



Ref: PAL10-00113503

Date: 18 September 2019

Subject: Gazan Teacher Delegation to Japan - Completion Report

Your Excellency,

Reference is made to the contribution agreement between the Government of Japan and UNDP Programme of Assistance to the Palestinian People for Palestinian Human Development Report 2018, effective 18 January 2019.

I am pleased to submit herewith the Completion Report for the abovementioned project. The report provides a summary describing the project activities that have been implemented since its commencement in 18 January 2019 until its completion on 31 May 2019. It also provides an overview of the achievements, challenges, lessons learned and final financial status.

I thank the Government of Japan for its contributions to the Palestinian People through UNDP and look forward to strengthening our partnership in support of the Palestinian people.

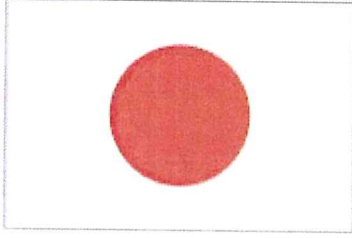
Sincerely yours,

Yvonne Helle
Special Representative
of the Administrator
UNDP/PAPP



Enclosure: Project Completion Report

H.E. Masayuki Magoshi
Ambassaodor for Palestinian Affairs
Representative of Japan to Palestine
Ramallah



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Resilient nations.*

**United Nations Development Programme
Programme of Assistance to the Palestinian People**

Country: occupied Palestinian territory

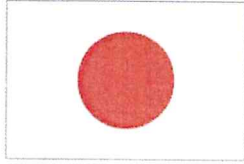
Donor: Government of Japan

Project: Gaza Teacher's Delegation to Japan

PAL10-00113503

Project Completion Report

September 2019



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UNDP Japan-funded Project Completion Report

1. Introduction

- (1) Title of the Project: Gazan Teacher Delegation to Japan
- (2) Approval Date of Funding: 18 January 2019
- (3) Amount of the Approved Grant: US\$ 93,500
- (4) Scheme of the Grant: Japan-UNDP Fund
- (5) Expected Period of the Project: 5 months
- (6) Palestinian Authority Responsible to the Project: Ministry of Education and Higher Education (MOEHE)¹
- (7) Date of the report: 13 September 2019

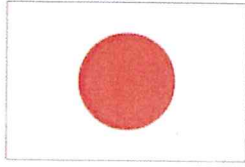
2. Description of the Project

- (1) Introduction and Background

Since 2007, the occupied Palestinian territory has experienced a state of internal division between the West Bank and the Gaza Strip, resulting in a split in the executive, legislative and judicial institutions. This adds to the challenges faced by Gaza, which remain under a decade long Israeli military blockade and consecutive hostilities, with the horrifying fact that the majority of indicators for sustainable development have declined significantly. In 2017, a reconciliation agreement was signed between Fatah and Hamas to end the division to rebuild and unify the political and institutional structures of the Palestinian society. Despite these efforts, however, the National Reconciliation Government has not yet assumed its functions and responsibilities in the Gaza Strip; a clear failure in the implementation of the terms of the agreement, which threatens the process of reconciliation and the return to division.

The ongoing blockade for more than 10 years in the past and three consecutive military aggressions have devastated socio-economic conditions through heavily restricted imports and exports, blocking the construction of vital infrastructure and denying Palestinians in Gaza access to economic resources. The siege has isolated Gaza from the West Bank, including East Jerusalem, and the world. Socio-economic conditions have deteriorated further into unlivable conditions with poor access to clean water, an interrupted electricity supply, nearly 50%

¹ Name was changed to Ministry of Education since April 2019



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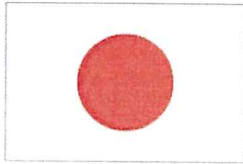
unemployment, substandard housing, and widespread food insecurity. With a total population of approximately 1.99 million, where nearly 42% of the population is under the age of 14, the siege is disproportionately affecting Gaza children. The 2014 hostilities on Gaza caused vast damage to public and private infrastructure, destroying and seriously damaging schools, hospitals, water and power plants, industrial infrastructure and agricultural land. Consequently, Gaza's contribution to the overall economy has fallen considerably since.

The year 2018 has not yet been a year to improve the situation, but rather deteriorated by many causes particularly by the announcement of the move of US Embassy to Jerusalem, which provoked weekly demonstrations with more than 315 killed since March 2018 due to live ammunitions fired by Israeli Forces.

The efforts exerted by the Palestinian government and its partners, quality education and the ability of the government to create safe and conducive learning space also remains threatened. Schools in Gaza are particularly suffering from over-crowdedness, dilapidated infrastructure, and a poor learning environment. The acute shortage of classrooms in Gaza has led to more than 85% of schools functioning on a double-shift basis, which creates tremendous difficulty for teachers to control the quality of education and school environment. Notwithstanding, the Palestinian government has prioritized education as a mean for supporting resilience in the face of the Israeli occupation. In 2014, the Ministry of Education and Higher Education launched an inclusive education policy in order to integrate all students, regardless of their disabilities. To ensure the achievement of high enrolment rates and quality education, the Palestinian government is also committed to training its teachers and developing their professional capacities; thus, 57% of teachers are qualified in accordance to the national Teacher Education Strategy, while 65% are enrolled in continuing professional development.

(2) Objectives

Taking such critical environment for children and schools into consideration, the proposed project aims at supporting teachers in the Gaza Strip by providing an opportunity to exchange experiences and challenges faced on daily basis with Japanese teachers and education specialists, expecting them to be leading educators for fostering a culture of peace among the new generation of the Strip.



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Since the experiences of the Second World War and the atomic bombs, which were first ever used on the planet, Japan has developed as a leading state that promotes the culture of peace with social and economic growth. Japanese schools provide students with opportunities to learn about their history of the past war, and promote basic sense of importance of life and peace. Hiroshima is especially considered as a symbol city of peace, where over 13 million visitors from inside and outside the country visit the Peace Memorial, as well as its beautiful nature.

The participating teachers will learn and discuss in Japan the path of peacebuilding that has been taken as a sample case, and incorporate the observations into their educational practices on the ground. The project particularly expects to focus its agenda on the areas of aesthetic education which tends to be neglected in Gaza, in respect of the importance of the subject, how to programme and implement in a challenging condition.

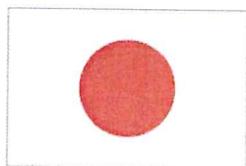
(3) Activities and Expected Output

Output: 10 primary and/or secondary teachers in the Gaza Strip are invited to Japan to exchange experiences of teaching for the purpose of support to education for next generations in conflict areas.

Selection of teachers: Six teachers were selected from governmental schools, and four from UNRWA schools in the Gaza Strip. The selection criteria was consulted and developed with MoEHE and UNRWA in order to fit in the purpose and maximize the outcomes of the activity. The delegation composition was gender balanced, from different age groups, including fresh graduate teachers, and equal area distribution.

Activities: The following actions were led by UNDP:

- Selection of invited teachers in collaboration with MoEHE
- Provision of pre-departure training session
- Assistance to securing permits for travel of participants
- Logistical arrangement for the stay in Japan
- Support in developing the agenda
- Follow-up meetings, to support develop the action plans of teachers to apply lessons and skills obtained in Japan to their schools/classrooms



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(4) Budget Line

Item	Budget (US\$)
Airfare (10 participants, roundtrip tickets between Amman and Tokyo, including terminal expense)	15,000
Accommodation and Meals (6 nights in Japan, 3 nights in Amman, 20% DSA)	27,650
Transportation	13,539
Translator (Arabic to/from Japanese, 7 days)	5,247
Travel Attendant (during the stay in Japan, 7 days)	3,271
Travel Management Fee in Japan	4,224
Contingency	8,643
UNDP Direct Project Cost (Project Manager, transportation)	5,000
UNDP Visibility	4,000
Sub-Total	USD 86,574
GMS (8%)	6,926
Total	USD 93,500

3. Implementation Process and Results

(1) Implementation Process

The implementation process was fully in line with the guidance of RoJ, as well as the Ministry of Foreign Affairs in Japan. The Supervision Department of MOEHE was the main national counterpart for the coordination. In addition, UNRWA provided support in selecting their teachers and organizing their logistical requirements.

In regard to the logistical arrangement in Japan, it was suggested by the Ministry of Foreign Affairs of Japan to contract an International Hospitality and Conference Service Association (IHCSA), a Japanese non-profit organization, certified and authorized by the Ministry of Foreign Affairs to provide public service support for international guests invited by the Government of Japan. The organization was contracted to provide logistical arrangements in Japan on behalf of UNDP.

The programme was formulated under the leadership of the Ministry of Foreign Affairs, in



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consultation with MOEHE and UNDP.

(2) Results of the Activities (Output of the Project)

Activity 1: Criteria for selection of teachers are determined, ToR to be developed in close consultation with MoEHE and GoJ

In December 2018, RoJ and UNDP contacted MOEHE and requested to nominate a focal point in Gaza. Based on the consultation, the following evaluation criteria was set:

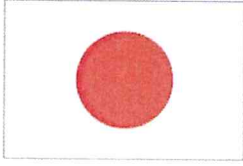
- a. Passion in teaching and career development (15%)
- b. Innovation and creativity (30%)
- c. Evaluation records in last three years (20%)
- d. Availability of motivation and planning to rally what was learned in Japan (10%)
- e. Communication skills (15%)
- f. Curriculum development experience (10%)

The team also agreed that the composition of the delegation should include different levels of schools and be gender sensitive.

Activity 2: Teachers for the delegation are selected

The initial candidate list of 33 MOE teachers was shared by MOEHE in late December 2018. In early January 2019, the interviews were conducted, and based on the evaluation results by the three representatives from MOEHE and one UNDP staff; the first ten teachers were identified, with an additional six on the waiting list.

In parallel, UNRWA's Gaza Education Department conducted its selection of four teachers, plus two on the waiting list. The selection procedure was initiated by the Chief of Field Education Programme who requested the field officers to nominate the teachers from their areas on a gender balanced basis. Eleven male and eleven female teachers (22 in total) were nominated by their school principals and Area Education Officers to the Chief Field Education Programme. The nominated teachers were then divided into two groups. The first group was of teachers of the lower elementary cycle, and they were interviewed by three lower elementary education specialists and the Head of Education Development Center. The second



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group was for teachers of other school subjects and they were interviewed by a mathematics education specialist, science education specialist, Arabic Language education specialist, and the Head of Education Development Center. Teachers were given marks according to their leadership skills, teamwork, and communication skills. This was done in order to select the best six teachers that are enthusiastic about teaching, have fresh experience, good evaluation record, motivation and a plan to applying what they would learn in Japan in the schools. The selected teachers also carried out initiatives and creative work at their schools and were able to communicate with others and positive attitude towards the teaching process. The Teachers were of different specializations, and from equally distributed geographical locations in order to reflect a diverse background and ensure fairness.

Activity 3: Pre-departure preparation is finalized

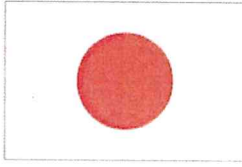
Due to the specificity of the Gaza context, and challenges that may arise hindering the travel of any participating teacher, permits to leave Gaza were requested for 16 teachers, in addition to the six on the waiting list. The main logistical arrangements below were led by UNDP:

- Obtaining “no-objection” letters from Jordan for transit purposes. The letters were issued in the second week of February 2019
- Receiving permits to cross Erez Checkpoint and Allenby Bridge Border. Permits were granted on 20 and 21 February 2019
- Visas were all issued by Japan on 25 February 2019

Two preparatory meetings for the traveling teachers were conducted on 29 January and 27 February to clarify the expectations, agenda of trip, and any questions the teachers had.

Activity 4: Teachers learn, discuss and learn in Japan the lessons and skills that are to be applied for their educational arena

The teachers departed from Gaza to Amman, Jordan, on 28 February 2019, and arrived in Tokyo, Japan, on 02 March 2019. The whole travel within Japan was guided by IHCSA. The detailed programme and schedule is attached. During the stay, the delegation paid courtesy visits to high governmental officials including Minister of Foreign Affairs, academia, and an elementary school in Hiroshima. The delegation left Japan on 09 March and safely returned to Gaza on 11 and 12 March.



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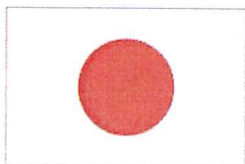
(3) Remarks

The major challenge was observed in the process of security permits. RoJ and UNDP contacted the Consulate Office of Jordan and submitted the initial request of no-objection for transit on 30 December 2018. It took six weeks until the letters were issued, which had affected the processing of other permits and visas. Generous support was provided by the Embassy of Japan in Tel Aviv, Embassy of Japan in Amman, and RoJ personnel to facilitate expediting the processes.

On 11 April 2019, H.E. Takeshi Okubo, Ambassador for Palestinian Affairs and Representative of Japan to Palestine, visited Gaza to meet the participating teachers and exchanged lessons and appreciation of the project. Below are the key reflections from the teachers:

- Each one of the students need special support to get the best result
- A one-minute daily speech for teachers to hear experiences and activities during the day
- The importance of writing the goals on the board at the beginning of each class, to evaluate the lesson and how useful it is. This will allow students to know why they are learning this subject
- Using a guideline book, in addition to the school book itself, for explaining the lessons better than writing a preparation note for each lesson because it gives more time for the teacher to think creatively.
- The teacher can assign a student as volunteer to help other students who have poor education achievements
- Japanese teachers are using evaluation techniques such as exchange visits between teachers, or inviting professors to evaluate the teaching methods.
- There are three types of trainings to develop the teachers' experiences, which are external trainings, on-the-job trainings at schools, self-training
- Enhance the positive environment at the classroom
- Use discussions between students and teachers
- Teachers need to accompany / support students with disabilities even during recess

The recommendations for future training trips include:



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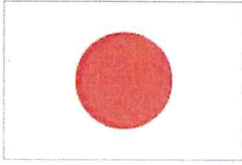
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- It will be more helpful to meet with personnel working on the curriculum, as the teachers were interested in how what they learned and witnessed in Japanese schools is planned and executed
- Future trips can be scheduled in May, at the end of the educational year in Gaza
- Set the same mentors from UNRWA and MOEHE in Gaza for the daily following of the trip
- Use an identity card for each teacher to use in Japan
- Identify a specialized person at the Tokyo Science Exhibition to explain about all the sections in the exhibition
- Extend the period of the trip to alleviate the stress during that period
- Visit more schools in Japan and plan to attend various lessons to get more experience

4. Financial Report

	Budget (A)	Disbursement (B)	Remaining Balance (A-B)	Rate of Disbursement (B/A %)
Airfare	15,000.00	11,901.41	3,098.59	79.34%
Accommodation and Meals	27,650.00	25,377.80	2,272.20	91.78%
Transportation	13,539.00	12,872.58	666.42	95.08%
Translator	5,247.00	6,948.71	(1,701.71)	132.43%
Travel Attendant	3,271.00	3,861.30	(590.30)	118.05%
Travel Management Fee in Japan	4,224.00	4,345.72	(121.72)	102.88%
Contingency Fee	8,643.00	8,504.07	138.93	98.39%
UNDP Direct Cost	5,000.00	3,600.12	1,399.88	72.00%
UNDP Visibility	4,000.00	5,664.05	(1,664.05)	141.60%
Subtotal	86,574.00	83,075.76	3,498.24	95.96%
GMS	6,926.00	6,646.06	279.94	95.96%
TOTAL	93,500.00	89,721.82	3,778.18	95.96%

*Contingency fee covered the travel insurance fee in Japan, miscellaneous fees (Science Museum entry, Hiroshima Peace Memorial Audio Guide, Testimony session by A-bomb survivor, and session by Waseda University), terminal expenses, and communications cost.



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5. Publicity of the Project

(Japanese)

- Ministry of Foreign Affairs in Japan:
https://www.mofa.go.jp/mofaj/press/release/press6_000564.html
- Tokyo University of Science: <https://www.tus.ac.jp/today/archive/20190305002.html>
- Komeito Party: <https://www.komei.or.jp/komeinews/p23891/>
- The Chugoku Shimbun – Hiroshima Peace Media Center:
<http://www.hiroshimapeacemedia.jp/?p=89884>
- Hiroshima Prefecture Governor:
<https://www.pref.hiroshima.lg.jp/site/chijibulog/20190306.html>

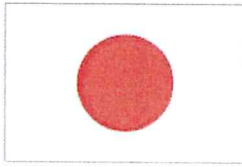
(Arabic)

- World Palestinian Economic Congress:
https://www.facebook.com/permalink.php?story_fbid=465869037484776&id=342573703147644&sfnsw=c

Visibility video clip: <https://www.dropbox.com/s/gqwqtlpm6j2rx0c/undp-palestina-teachers-japan-master.mp4?dl=0>

6. Pictures





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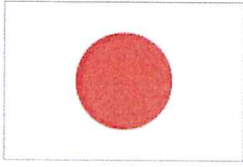
Visit of Minister of Foreign Affairs, H.E. Taro Kono, 04 March 2019



Visit of Mr. Tomohiko Taniguchi, Special Advisor to Prime Minister, 05 March 2019



Visit of Dr. Chiaki Mukai, Vice President of the Tokyo University of Science, 04 March 2019



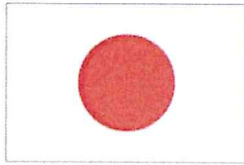
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Visit of Noboricho Elementary School, 06 March 2019



Visit of Kamakura City, 09 March 2019



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Meeting with H.E. Takeshi Okubo in Gaza, 11 April 2019



Meeting with H.E. Takeshi Okubo in Gaza, 11 April 2019

7. Names of UNDP Officer in charge and Project Manager

Asaka Ishiguro, Programme Analyst

Abeer Al-Yazji, Project Coordinator



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Annex I
List of Participant Teachers

Annex II
Schedule Records during the Programme in Japan

Invitation Programme for Gaza Teacherst to Japan
List of Participants Final

No.	Name	School	Sex	DOB	Directorate	From
1	AZHAR.J.R ALHADDAD	Alfalouja Sec. School for Girls	Female	17/11/1982	North Gaza	Government School
2	SALEM A.M. ABUMUSLEH	Alkarara Sec. School for Boys	Male	24/12/1974	East Khan Younis	Government School
3	RANA A.M.ABUSAQER	Azzhra'a Sec. School for Girls	Female	16/05/1979	East Gaza	Government School
4	RANA M.S.ALAMASSI	Rabaa Aladweyah Sec. School for Girls	Female	23/08/1980	Rafah	Government School
5	LUBNA S.M.ABUOUDA	Khan Younes Sec. School for Girls	Female	28/07/1981	Khan Younis	Government School
6	FADEYA K.H.ABUMIRI	Alaysheyah Basic Co-Ed School	Female	28/02/1970	Central Gaza	Government School
7	Alaa Nazmi Mahmoud Aljdaili	Nusirat Prep Boys C	Male	06/02/1976	Middle Area	UNRWA School
8	Isra' Omar Mohammed Abunasser	Rafah prep girls B school	Female	31/12/1986	South Rafah	UNRWA School
9	Arwa Isa Mohammed Al Farra	Bani Suhila Elem Co-ed A	Female	13/08/1981	East Khan Younis	UNRWA School
10	Munther Kamal Taleb Al Najjar	Jabalia Elem Boys A	Male	15/09/1986	Jabalia	UNRWA School

Itinerary for Palestinian Invitational Programme to Japan

Day	Time	Contents
2019/3/2 (Sat.)	- 17:38	Arrive at Narita Airport by QR806 & proceed to the Hotel
	- 21:15	Check in the Tokyo Prince Hotel
2019/3/3 (Sun.)	- 9:50	Escort standby
	10:00 - 10:10	Meet up at the hotel lobby, leave the hotel
	10:30 - 13:20	Japan Science Museum
	13:40 - 14:50	Lunch at SULTAN
	15:20 - 16:30	Asakusa Inspection
	17:00 - 17:30	Hotel
	-	Dinner at the hotel
2019/3/4 (Mon.)	- 9:40	Escort standby
	9:45 - 9:50	Meet up at the hotel lobby
	10:15 - 10:40	Tour orientation
	11:00 - 12:10	Ministry of Health, Labour and Welfare
	12:25 - 13:25	Lunch at SEABORNIA
	13:55 - 15:10	Tokyo University of Science
	16:00 - 17:30	JICA
	18:05 - 18:20	Ministry of Foreign Affairs of Japan
	19:05 - 21:10	Dinner at ARABIAN RESTAURANT ZENOBIA
	- 21:35	Hotel
2019/3/5 (Tue.)	- 9:10	Escort standby
	9:15 - 9:35	Meet up at the hotel lobby , check out
	10:00 - 11:40	Kumon Institute of Education Co., Ltd.
	12:10 - 12:40	Lunch at RILASSA
	13:00 - 14:30	Tokyo Metropolitan School Personel in Service Training Center
	15:30 - 16:30	Prime Minister's Office
	16:50 - 17:40	Sightseeing in Tokyo Station
	17:50 - 21:54	Moving to Hiroshima by Shinkansen (Nozomi119)
	-	Dinner at Shinkansen
- 22:00	Check in the Rihga Royal Hotel Hiroshima	

Day	Time	Contents
2019/3/6 (Wed.)	- 8:40	Escort standby
	- 9:00	Meet up at the hotel lobby
	9:10 - 10:10	Atomic Bomb Dome
	10:15 - 11:20	Hiroshima Peace Memorial Museum
	11:45 - 12:55	Lunch at MEIMEI(halal Okonomiyaki)
	13:20 - 14:27	Hiroshima prefecture of Governor
	14:55 - 16:30	Hotel
	16:45 -	Sightseeing in Hiroshima city
	- 19:00	Hotel
	-	Dinner at the hotel
2019/3/7 (Thu.)	- 8:05	Escort standby
	8:10 - 8:22	Meet up at the hotel lobby , check out
	8:30 - 12:35	Noboricho Elementary School
	13:10 - 14:10	Lunch at KARSİYAKA
	14:30 - 15:30	Atomic Bomb Survivor
	- 16:45	Hiroshima airport
	17:55 - 19:15	Moving to Tokyo by Airplane (JL264)
	- 20:20	Check in the Tokyo Prince Hotel
	-	Dinner at the hotel
2019/3/8 (Fri.)	- 8:00	Escort standby
	8:15 - 8:30	Meet up at the hotel lobby
	8:52 - 9:40	The House of Representatives
	10:00 - 11:40	Ministry of Education, Culture, Sports, Science and Technology
	12:10 - 12:40	Lunch at SIDDIQUE
	13:10 - 15:30	Waseda University
	15:55 - 18:50	Sightseeing in Harajuku
	19:10 - 20:55	Dinner at ARABIAN RESTAURANT ZENOBIA
	- 21:15	Hotel
2019/3/9 (Sat.)	- 9:15	Escort standby
	9:45 - 10:10	Meet up at the hotel lobby , check out
	11:40 - 12:20	Kotokuin Temple
	12:45 - 14:00	Lunch at EGE
	14:00 - 15:20	Sightseeing in Kamakura
	17:45 - 19:00	Sightseeing in Narita
	19:30 - 20:30	Narita Airport
	22:09 -	Leave from Narita Airport by QR807