</td>
<td>3.99</td>
<td>0.11</td>
<td>79.74</td>
<td>76.00</td>
<td>0.000*</td>
<td>2</td>
</tr>
<tr>
<td>5. This work experience helped me to find another job opportunity after the internship</td>
<td>3.17</td>
<td>1.07</td>
<td>63.38</td>
<td>1.39</td>
<td>0.170</td>
<td>13</td>
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<td>6.</td>
<td>This experience allowed me to built effective relationships with employers and in the labour market</td>
<td>3.73</td>
<td>0.82</td>
<td>74.55</td>
<td>7.77</td>
<td>0.000*</td>
</tr>
<tr>
<td>7.</td>
<td>The work opportunity is a real job experience, it helped to be able to make decisions about work tasks</td>
<td>3.83</td>
<td>1.01</td>
<td>76.62</td>
<td>7.26</td>
<td>0.000*</td>
</tr>
<tr>
<td>8.</td>
<td>I become more motivated about searching on a job because of this work opportunity</td>
<td>3.66</td>
<td>0.87</td>
<td>73.25</td>
<td>6.70</td>
<td>0.000*</td>
</tr>
<tr>
<td>9.</td>
<td>This work experience added a lot to my CV , it made a difference in my job application responses</td>
<td>3.49</td>
<td>1.02</td>
<td>69.87</td>
<td>4.24</td>
<td>0.000*</td>
</tr>
<tr>
<td>10.</td>
<td>The work opportunity helped me to feel more confident about my professional abilities in my field of work</td>
<td>3.68</td>
<td>1.02</td>
<td>73.51</td>
<td>5.82</td>
<td>0.000*</td>
</tr>
<tr>
<td>11.</td>
<td>This opportunity was the first paid job I had</td>
<td>3.88</td>
<td>0.84</td>
<td>77.66</td>
<td>9.20</td>
<td>0.000*</td>
</tr>
<tr>
<td>12.</td>
<td>The work opportunity helped me to develop my managerial skills</td>
<td>4.03</td>
<td>0.46</td>
<td>80.52</td>
<td>19.65</td>
<td>0.000*</td>
</tr>
<tr>
<td>13.</td>
<td>The work opportunity helped me to develop my IT skills</td>
<td>3.83</td>
<td>0.97</td>
<td>76.62</td>
<td>7.56</td>
<td>0.000*</td>
</tr>
<tr>
<td>All items of the field</td>
<td>3.73</td>
<td>0.37</td>
<td>74.61</td>
<td>17.21</td>
<td>0.000*</td>
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</tbody>
</table>

Source [Author]

In general, the results for all items show that the mean equal 3.73 which is greater than the critical value which equals 3, the proportional mean equal 74.61 % which is greater than 60%, the Test -value is positive and it is equals 17.21 and the P-value equal 0.000 which is less than 0.05, which means that the respondents agreed in general to the items.

This indicates approves that: There is a statistical significant role (at level \( \alpha \leq 0.05 \)) for the INGOs short-term employment project in improving in the women employability in Palestine.

7 Conclusion
The results of this study revealed that short-term employment projects help to improve women's employability in Palestine generally. The most common points developed by the projects were women's personal, managerial and IT skills. In addition, it helped them to understand the labour market and get involved into it.

It also gave them their first real paid employment opportunity, it was categorized as no. 4 of 13 and it is a very important step that can have significant effects on their career and self-confidence.

The impact on the beneficiaries of the Gaza Strip is different from that in the West Bank, a realistic result according to the current situation in each of them, as the Gaza Strip cuts opportunities due to many internal and external political conflicts that reflect the economic situation while the situation in the West Bank is better than There. This creates the need to focus more on the Gaza Strip.
8 References

- Awadat, A. 2010 “Unemployment Socially in Gaza Strip” Bait almaqde for Palestinian Studies and Research, Volume 8, Gaza.
- Dahlan, L. 2012 “Unemployment Women’s unemployment in Gaza Strip: Reality, Reasons & Remedies”