

Employment in the Negev Arab Bedouin Society

Status Review and Mapping of Employment in the Negev Arab Bedouin Society, and Model Recommendations for Establishing Co-Impact Negev Operations



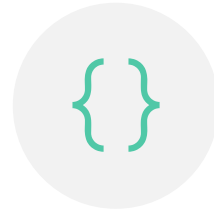
Table of Contents



Introduction



Background
Data



Challenges



Model

Purpose of the Study

- **Mapping the fields of employment and education of the Arab Bedouin society in the south.** Among the population of the study – 18-45 year olds from the Arab Bedouin society in the south with at least 12 years of schooling.
- **Formulation of practical recommendations for an action strategy** that will be used by Co-Impact in working with employers and candidates in the Negev.



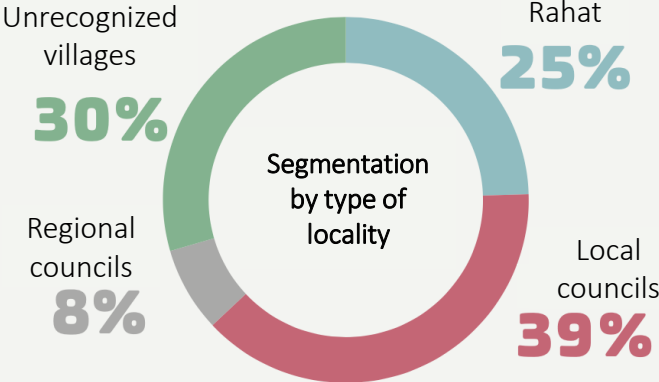
Background Data

Demographic Data

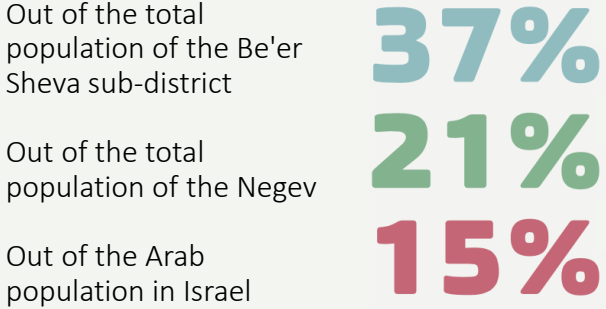


46,000

Registered at one address in the Population Authority and at another address in the Regulation Authority

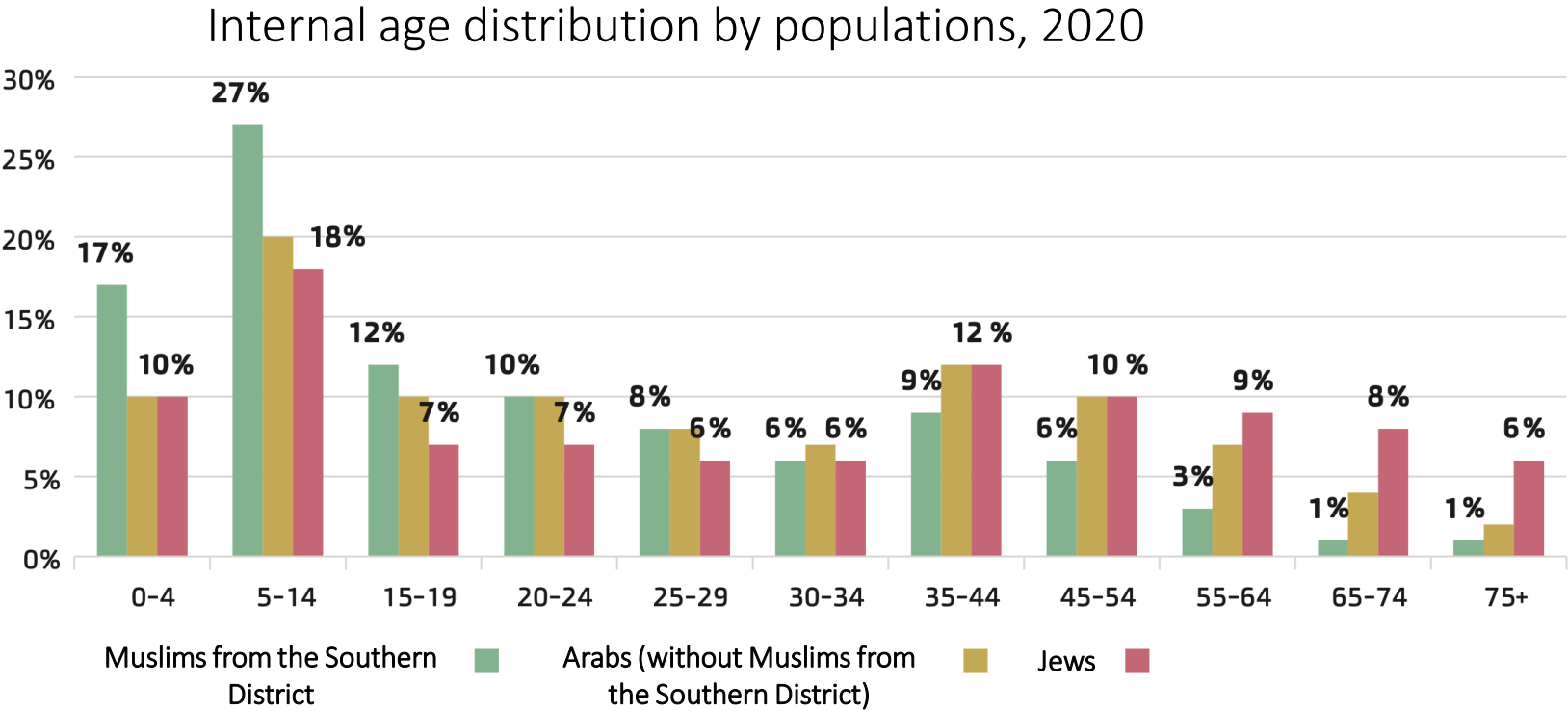
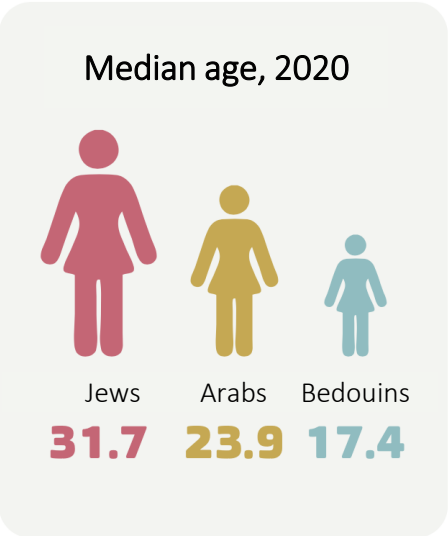


At the end of 2020, the Bedouin population in the Negev numbered about 290,700



91% of the public infrastructure in local authorities in the al-Qassum and Nave Midbar regional councils is missing

Demographic Data



➤ From the age of 35 onwards the picture is reversed and the relative share of Arab Bedouins is lower than the rest of the populations. This is due to the high birth rates and lower life expectancy.

Socio-economic Data

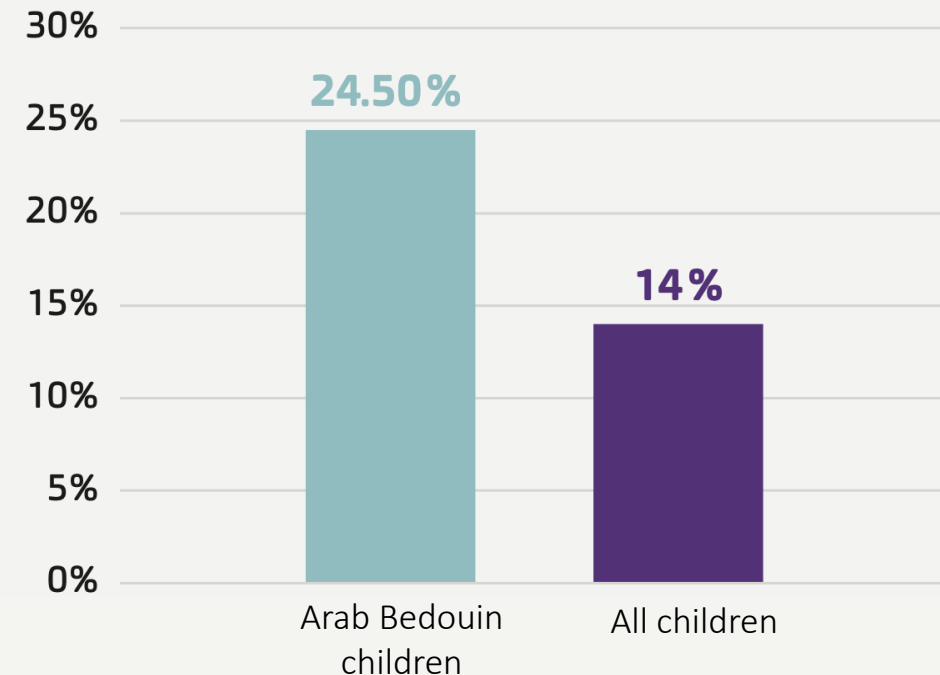
4 out of 5 children

From Bedouin society were below the poverty line in 2018



Compared with 3/5 in the Arab population and 1/5 in the Jewish population

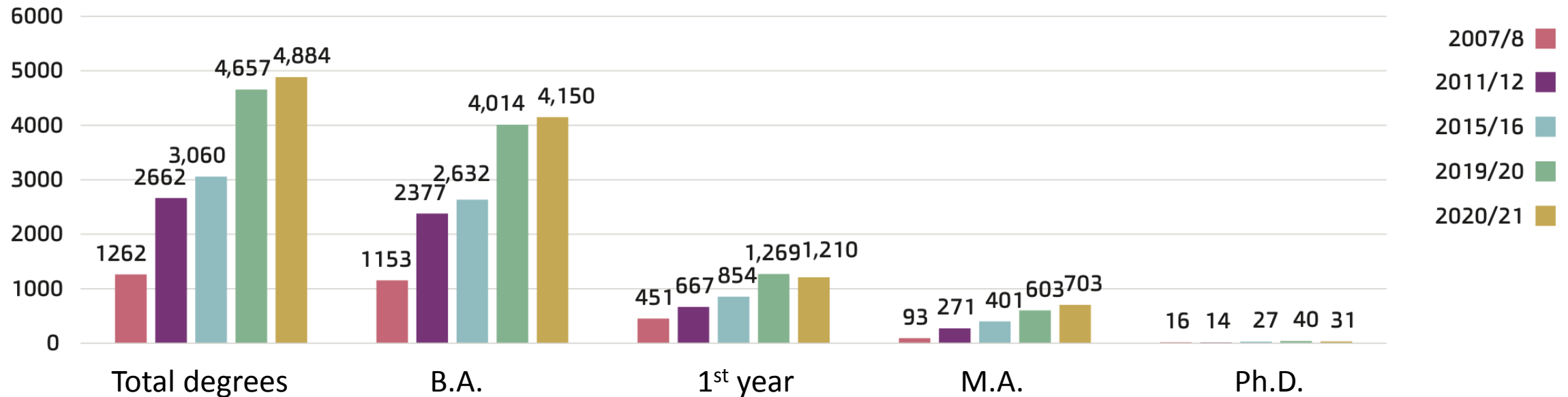
Rate of children belonging to families in need of welfare services, 2018



- These severe poverty figures reveal a partial picture, as they do not include the unrecognized villages, whose situation is even more serious.

Academia – Representation of Bedouin Society

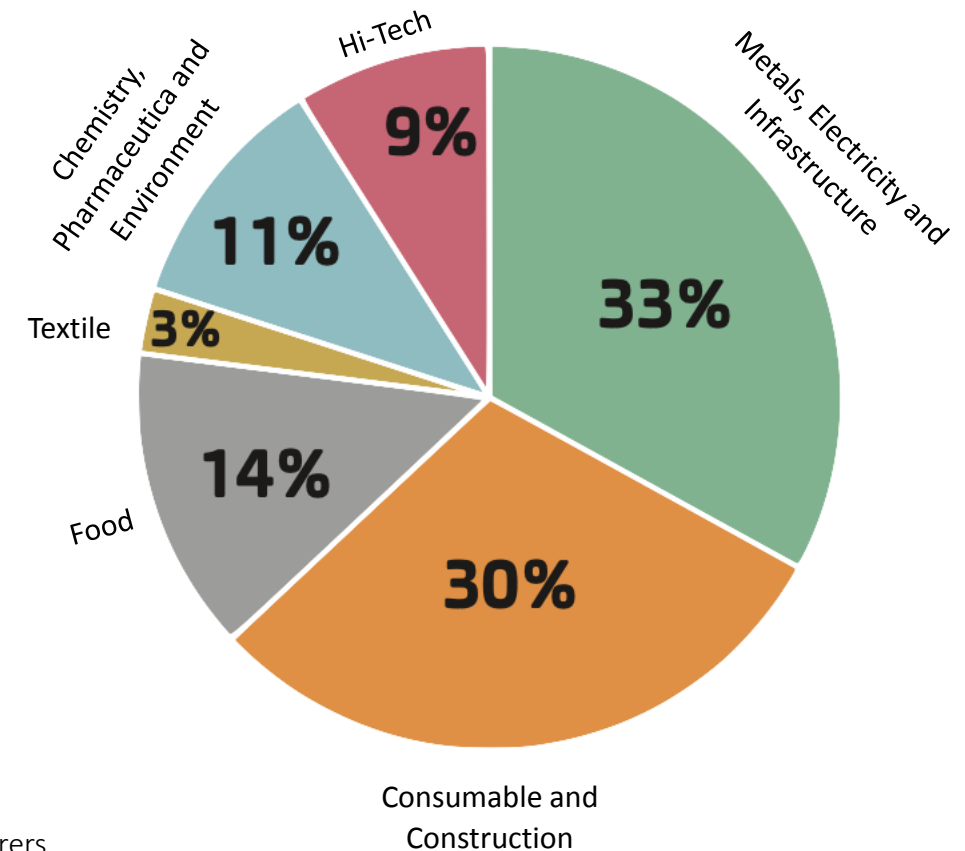
Perennial image of the Arab Bedouin society in higher education, selected years of study



- Year 2020/21 presents a more complex picture since alongside the general increase: the number of first-year students decreased compared to the previous year and there was a significant decrease of almost 25% in the number of Ph.D. students.
- Women became a decisive majority in most fields.
- In the coming years, a stream of Bedouin academics, mostly women, is to be expected, starting at 700 graduates per year and growing.

Employment Market in the South – Sectors

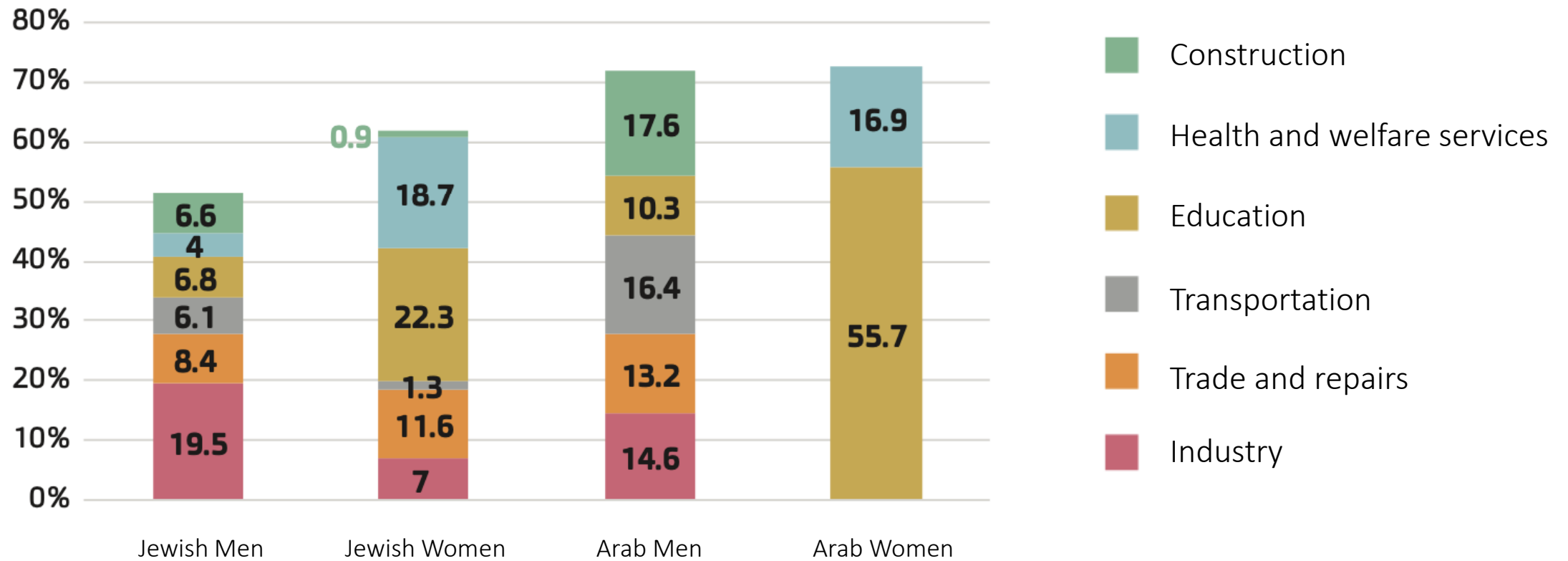
- The portion of blue-collar jobs is greater compared to the rest of the country.
- The portion of white-collar jobs is smaller compared to the rest of the country.
- **However, we are witnessing a growing trend of southern centers and branches of companies from other sectors being established: services, finance, tech, and others.**



Source: Roadmap for the Future and Negev Industry Development, Aviv Hatzbani and Johan Atlan, Negev Manufacturers Association, South Area and Negev Council, 2017

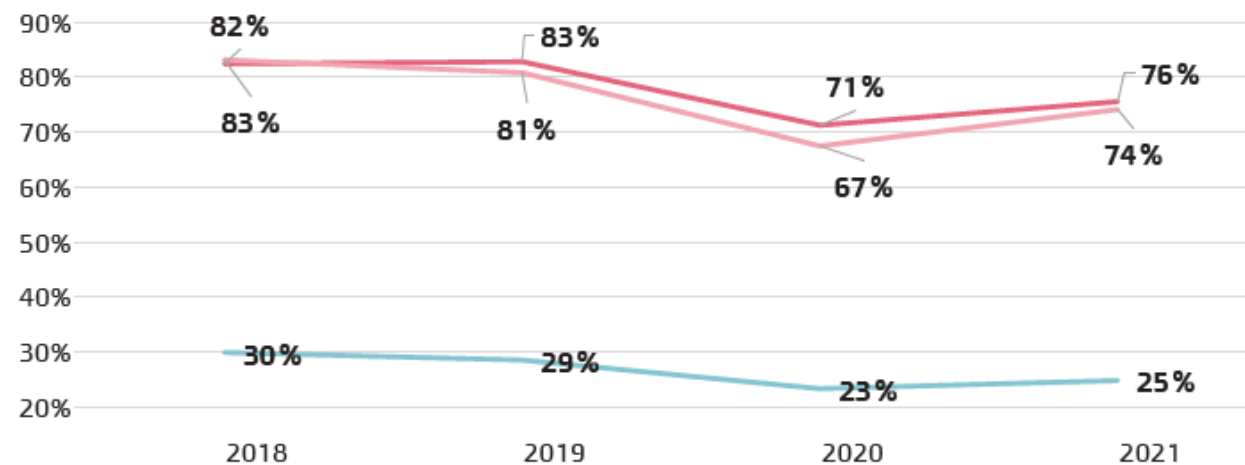
The Labor Market in the South – Industries

Major industries among employed persons from the southern region, by population group and gender, 2012-2017



Employment Rates in the Negev, 2018-2021

Women

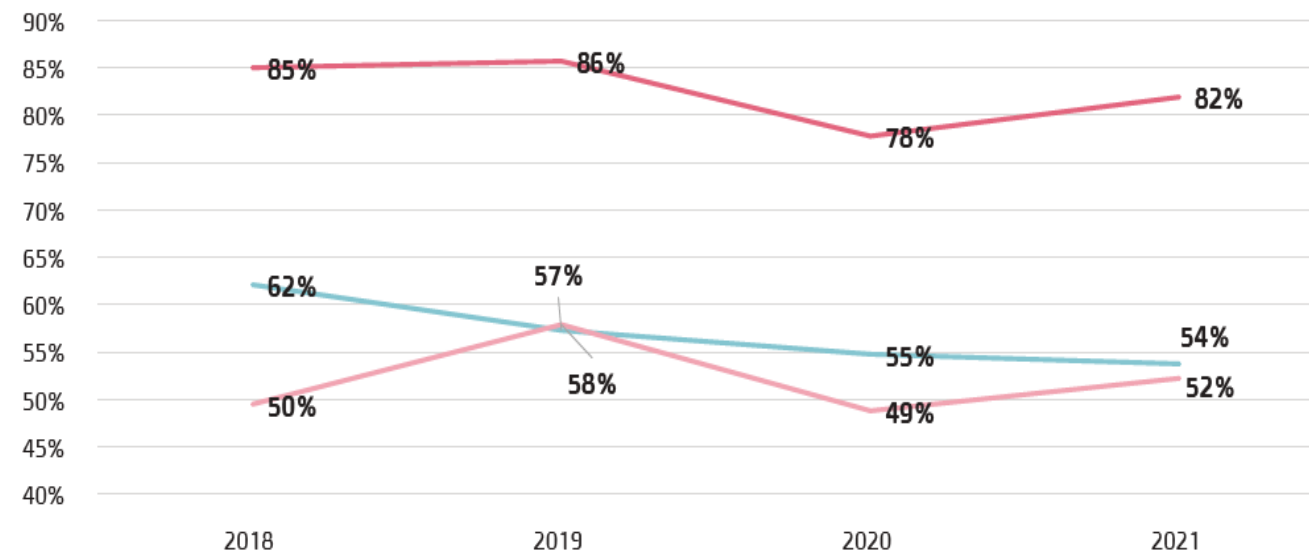


Haredis

Non-haredi
Jews

Bedouins

Men



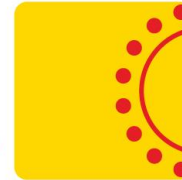
Government Resolutions

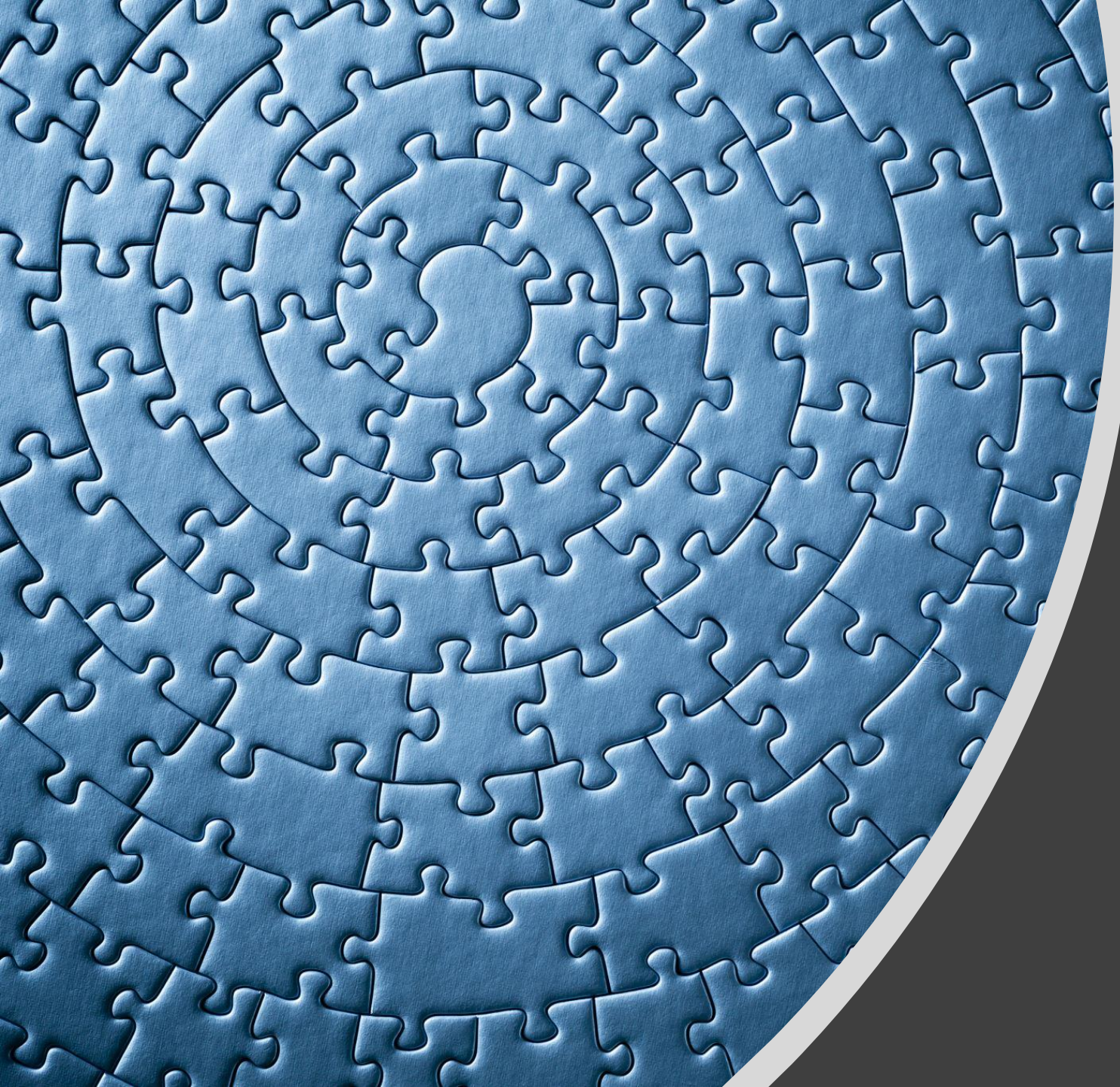
- Over the past two decades, the government has decided to take action **to reduce the gaps between the Arab Bedouin society of the Negev and the general Israeli population.**
- Just recently, a third five-year plan was ratified, focusing on **social and economic promotion of the Arab Bedouin society.**



However, successes are few and the state has difficulties actively utilizing the allocated budgets

Main Organizations in the Field





Challenges of Arab Bedouin Integration in Employment

Challenges of Arab Bedouin Integration in Employment

The research revealed, both through background data and the numerous interviews conducted, many details that together outline the challenge of integrating the Arab Bedouin society in employment

Infrastructural Gaps

- Education system (quality and infrastructure)
- Mobility
- Weak authorities
- Physical infrastructures (sewage, water, power, roads, communications)
- Land issues

1st Generation to Work and Study

- Insecurity, low sense of capability
- Lack of support from the environment
- Passive learning and work
- Focus on few professions
- Lack of familiarity with the employment market
- Lack of role models

Challenges of Arab Bedouin Integration in Employment

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Trust, Relations with Jewish Society

- Segregation between the Bedouin and Jewish populations
- External events (e.g., security crises) impacting the willingness to employ
- Suspicion towards the Jewish Society and State
- Mistrust, racism, and bias by from the Jewish side
- Employer suspicion of intra-Bedouin violence filtering into the organization

Complex Challenge

- Literacy (Arabic, Hebrew, English, technology)
- Slow processes
- Society undergoing change
- Societal and cultural barriers
- Internal cultural/family discrimination in the Arab Bedouin society
- Heterogeneity in the Arab Bedouin society
- Violence and crime

Challenges & Opportunities by Stakeholders

	Arab Bedouin Community	Employers
Opportunities and Strengths	<p>A society undergoing change; increase in education rates; increased freedom of movement for women; increased rate of employed women; willingness to go to work.</p>	<p>Changing work practices (due to Covid-19); increase in willingness for diversity and inclusion; need for production floor workers and tech-professional jobs; employers' flexibility toward adjustments for the Arab Bedouin population.</p>
Challenges and Weaknesses	<p>A traditional, tribal society; poverty; patriarchy; mistrust of others (Jews, Arabs, other families inside the Bedouin society); education; reliance on allotments; segregation from the Jewish society; mistrust of the institution.</p>	<p>Lack of familiarity with the Arab Bedouin society; racist perceptions; perceiving the Arab Bedouins as relevant to production jobs only; tough competition over professional jobs.</p>

Challenges & Opportunities by Stakeholders

	Civil society	State
Opportunities and Strengths	<p>Connection to the field; adapting programs to the population's needs; professionalization; growth in the quantity and quality of organizations; reinforcement of connections to state resources.</p>	<p>Change of consciousness in the secretariat; new government resolution; connection with the Bedouin in the field is taking form; experience is being accumulated by implementing programs.</p>
Challenges and Weaknesses	<p>Shortage of quality manpower; shortage of budgets; limited deployment; lack of coordination between organizations; difficulty establishing relations with employers.</p>	<p>Shortage of solutions; no suitable representation for the Bedouin society in secretariat jobs and decision-making centers; no suitable responses and targets; lacking infrastructures; shortage of long-term plans and resources; difficulty utilizing budgets; lack of uniformity in population data.</p>

SWOT – Co-Impact, Towards Initiating Negev Operations

Strengths

- Developed and proven work model
- Collective-impact model: employers, government, civil society, philanthropy
- Expertise in Arab society
- In-depth understanding of the business culture
- Speak the employers' language
- Strong network of employers in the center and north (including site-owner employers in the Negev)

Opportunities

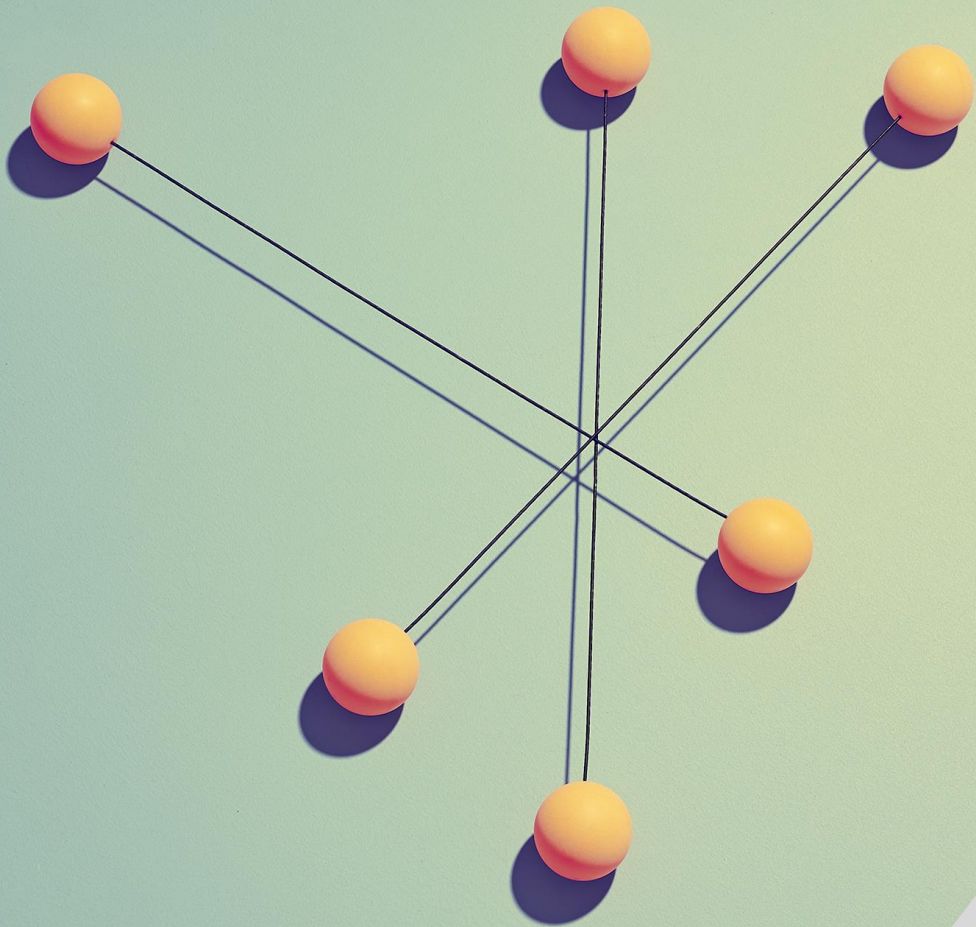
- Growth of the Negev business sector
- Government resolutions that streamline significant state funds toward financial and occupational development
- Increasing awareness and changing the conversation (for the better) of the government secretariat in the context of the Arab Bedouin society
- Modernization and education processes

Weaknesses

- The existing work model is unsuitable for the Negev reality
- Lack of familiarity with the complexities of Negev employment
- External to the Bedouin society

Challenges


- Shortage in Bedouin manpower ripe for quality employment
- Frequent tension between Negev populations
- Automation processes and reduction of production floor jobs



Proposed
Systemic Model

Entrance Strategy

Reality in the field

- Programs and actions being developed without including the Arab Bedouin community
 - Employment integration thus far have yielded severe disappointment
 - Suspicion and lack of trust in initiatives originating outside the community
 - Risk-averse impoverished population (prefer the known over the perceived risk)
 - Small and collectivist population where information flows rapidly
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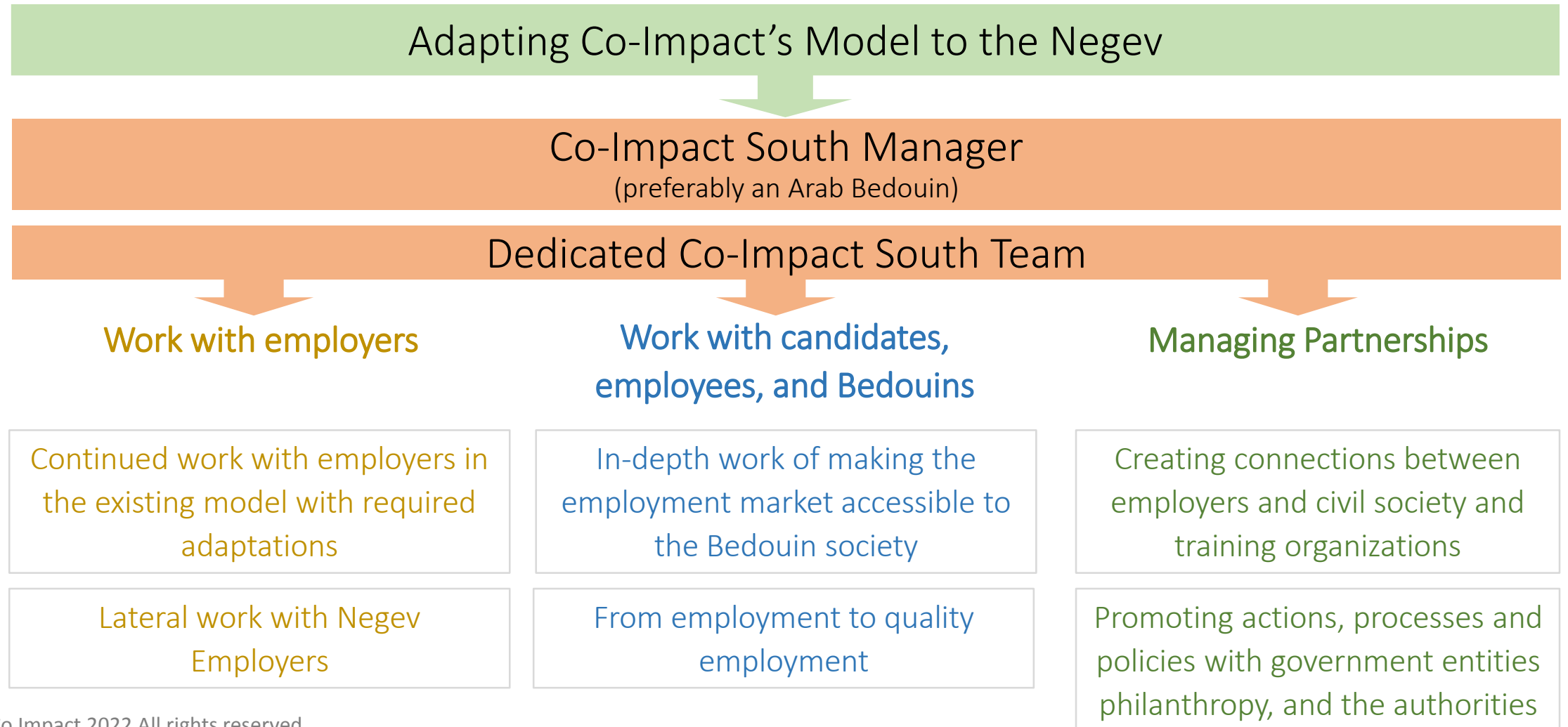
“One Shot” – the entry stage is critical to generate trust and will impact continued operations directly.

Therefore, the entry strategy should be cautious and include:

- Integration of the Arab Bedouin population in the planning, management and execution in the Negev.
- Focused (not lateral) investment of resources in the programs that will yield positive results and generate trust and high satisfaction among participants, a positive echo of the community efforts.

A Collective Strategy – Organizational Dimension

The strength of Co-Impact – the ability to bring actors from all sectors together to promote a shared purpose – is a key component to reaching the employment targets of the Negev Bedouin population.



Co-Impact's Key Role

- Co-Impact is perceived by the government as a professional organization with expertise on employment in the Arab society, including comprehension of employer needs. This resource must be used to promote the joint purpose and flood the needs in the field to the relevant officials at the Department of Socioeconomic Development in the Arab Bedouin Society, Labor Division, Employment Service, and Investments Authority.
- Co-Impact is an independent organization that coordinates the needs of both employers and organizations in the field and reinforces in-depth relations with main Israeli and overseas donors.
- Therefore, Co-Impact can mediate between donors and organizations in the field.

Co-Impact's Key Role

Managing Partnerships

Civil Society

Regional Clusters

Government

Philanthropy



Detailed Work
Recommendation

Guiding Principles – Chronological Dimension

In the chronological dimension, the model will roughly separate actions by three types:



Low-hanging fruit

Relatively simple actions that can be implemented in the short-term



Mid-hanging fruit

Mid-term actions that require preparation or more complex field work



Flowers (potential fruit)

Long-term actions with numerous participants that require complex processes

Work Recommendations with Employers

- The research indicates that there are significant challenges in working with employers in the Negev, **from bias and racism through lack of recognition in the Arab Bedouin society as potential quality labor, to significant obstacles to employment integration** even when all parties are interested.
- Accordingly, the model includes work with employers on two fronts:
 - Continued operation of the existing model with employers: **recruiting significant employers in the Negev and developing a long-term process that sets quantitative and qualitative goals** to integrating Arab Bedouin manpower in employment.
 - In addition, **creating a new program for all Negev companies** (including companies that are uninterested in a long-term process or that do not meet the Co-Impact profile) that does not require commitment to an in-depth process and allows for lateral work with employers.



Focusing efforts on working with existing and/or mature (companies) employers.



Recruiting additional companies that operate in the Negev to work according to the existing Co-Impact model.

Work Recommendations with Employers (sequel)



Making information accessible and **lobbying with existing employers nationwide about governmental incentives** in the Negev.



Generating **adapted contents to the unique characteristics of the Arab Bedouin society** for Co-Impact's existing solutions.



Creating a fast ("slim") track to include employers that will not enter a long-term process and allow for quick wins on a small scale.



Establishing a Negev employer forum that will also include employers that are not in a long-term process with Co-Impact.



Establishing local hubs that will allow to work inside the community, ensuring a safe space and instilling occupational capabilities in populations that have not yet assimilated in the labor market.

Work Recommendations with Candidates, Employees, and Arab Bedouin Community



In-depth work to **change the perception among candidates, employees, and the Arab Bedouin community about employment** (relevancy of additional career paths, exposure to employer types, broad look at careers). Work must include **development of a multi-dimensional process** that includes a media campaign fit for the Arab Bedouin society, including field work inside the settlements, **together with community leaders**.



Locating **motivated employees with high potential for development and building designated career tracks** to promote employees who work at jobs that do not suit their education and/or skills. The model will include **work with employers to locate potential participants** and build individual programs alongside training programs with training organizations and institutions.



Building new solutions (with relevant partners from the civil society and the education and finance ministries) to **develop human capital in the early pre-employment stages**: occupational guidance programs for youth who are not potential academics (e.g., cooperation with the Technological Education Administration at the Ministry of Education).

Civil Society Organizations and Training Organizations

- The Bedouin society is suspicious toward organizations and programs that are perceived as external. Therefore, it is highly important to **build trust with the community by generating partnerships with leading figures and local organizations in the field** that know the true needs and cultural nuances and are awarded the community's trust.
- **Co-Impact is extensively knowledgeable about employers and their needs**, allowing a dialogue between them and the civil society organizations. This knowledge is significantly lacking in the field.
- There are **opportunities for immediate interfaces and connections** between training organizations, the community, and employers.



Building partnerships and in-depth work with local training institutions and organizations: non-profits, technological and professional training institutions, institutions of higher education, the Institute of Technological Training, Rayan.



Mapping and coordinating human capital-related employer needs



Designated manpower training to promote employment (reinforce existing employees and new human resources).



Connecting Negev-based employers with existing relevant training programs.



Building (missing) solutions with relevant civil society and training organizations according to the mapping.

Western Negev and Eastern Negev Authorities

- **Both Negev authority clusters (East Negev and West Negev) include both Jewish and Arab Bedouin local authorities entrusted with the promotion of regional issues, with an emphasis on employment. Their main advantages:**
 - Access to government budgets; regional concept that allows for solutions to challenges of both small and weak cities; innovative and flexible approach; relations and interfaces with local authorities; regional actors with lateral influence that can cooperate among them, thereby actively covering the majority of the Negev Bedouin society.
- **The research indicates that there is significant willingness to cooperate with Co-Impact.**



Building partnerships with the West Negev and East Negev authorities toward the joint development of training and employment projects.



Utilizing Co-Impact's capabilities to improve existing employment-related processes at the authorities.



Developing regional solutions (e.g., developing industrial areas, fares, hubs)

Government Entities

- Government tools utilized in the south are not sufficiently effective and require significant adaptations and expansions to allow them to be used in the scope needed.
- Co-Impact is perceived by the government as a professional organization with expertise on employment in the Arab society, including comprehension of employer needs. This resource must be used to promote the joint purpose and flood the needs in the field to the relevant officials at the Department of Socioeconomic Development in the Arab Bedouin Society, Labor Division, Employment Service, and Investments Authority.
- At this time, there is a significant opportunity, in light of the government's latest resolution that **only recently began to be implemented and includes enormous resources, to be used in the most effective and quality manner.**



Locating obstacles in training and proposing solutions (e.g., providing subsistence payment to reduce participant dropout rates).



Reporting employer and candidate needs to government entities (e.g., participation in fares, adapting employer incentives).



Adapting the targets and measurements of government plans to reality in the field (e.g., expanding the Rayan solutions to academics)



Integrating workers/consultants from the Arab Bedouin society in the decision-making and policy-shaping processes.

Philanthropy

- In recent years, **philanthropic organizations have been increasingly interested in investing in the Negev Arab Bedouin society**. Philanthropic funds allow the rapid execution of creative and innovative solutions, compared to public funds.
- **Co-Impact is an independent organization that coordinates the needs of both employers and organizations in the field and reinforces in-depth relations with main Israeli and overseas donors.**
- **Therefore, Co-Impact can mediate between donors and organizations in the field that operate relevant programs to promote employment.**



Building a coalition of philanthropists who are interested in quality field programs. This setting will allow a platform that would make the social programs and initiatives in the field philanthropy accessible to philanthropy, enabling collaborative thinking about creative and rapid solutions to facilitate the issue.

Thanks

We would like to thank the members of the steering committee of this applied research project for their contribution to the research findings and recommendations:

Ahmad Mwassi - Program officer of Arab society, Edmond de Rothschild Foundation

Nawa Jahshan Batshon – CEO, Co-Impact

Eileil Amir-Kassif – Director of the Center for Higher Education– Employment, founded by Edmond de Rothschild Foundation

Samer Far – VP Consulting and Knowledge, Co-Impact

Dr. Manal Hreib – Responsible of Research, Evaluation & Assessment, Co-Impact

Noa Binstein – Research and Policy Director, Center for Higher Education– Employment, founded by Edmond de Rothschild Foundation

For the trust given to us, for the support and accessibility of organizational information, and primarily for the enlightening and educating notes that significantly contributed to the research outputs and model development.

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Dr. Nasreen Haddad Haj-Yahya, Aran Zinner and Yasmin Tamuz – Research Team, Nas **ناس-ONJ**

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