Table 1: HRS resources and infrastructure capacity (HRSRIC) in Palestine

<table>
<thead>
<tr>
<th>Theme</th>
<th>Theme 1: description of HRSRIC status</th>
<th>Theme 2: Limiting factors</th>
<th>Theme 2: Enhancing factors</th>
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</thead>
</table>
| **Gov.** | - Existed infrastructure and human resources  
- Existed but insufficient  
- Existed but insufficient and non-sophisticated  
- Insufficient with untrained staff  
- Very weak with good staff  
- Insufficient with good human resources  
- Insufficient with existed trained staff  
- Plenty of human resources  
- Only existed human potentials  
- Sufficient R&IC, especially in academia  
- Limited R&IC  
- Limited R&IC  
- Weak R&IC and infrastructure  
- Scarcity except a qualified staff  
- Scarcity of R&IC  
- Scarcity of R&IC  
- Very weak R&IC and infrastructure | - Brain drain and lack of manpower, data statisticians, and analysts  
- Limitation of equipment, technology, and advanced facilities  
- No specific budget and active body  
- Lack of national fund, and mostly externally-dependent  
- Lack of coordination  
- R&IC insufficiency in all HR sectors  
- Duplication and fragmented institutional potentials  
- Resources inefficiency and misuse  
- The economic and political breakdown  
- Serious lack of specialized HR, cancer, genetic, molecular, RCTs  
- Poor academic curriculum  
- Time constraint to the researchers | - Develop the researchers and policymakers competency and expertise via continuous education  
- Boost the internal and external exchange programs  
- Encourage health professionals on in-job research  
- More investment in under and post-graduates in HR  
- Good management of better allocation and rational utilization,  
- Political will and certain capacity development vision  
- Fixed budgets allocation and founding a national fund (5% from MOH’s budget for HR)  
- Expand the R&C of good HR prioritization and production such as experimental studies  
- Revitalize the international support  
- A system to govern and develop all R&IC properly through a harmonized sectorial approach  
- Collective strategic thinking to identify our HR priorities and then the required national capacities |
| **Acad.** | - Existed capacity but untapped manpower  
- Existed facilities and qualified manpower  
- Great potentials and experts exist  
- Good R&IC and advanced facilities  
- Existed R&IC, especially in academia  
- Insufficient capacity with talented experts  
- Varying capacity with good manpower  
- Limited capacity and facilities with well-qualified staff  
- Limited R&IC with certain infrastructure  
- Limited R&IC  
- Limited and scarce R&IC  
- Limited capacity and relative good experts | - Lack of management and rules  
- Lack of sustainable national fund, mostly external and individual fund  
- Lack of leadership and support  
- Brain drain and lack of incentives  
- Time constrain to do HR  
- Lack of skills and competencies in advanced HR studies, methods..etc.  
- Individual HR for personal goals not for society benefits  
- Shortage of human resources  
- Academia curriculum is weak  
- Obstacles of the political context | - Good management by MOH for optimal allocation of sufficient budgets and resources  
- Founding a system and reform strategy to set an empowering vision for upgrading the infrastructure  
- Promote the learning approach inside the Palestinian institutions  
- Capacity building programs for policymakers and researchers and allocate enough time for HR  
- Avoid the politic impacts in health  
- Pay attention to experimental HR  
- A need for PNIPH role to develop HR capacities  
- Exploit the donor’s support in the capacity advancement  
- Expand the local and international partnerships and exchange |
<table>
<thead>
<tr>
<th>NGO</th>
<th>Weak capacities and potentials</th>
<th>Resources misallocation</th>
<th>initiatives</th>
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<tbody>
<tr>
<td></td>
<td>- Weak capacities and potentials</td>
<td>- Resources misallocation</td>
<td>- Renovate the school’s curriculum to be research-based and enhance faculty members loads</td>
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<td>- Very weak infrastructure and skilled experts</td>
<td>- Lack of university hospitals and infrastructure for specialized and basic HR, such RCTs</td>
<td>- A need for an electronic national library, technical HR center, and university hospitals</td>
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<td>- Poor HR facilities and no infrastructure</td>
<td>- Gaza Strip is more capacity-constrained than West Bank</td>
<td>- Enhancing research prioritization exercise</td>
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<td>- Too limited R&amp;IC</td>
<td>- Unshared databases</td>
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<td>- Nationally, basic needs for the MOH are not existed, while institutionally yes</td>
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<td>- Severe lack of bright minds, but our R&amp;IC are controlled by Israel</td>
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**NGOs**

- Excellent R&IC
- Existed R&IC, but need a proper use
- Good R&C, but does not reflect on the HR performance
- Good R&IC and infrastructure
- Insufficient capacity and very inspired staff
- Insufficient R&IC
- Limited R&IC
- Limited and undeveloped R&IC
- Weak R&IC
- Weak R&IC with brilliant manpower
- Very weak R&IC as no system and interest
- Very weak R&IC
- Poor R&IC and infrastructure and capable staff
- Poor R&IC
- Scarce R&IC in all sectors
- The absence of capacity but very good experts

- An organizing system is missing
- Maladministration and resources misallocation
- Unsustainable individual and external fund and deficiency of national, no specific budgets
- Lack of advancing plans to R&IC
- HR is competitive for personal purposes and lack of coordination
- Brain drain and HR is undervaluing
- Financial crises in academia
- Lack of manpower capabilities, training, and motivation
- Lack of technology use, advanced libraries and well-equipped facilities for RCTs or applied studies
- Duplication and fragmented institutional potentials

- A collective national body, PNIPH can take this lead
- A political will and attention should be presented
- Investment and sustainable and national official fund
- Urge the international agencies to assist the country research R&IC advancement
- Regular priorities setting to determine the required R&IC
- Sponsor and support the senior and junior researchers through incentives and exploit the postgraduates
- Maximize the use and allocation of the optimal resources
- Capacity buildings programs
- HR value and orientation should be enhanced
- Adopt the multi-disciplinary approach in HR
- Promote the R&C of the operational and clinical studies
- Complimentary HR environment rather than a competitive and public-private partnership
- A national network includes the state, academia, and NGOs, to coordinate and mobilize R&IC
- The active role of the SRC and LPHA