**Human Resources** :

Anas al Alqaryouti is the mentor, who is contacting the volunteers and contacting the associations before during and after the mobilities and the projects coordinator with all the associations. Also, he

is the person who selects the participants with Ihab Sabbah and Shadi Zaatra

Ihab Sabbah is the evaluation person who evaluates the process of the volunteers during and after the mobilities and follows up with them about their experiences.

Maysa Karkar is in charge of all the financial officer who takes care of all the financial process.

**Profile**:  our target group is young people between 18-30 years old with or without previous experience in tour field in non-formal education. who are willing to discover their potential and boost their creativity through our activities, improve their skills and empower our community. on the other hand, we are believing in gender equality which leads us to involve all the genders in our activities, The gender balance will be ensured by selecting the equal number of participants from each gender to participate.

regarding the demographic features of our target group, Palestine has a different case because of the occupation ( our target is a mix between youngsters from West Bank, the occupied land including Jerusalem, and Gaza strip). according to the percentage of participants, the participation from West Bank is the most because the participants of Gaza can't get easily the permission to leave Gaza so most of their participation is inside locally. as for Jerusalem participants are easier to travel because some of them have the Israelian passport which doesn't need a visa.

the ethnicity of our target group divided between Muslims and Christians participants.

**Participants with fewer opportunities**: our activities includes and involves youngsters with economical obstacles, as we mentioned young people from poor areas, young people who work with low wages and unemployed youngsters. Especially that Palestine has a special case with unemployment high rate.

on the otherwise, we involve youngsters who have social or cultural obstacles. for example, we have two partners who deals with youngsters were subjected to family violence and other partners who we work with LGBTQ rights ( for example we have a young Palestinian gay who got an ESC opportunity in Turin this year, but regarding the coronavirus situation he is still waiting to travel).

also, we are targeting young Palestinian who was in Prisons because they are marginalized groups in Palestine and we believe to give them the opportunity because Israel used the most terrible ways of torture and violence with them, so we involve them to change their behaviours in a natural way without letting them feel they are seen in a negative way and help them employ their energy in useful activities.

last but not least, encouraging women to get to know their rights which let them understand their human rights, involving young women in our activities increase the awareness of not accepting early marriage for example, or giving a lot of girls who could not travel because of social obstacles the opportunity to raise their awareness about their rights to chose what they want and empowering them to fight for their rights.

regarding the geographical, this is one of the big obstacles for us, for example, we try to

have some partners in Gaza strip, but according to the occupation, we interviewed a lot of Palestinian in Gaza strip, but we didn't have a lot of participants who could get the permission to get out of Gaza, for example,there are a lot of young women in Gaza said " we are living in a prison called Gaza". in the otherwise, we have a lot of Palestinian Participants who live in the occupied land, and a lot of Palestinian who live in area C ( where Israel retains near exclusive control, including over law enforcement, planning and construction). on the other side, we focus also on involving youngsters from rural areas and villages, because youth from the cities have more opportunities, so within our activities in the marginalized areas, we try to set up a database of youngsters to include them in our international mobilities.

also, we target young activists who want to create a change but they don't find an association to help obtain permissions to carry out the activities (activities within our goals) which means for us leading youngsters to make and chose their decisions.