

SHRAA is a development, non-profit and independent Palestinian corporation established in 2002. It has been licensed under No. BL-384-Ss by initiative of a group of women, trade unionists and academics interested in the issues of Palestinian development and the promotion of economic, social and cultural policies.

Vision:

Contributing to building up a modern civil society, and maintaining sustainable development.

Mission:

We are an independent, non-profit and development Palestinian Association that seeks to achieve community development and strengthen loyalty for a more creative and crisis-free society that will be able to keep up with cultural development through setting up well-planned programs to secure a better future characterized with justice, democracy and respect for human rights.

Philosophy & Values:

- 1. Promoting vocational and association-related work within institutions and ensuring equal opportunities for target groups.*
- 2. Enhancing transparency and credibility in our activities like the promotion of participation, surveillance, and accountability for the sake of developing the Association and improving its performance.*
- 3. Strengthening solidarity, cooperation and vocational competition with all professional bodies and local organizations working in the fields related to our activities.*
- 4. Promoting democracy and human rights because they are critical to our standard of living and among the foundations of the civil society that we seek.*
- 5. Integrating local, Arab and international experiences, skills and information into our work abilities and qualities of the development services rendered to target groups.*

Purposes :

- Maintaining sustainable development.*
- Bridging the gap between village and city.*
- Participating in the development process.*

Principles Governing The Action Of The Association:

- We believe that man is the basic element of action and progress in the Association. Therefore, the Association is committed to supporting the development of community so that they are well-qualified, educated, competent and have relevant experience and to provide them with appropriate equipment to develop their capacities.*
- Providing employees with all that they need such as equipment and machines, and providing them with a comfortable and appropriate workplace, including but not limited to lighting and ventilation. The same is done for women who must be protected against all kinds of violence.*
- Creating equal employment opportunities for applicants regardless of gender, religion, color, and political trends.*
- Allocating specific places and times for smoking. Adhering to such times and places is a must.*
- Giving employees all their rights in accordance with applicable Labor Code.*
- Encouraging team and group work and holding staff consultations concerning crucial points touching the progress and action within the Association.*
- Recruiting not less than 5% of people with special needs and securing an appropriate workplace for them.*
- Boosting justice, transparency and democracy at work for the purpose of good performance and job satisfaction.*

General And Sub - Strategic Objectives:

1. Development of human and association-related resources.

- *Providing training courses in the areas of development and management.*
- *Promoting development and the building up of the Palestinian civil society and identifying the requirements for this process.*
- *Disseminating legal awareness among all sectors working with the Association and familiarizing the Association with all methods of defending its rights.*
- *Offering legal advice and assistance to those working in different areas related to the work of the Association.*
- *Spreading awareness on economic, social, health and Psychological reality and building a base for relevant information.*

2. Development of Trade Union Action:

- *Enable workers to organize themselves and select their representatives freely.*
- *Training labor organizations in the areas of labor, culture Professional safety, human rights and other issues related to workers.*
- *Familiarizing workers with their rights, providing legal advice to them and adopting their cases.*

3. Strengthening and promoting the role of women in the Palestinian society (Supporting women's social role):

- *Educating women, culturally and professionally.*
- *Setting up productive projects for women and then marketing their Products.*
- *Addressing the issues of early marriage and violence against women.*
- *Activating working and non-working women's potential through education and training in order to create careers that fit the social and geographical environment, and then integrating these women into the local labor market.*

4. Activating The Role of Youth:

- *Identifying the needs and problems of youth and contributing to their resolution.*
- *Holding training courses and workshops that will deal with issues of youth, democracy, and other issues concerning the youth sector.*
- *Enhancing hobbies of the youth by forming youth teams who will practice and develop creative hobbies under the direction of the Association such as: Dabkeh (folk dance), acting, singing, drawing, sports and arts.*
- *Making youth aware of the importance of democratic thought and peaceful solutions to conflicts and disputes.*
- *Developing the youth's "Intellectual Level" and building up youth leaders who will be able to contribute to the direction and guidance of youth.*

5. Paying Attention To The Issues Of The Elderly And The Marginalized:

- *Employing the elderly in a way that suits their reality and creating a healthy and entertaining environment for them.*
- *Providing emergency assistance for the unemployed, needy families, families of martyrs and Prisoners, widowers and orphans.*
- *Helping orphans and children of the unemployed through ensuring education, scholarships and treatment for them.*
- *Helping needy families and securing their needs.*
- *Setting up programs of awareness and education for the marginalized.*

6. Participating In The Development Process:

- *Backing consultation and dialogue amongst those working in productive enterprises.*

- *Embarking on employment projects that will generally benefit the local community.*
- *Enhancing the spirit of joint work and holding training workshops for the establishment and management of small enterprises*
- *Building, developing and upgrading individual capacities in order to create job opportunities in an attempt to fight poverty and unemployment.*
- *Building up a community development culture.*

Target Groups:

The Association will pay great attention to the development of all sectors and classes of the local community in the West Bank, including Arab Jerusalem, as well as Gaza Strip, focusing in particular on the following categories:

- *Women*
- *Workers*
- *Youth*
- *The elderly and the marginalized*