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

HRS resource and infrastructure capacity (HRSRIC)			
Theme / Sector	**Theme 1: description of HRSRIC status**	**Theme 2: Limiting factors**	**Theme 2: Enhancing factors**
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 - Scarce except a qualified staff - Scarce of R&IC - Scare 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&C, 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

	- Weak capacities and potentials - Very weak infrastructure and skilled experts - Poor HR facilities and no infrastructure - Too limited R&IC - Nationally, basic needs for the MOH are not existed, while institutionally yes - Severe lack of bright minds, but our R&IC are controlled by Israel	- Resources misallocation - Lack of university hospitals and infrastructure for specialized and basic HR, such RCTs - Gaza Strip is more capacity-constrained than West Bank - Unshared databases	initiatives - Renovate the school's curriculum to be research-based and enhance faculty members loads - A need for an electronic national library, technical HR center, and university hospitals - Enhancing research prioritization exercise
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 and improving with good staff - Insufficient capacity and very inspired staff - Insufficient R&IC - 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