

Unique Zan Women's Center

2012 Annual Report



...To break down gender constraints in the Palestinian Territories by increasing women's access to education and hence involvement in the economic, social, and political spheres...

The Unique Zan Women's Center 2012 Annual Report

ZAN Women's Center is a community outreach center in Dura, Hebron that attends to the needs of the female population in that and neighboring communities. Realizing the importance of women's influence in community development, and in accordance to the mission of the Unique Zan Foundation enabling women to promote positive changes in their communities, The Unique Zan Center – Palestine has dedicatedly worked on enhancing the role of Palestinian women through its various projects and services. The center offers specific training and services that are tailored to help empower women financially and socially. Courses, training, and educational opportunities are provided within the facility. ZAN Women's Center's team members conduct outreach beyond the facility itself, by going on field visits in the nearby villages to deliver awareness workshops on different topics that are relevant to women.

During the Year of 2012, the following programs have been provided and implemented within the facilities of ZAN Women's Center:

1. **Learning for Social Justice Program:** An educational, development of skills, training, and awareness program that encompasses a variety of courses.
2. **Women's Economic Development Program (WED):** A comprehensive micro-financing economic development project for women, helping them establish their own independent income generating small businesses.
3. **NETKETABi Project:** A project that provides students with access to the "Intel Classmate," a rugged Netbook from Intel's "Learning Solutions" line. With the implementation phase extending in 2012 to

the Southern regions, the ZAN Women's Center provides a perfect base for implementation.

First: Learning for Social Justice

In line with ZAN Women's Center's stated mission, and with the belief that power lies in knowledge, the Learning for Social Justice Program provides a diverse array of courses, training workshops, and awareness campaigns for women. The offerings are designed to meet an existing community need, introduce technical skills needed in the workplace, provide competencies that can help empower women, advance financial independence, engage students in the local community issues, and promote wellness and health.



1. Informal Education

- Health & Nutrition Series of workshops

From the month of January through April, ZAN Women's Center team

conducted 8 Health & Nutrition workshops for women groups from the Southern region. Three hundred and fifty women participated in these workshops representing the geographical areas of BeitMirsim, BeitElRoosh, Kanar, Yatta, and Dura. The workshops were planned in response to the reports from the Ministry of Health that documented the high percentage of cardiac arrest in residents of the Southern region. One of the main contributing factors was found to be the reliance on red meat as the main staple of the diet for this region. In order to increase the fitness level of women and provide them access to exercise facilities, ZAN Women's Center provided a fitness hall and invited women from these areas to participate in weekly exercise sessions given by a qualified women coaches. The importance of a healthy diet and nutrition was also discussed. The hope is to promote healthy habits that will encourage the women to continue eat healthy and continue exercising.

•Young Female Empowerment

During June and July the Zan Center carried out a youth summer Drama and Theatre camp in collaboration with Abna' Kanan theatre institute. The camp aimed to empower young females through involving them with the sketching, planning, and performance of theatrical pieces to enhance their life skills, presentation skills and team work.

The camp targeted young females in the age range of (14–16) years old with training and coaching sessions revolving around Drama and Theatre. The camp hosted 50 beneficiaries who ended the camp activities with public performances and sketches highlighting various community and social issues to foster their participation in the community development and encourage thought and debate such as the Strikes in Schools, Early Marriage, Polygamy, Gender Equality

2. Women and Technology

•Information and Communication Technology Training:

With the vast global changes in our current days, integration of ICT in lifestyle has become a major component to shift attention to. Computer skills are not just needed to have exposure to educational resources, but also to learn about others' experiences. ICT is considered a quick tool for community development and individual knowledge growth. To develop the necessary ICT skill and competencies in today's workplace and to enable women with this multi-dimensional tool, and in response to the need of increased technological literacy amongst individuals, the Zan Center had conducted several certified ICT and multi-media course throughout the year.

An estimated 493 individuals from various population sectors including young females, housewives, school students benefited from these trainings which covered general computer literacy and the different applications such as Photoshop, macro media flash, computer basics, and general internet browsing for beginners.

•Computer Lab

The center is capable of providing quality trainings through its computer lab facility, which is equipped with 20 desktop units.

When the computer lab is not being occupied by courses offered, The center also makes the computer facilities freely available to girls for homework, social media websites, email access, essentially turning the computer room into an



internet access point in a warm and safe social setting.

•DJ (Disc Jockey) and Photographic Training



DJ and Photography training courses were held in the period between April and June of 2012 for 45 young female adults. The goal of the training is provide



young women with a chance to establish their own businesses in their respective local areas. The demand from the market exists due to segregated wedding parties. The female parties are not allowed to hire male DJs and photographers due the conservative culture and religious restrictions. Currently, there are no women businesses meeting this market need.

After receiving the training, some of the participants invest in the purchase of the necessary equipment and offer their services to their local areas, thus contributing to their household income. Forty five women participated in these training sessions.

3. Vocational Education

Vocational education and training is directly related to a nation's productivity and competitiveness as it is designed to prepare individuals with a specialized occupation and has benefits on the micro, meso and macro levels of societies. Zan center through its vocational training courses aims to provide women with labor-market experience, contributes to the reduction of skill



mismatch, and provides individuals with outlets of obtaining a professional status. Over 150 women benefited from Zan Centers VET.

•Sewing, Tailoring and Embroidery

Zan Center offers courses in sewing, tailoring and embroidery for interested youth and adults, where they learn the basics and techniques of customization and proper fitting. During 2012, over 50 individuals benefited from this vocational course, and were able to deploy their artistic side with in a profession as sewing represents a demanded profession in the region since most school uniforms are custom made and fitted.

The center also offers courses in embroidery and knitting for women who would like to make clothing and home decorations and help with the selling of these women's artistic productions by displaying them in the center.



•Candle Production

The center also has a training unit in the art of candle-making. The unit walks the students through various levels of complexity ranging from transforming ordinary plain wax into simple scented colored candles, to the production highly elegant accented works of art embedded in glass. As the centre strives to stay sustainable, these candles are marketed by the volunteers and sold to generate income. Forty women participated in the training. Throughout 2012 the center presented the candle production in two exhibitions and selling them in different shops in Dura and Hebron city, making them a valid competitor for imported candles and providing a new

outlet of vocational production in the region.



•Cosmetology

One of the most demanded and attended courses in Zan Center is the Cosmetology course where trainees learn the art of appearance beautification. Proper and professional make-up application, hair cutting, dressing and dying and general appearance beautification principles, along with principles of skin care and beautifying treatments to the application and design of henna tattoos are all areas covered within the courses. During 2012 over 60 women participated in these trainings making them capable of getting employed in local saloons, be self-employed for family occasions, or just learn how to have some fun playing around with their own appearance.



The Zan Center is capable of providing this training via its cosmetology facility, which has recently been fully equipped and re-established as demand on the course increases. The center is currently in the process of preparing for the upcoming cosmetology. The center is also preparing for a photography class to start in early 2013.

4. Zan Center Facilities (Social Businesses)

The Zan center facilities from the beauty and fitness centers along with the computer labs used for training, to the candle making units and sewing units, all represent socially-focused, service oriented, income generating small businesses run from within the center..



Zan Center, during 2012 was able to establish a childcare center to serve the regions families. The unit is run by a certified childcare specialist.

The businesses serve an existing social need for the community and generate an income to the center. In total, Zan Center during 2012, from the sum of training fees for the various vocational courses, and facility usage along with sales of produced goods, was able to have a net profit of \$ 3600.



Second: Women's Economic Development Program

The WED program applies an economic development approach, aiming to respond to the needs of rural women in the southern Hebron governorate. As such, the program takes into account the importance of integrating the economic development approach into addressing women's access to education and the awareness raising programs implemented in the Unique Zan Women's Center. This integrated approach of the Unique Zan Women's Center helps cultivate the social change at the local community level, with the active participation of southern rural women.

Adopting these principles, the Zan Center provides women with access to financial resources and microcredit loans in support of the development and expansion of female-led business in rural and underserved communities. Rural women are by so empowered economically leading to a higher status and decision- making power both at the household and community level.

1. Entrepreneurship Training Phase

WED's team provides training in Feasibility study, Business plan development, and basic accounting to women interested in establishment of new local business or financing continuing development of existing projects. This was a challenging task as most of the participants are not



well-educated; most did not have the opportunity to continue their traditional school education. The training team was able to deliver the training content through interactive methods and training styles for two groups during 2012, the first targeted 40 women and the second held in April targeted

20. After the trainings, 25 participants from the first group and 12 from the second submitted their business plans to be reviewed by the designated WED committee. The WED team coordinates with local councils, youth organizations and women's societies, introducing the project objectives to their members and targets.

2. Project Selection Phase

A committee composed of members from PSD, the Municipality of Dura, Bent AlReef organization, and The National Bank (TNB) selected 12 prospective women projects from the first group and 6 from the second to apply for micro financing. The selected projects were diverse and belonged to different sectors; Information Technology, Animal Husbandry, Early Childhood Education, and Agricultural projects. The selected projects were then each given 2000 USD.

The initial selection of the project targets areas of BeitMirsem, Koom, AlDhahria, Samooa, Bet Elroosh, Doora.



3. WED Financing

WED team has replenished the WED portfolio with 44,000 USD from the provided grant. In partnership with The National Bank (TNB) the portfolio has doubled to 77,000 USD due to TNBs contribution to the project. This enables

WED to increase the number of beneficiaries from the project and will allow expanding projects targeted region.

Towards the end of 2012, the WED agreement between PSD and TNB was renewed and upon review terms were updated enhancing the quality of collaboration and benefiting the facilitation of the project. Modifications to the terms of agreement include reduction of the interest rate on loans from 11% to 7%, along with TNB bank willing to provide loans via Islamic method, as many women have hesitated in requesting loans due to beliefs in financial loan methods contradicting religious practices. The Bank risk will be 30% instead of 0%, the bank will participate in project selection.

Forth: NETKETABi

In June 2012, PSD started the implementation of NETKETABi in the Southern region of the West Bank. As the populations region is almost half million, Residents of this region suffer from bad socioeconomic living condition, also, a high percentage of sothern region females have not been fortunate enough to continue their education. Therefore, it is the belief of PSD that the NETKETABi project represents an outstanding developmental opportunity for knowledge. Since good facilities are available within the ZAN Women's Center, the local team has hired two new employees to work on the NETKETABi project within the center and region, promoting principles of development amongst the regions youth and women.

The NETKETABi project is a perfect method to integrate the ICT tools and training offered into the development of education and community. Providing the young ladies with the rugged laptop "NETKETABi device" and 10-sessions of intensive training on the learning suite, the content of device. Then encouraging the students to develop ideas to contribute in the community and problem solve.

In order to reach the set goals for the NETKETABi project, the center implemented the following:

1. Workshops

Throughout the month of October, the center's team conducted five workshops within schools, targeting nearly 1300 potential students. Through these workshops the audiences were introduced to NETKETABi goals, the mechanism in order to own their individual laptop, and how they can participate in the training.



2. Trainings

Three training sessions were conducted for students who obtained the NETKETABi devices. Sixty participants were engaged in meaningful training that introduces the applications and help the participants in leveraging their thinking level and skills.