

Introduction

There is an international concern in HRS under the term 10/90 gap to support national health systems. The Palestinian HRS has a remarkable case; most likely due to system gaps and unstable environment. The pace of its activities is encouraging despite the shortcomings; its landscape is not sufficiently investigated with lack of knowledge.

Background

Palestine is a resource-less country undergo to occupation since 60 years ago with compound conditions affected negatively on all the important sectors, mostly health and education, which are not functioning properly. Health system and HRS activities slowly have been started after PNA establishment 1994. Nowadays, both systems are run by diverse health institutions.

Purpose

In light of knowledge scarcity, this is the first national study sought to investigate perceptions of policy makers, academicians and experts on HRS conceptualization, assess the HRS governance and policy, stakeholder, capacities, challenges and conclude best insights for strengthening.

Methods

Cross-sect. descriptive design

Qualitative approach

52 IDIs

6 sectoral FGDs

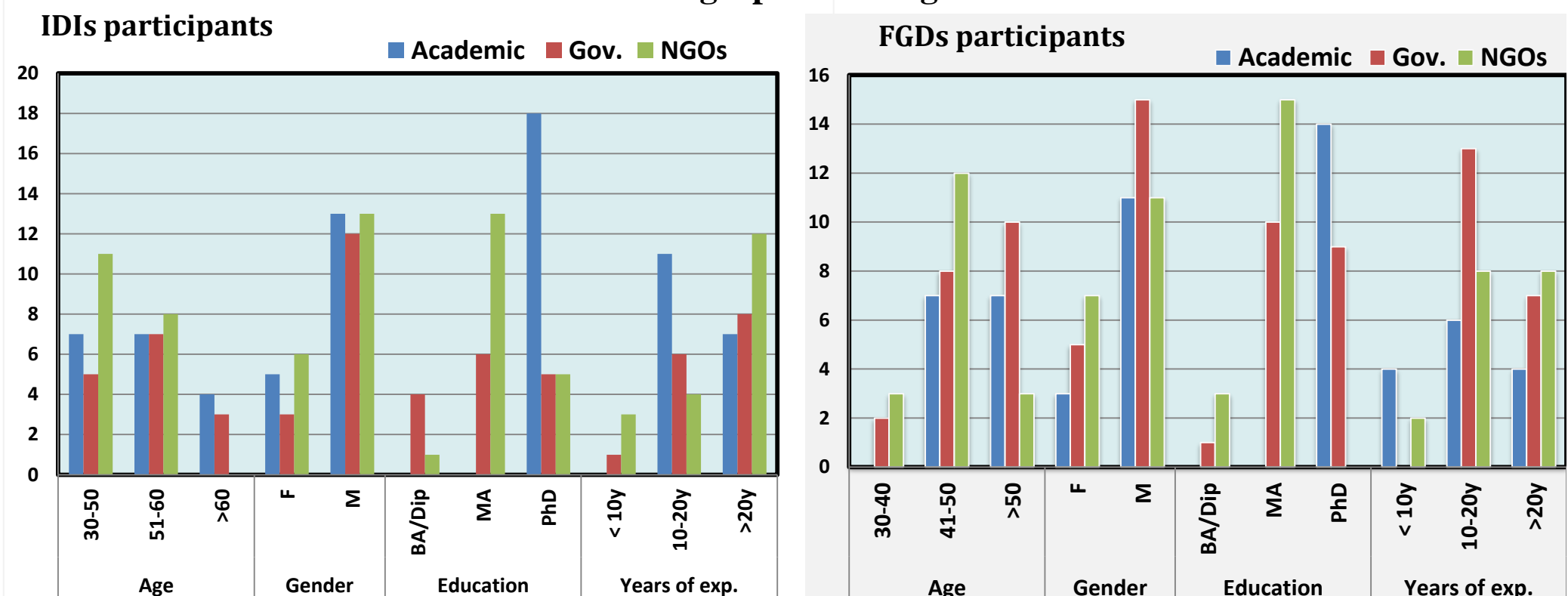
The study was conducted from January till July 2016 in Palestine, West Bank and Gaza. Two instruments with open-ended questions were used, IDI and FGDs, 52 IDIs and 6 FGDs with experts from three sectors, 8 academic bodies, 5 government institutions and 16 departments, and 15 local and international agencies, 104 experts were selected purposively, 52 for IDI and 52 for FGDs. Ethical clearances from Switzerland and Palestine were obtained. The information were MS word transcribed, texts rigour and reviewed, then imported to MAXQDA v.12 for analysis by thematic analysis.

Conclusion

PHRS is still at the bottom of national priorities, due to fragility status and political instability and its disastrous consequences. It is a nascent with uncertain structure and inactive organizing body, and absence of political commitment; despite the some progresses, it does not reach the hoped level yet. **The study suggested precious prospects to strengthen synergistically PHRS through; founding a cohesive regulating body combines all stakeholders to build a proper national HRS policy adopted cooperatively based on a regular-updated priorities; a need for underpinning HR and evidence-based culture among relevant sectors, specially decision-makers, and schools curriculum reinforcement; urge to allocate inherently budget for HRS capacities development and reactive the international role; and building an effective platform for information and knowledge transfer.**

Preliminary results

Socio-demographic findings



- ❑ **Palestine as an emerging country has plenty of health challenges on top of that is being a fertile environment for research and potentials.**
- ❑ **The overall experts perceptions were variant, HRS concept is not clearly conceptualised, few sufficiently recognized concept, goals and its functions.** The bulky agreed that health research is scientific approach to generate knowledge for health, some were almost consistent with WHO definition, two experts denied that there is as system.
- ❑ **The vast majority were not fully satisfied on the HRS performance, limited were fully pleased, Importantly, the political attention on HRS is significantly fragile, with foggy governance structure and regulatory status, multiple overlapped bodies along with absence of HR policy at the national level, some academic and international institutions were based on their own policy.**
- ❑ **Many respective HRS stakeholders are fully engaged and coordination is prominently not existed, therefore, knowledge transfer and evidence-informed policymaking is not well-applied yet.** HRS activities are most likely institutionally scattered-individually driven.
- ❑ **Research production is quietly progressing, but financing HRS is likely severely inadequate, not officially endorsed into the central public budget.**
- ❑ **HR culture and awareness** across all institutions was a weakest issue, *not fundamentally internalized* into stakeholders attitude, and into the institutions structure alike. Most of experts described it as the main obstacle could hinders HRS development.
- ❑ **HR priorities setting is not regularly updated, mostly stated** by institution initiatives not from national and inter-sectoral inclusive consensus.
- ❑ **A significance compromise that there is a abundance of qualified-unexploited human resources with poor incentives system, while the other capacities are evidently lacking of advancement, infrastructure (e.g. good information system, journals, sophisticated labs, technologies...ect).**
- ❑ **There is a real investment prospect for the international agencies to play more a lively role with local authorities** in reinforcing Palestinian HRS.
- ❑ **The key challenges at the national level were the political instability and occupation practices (e.g. blockage and movement freedom, facilities demolition, materials and goods restrictions, ..ect), and the Palestinian political division** which led to split the national bodies with different visions.

