



State of Palestine



Annual Report

General Military Training Commission

2018





General Military Training Commission for the Security Forces (GMTC)

GMTC is a statutory body that developed its policies based on the 2007 presidential decree, concerning the military and security training. His Excellency, President Mahmoud Abbas, the supreme commander of the security forces issued the decree after reviewing the Basic Law of 2003 and its amendments as well as the Security Services Service Law (No.08) published in 2005. Based on this review, the presidential decree commanded the following regarding the military and security training of the Palestinian security services affiliates:

“The basic military training is to be held at GMTC for all PASF members and standardized; thereby considering GMTC to be the sole commission in charge of training.

1. GMTC Vision

To deliver standardized, professional, distinguishable and efficient military training that conforms with the Palestinian leadership directives and security doctrine.

2. GMTC Statement

GMTC provides first-class military training that guarantees the PASF members performance and enables them to perform their tasks and duties of providing security to Palestine and its people.

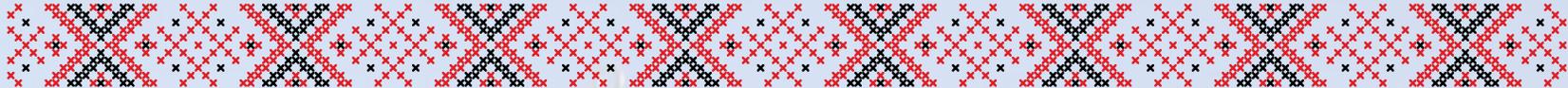
GMTC Standards, Values, and Work Principles.

GMTC realizes and understands that fulfilling its missions and duties professionally can have a negative or a positive on the performance of the PASF members. Furthermore, the more professionalism and competency GMTC implements in fulfilling its job, the more positive and constructive the Security Service's performance.

Hence, GMTC endeavours to implement its standards, values, and principles to excel and perform professionally based on the fundamentals, standards, and the doctrine of the laws and regulations effective in Palestine.

GMTC Standards:

- A. Guidance of the PASF Supreme Commander.
- B. Presidential decree concerning standardization of the military training at GMTC.
- C. Concurrence and conformity with the strategic plan of the security sector.
- D. Partnership, cooperation, and coordination with all related institutions of relevance.
- E. Meeting the actual training needs at the security institution.



GMTC Values and Work Principles:

- A. Allegiance and a sense of attachment to homeland.
- B. Leadership and working in a team spirit.
- C. Creativity and excellence.
- D. Accountability and transparency.
- E. Partnership and cooperation.
- F. Discipline.

3. GMTC Objectives and Policies:

Strategic Objective:

To develop and establish a military and security institute that is capable of following up with any phase's demands, meeting the training needs of the Palestinian security sector in a way that conforms with Palestinian leadership directives and finally act as an exemplary role model.

Policies:

1. To work on establishing a standardized policy, methodology and a strategy used to train at the level of the Palestinian security sector.
2. To work in harmony and conformity with the strategic plan of the Palestinian security sector.
3. To enhance partnership, teamwork, cooperation, and coordination with all of the related institutions.
4. To decrease the level of dependency on external and international funding and to lower training expenses, as well as to save costs of the state treasury.

Sub-objective (1):

To standardize and systemize the training according to law, order and the PASF Supreme Commander's decisions.

Policies:

1. To work on implementing and executing a consolidated policy for training at the security institution.
2. To work on establishing and consolidating curricula and training programs.
3. Establish training curricula in the Palestinian security institution
4. Meet the actual training needs and the requirements for all the branches of the security institution.



Sub-objective (2):

To enable the training staff in the training field, and provide financial capabilities, resources, and quality to ensure leveraging the level of training, trainers, and trainees.

Policies:

1. To work on designing highly professional training programs for GMTC training Staff.
2. To work on the training staff participation in the external/oversees courses delivered by the adjacent and friendly countries to elevate the competence of the military training.
3. To establish a system and standard manual to be used for assessment, follow up, feedback and motivating the trainer.

Sub-objective (3):

To provide a training environment suitable for competently delivering high-quality training.

Policies:

To provide all logistical components and requirements to support a high-quality training process; for it to be available and accessed easily at all times.





Speech by GMTC Commander Major General Yousef Al-Hilou

In the name of Allah, The All-Merciful, The Ever-Merciful

*“And say “Do [as you will] for Allah will see your deeds and [so will] His Messenger and the believers.”
Almighty God has spoken truly.*

As each year passes, we think that we have achieved significant accomplishments. Then the next year arrives bearing more progress and aspirations towards achieving our vision and mission. This progress is based on the guidelines and directives issued by his Excellency Mr. Mahmoud Abbas (Abou Mazen), Chairman of the PLO Executive Committee, President of the State of Palestine, and the Supreme Commander of the Security Forces. The parameters are issued in accord with the national policy agenda and the Security Sector Strategic Plan. Meanwhile, we hope that the next year will witness more accomplishments and successes.

GMTC has applied its maximum effort to accomplish its training programs and projects that aim to develop the performance of the security institutions' members. This, in turn, contributes to the establishment of a modern and professional military and security establishment. It develops the human capital through elevating the levels of performance and competence of the security institution officers, non-commissioned officers, and personnel, and provides them with knowledge, skills, and capabilities.

In this report, we have attempted to document the most critical activities that GMTC had carried out towards offering the standardized and joint training service efficiently and effectively to the security establishment affiliates by adopting best practices in training and making all training requirements available. Yet what set this year apart was that GMTC followed a new work approach based on formulating strategic plans. The aim was

- to save money, time, and effort,
- to ensure the sustainability of training in Palestine,
- to minimize the dependence on foreign aid,
- to strengthen the capability of the security establishment
- to rely on itself using the available skills,
- to create a training framework that relies on local staff and military and security training that is in accord with national plans and the actual needs of the security establishment.

To achieve this, GMTC will complete the training localization plan in the upcoming years and will organize training through the implementation of the administrative training program. This will validate

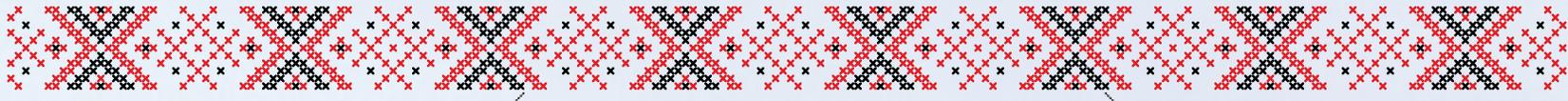


the joint cooperation and coordination between all administrative programs, thus reflecting positively upon the performance and development of the security institution.

Today, as we stand at the threshold of a new year, we bear in mind the achievement of our goals and the continuation of our efforts. These efforts would not be achieved without the support and encouragement of his Excellency President Mahmoud Abbas, the Supreme Commander of the security forces, and the directives and backing of his Excellency Prime Minister and Minister of Interior Dr. Rami Hamdallah. Also recognizing the vigorous efforts by all partners and supportive and financing parties, and the executive teams comprised of officers, non-commissioned officers, and personnel of both GMTC and CTI. I offer thanks and gratitude to all for the effort and diligent work they have undertaken to achieve our vision and mission in the establishment of an exceptional training institution that always ensures security and safety for Palestinian citizens. We pledge to move forward, and we look forward enthusiastically to the coming years to continue the journey of development and success.

We ask God, the Most High, the Almighty, that the aspirations of our great Palestinian people will be achieved in the building of our independent Palestinian state along the lines of 4 June 1967 with Jerusalem as its capital.





GMTC: A New Work Approach

The GMTC interventions for 2018-2020 have been based on the achievement of several goals, which wholly offer the training service effectively and efficiently, and ensure the existence of the mechanisms necessary for the sustainability of the training. They are also in accord with the national policy agenda, its priorities, and the strategic plan for the security sector. Additionally, remaining true to the aim of development of the human capital through elevating the levels of performance and competence of the security establishment officers and non-commissioned officers, and to provide them with knowledge, skills, and capabilities; thereby, reflecting on the development of the security establishment and the achievement of its goals, vision, and mission.

To achieve the aforementioned professionalization, a new approach has been adopted, which is based on many determinants and overlaps, and strategic reasoning that is primarily based on self-reliance and minimization of dependence on funders in support of training projects and programs. Here, several of the interventions will be presented, including:

One: General Training Policy Determinants

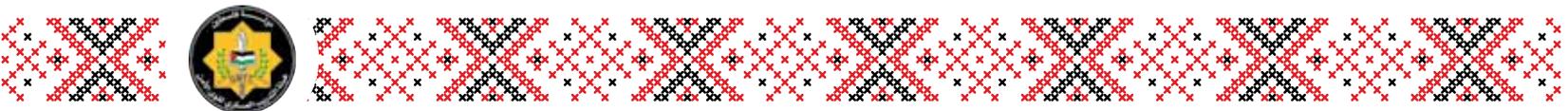
GMTC has formulated determinants and a framework for the policy, namely:

1. The political leadership directives.
2. The National Policy Agenda for 2017-2022.
3. The Security Sector Strategic Plan.
4. The GMTC operational plan and the security forces training plans.
5. The rules, regulations, and decisions pertaining to training.
6. The National Anti-Corruption Strategy 2015-2018.

Two: The Conjunction of the General Training Policy with National Plans:

The general training policy is conjunct and in accord with the national plans, in general, and with the Security Sector Strategic Plan, in particular. It was taken into consideration that the policy is in accord with the national policy stated in the National Policy Agenda, particularly the tenth national priority, i.e., “a society capable of steadfastness and development.” Through the national policy and the goals of the Security Sector Strategic Plan, i.e., towards ensuring security and safety for the homeland and Palestinian citizens and the consolidation of the rule of law”, which is part of the policy interventions to further the governance of the security sector, and the third strategic goal in the Security Sector Plan. i.e., “the consolidation of the capabilities and ensuring the optimal use of resources,” through the development of training skills and capabilities, and the three interventions indicated in the plan:

1. Development of capabilities and skills.
2. Development of training systems and procedures.
3. Development of the administration of the training centers.



Three: The Conjunction of the Training General Policy with the National Anti-Corruption Plan

The training policy in the security establishment has been in accord with the National Anti-Corruption Plan, particularly the first axis concerning averting and preventing corruption. It is based on the principle that preventing and deterring corruption have a significant impact on the fabric of society, lead to a reduction in financial burdens, save resources and the economic and human sources necessary for development. The implementation of the integrity and transparency principles strengthens the confidence of the citizens in the state institutions, particularly the security establishment. Hence GMTC has been integrating this strategy in its work, projects, and interventions.

Four: Self-Reliance and the Minimization of Financial Burdens

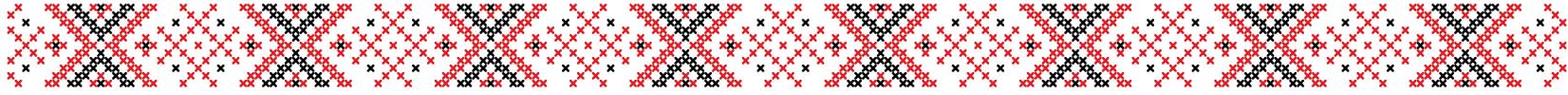
A new approach to work based on several determinants and overlaps, and strategic reasoning based primarily on self-reliance and the minimization of dependence on funders in supporting training projects and programs given by donors. Some of the most important programs and projects include:

The training localization project: The goal of the project is to save money, time, and effort, to ensure the sustainability of training within Palestine. It will minimize dependence on foreign aid, consolidate the capability of the security establishment to rely on itself using the available skills, create a training framework that builds on local personnel and military and security training. It must be in accord with national plans and the actual needs of the security establishment, in addition to training in accordance with a Palestinian security “doctrine,” all of which assist in and contribute to the sustainability of the training and consequently the achievement of sustainable development.

There have been previous successful Palestinian experiences that were achieved in various courses which had relied on local personnel and attained national ownership. An example of this is the Leadership Courses Project. All branches of the security establishment are carrying out the training localization project collaboratively, as now the human resources capacities in training have been developed. The training infrastructure, facilities, and buildings are being made available, while existing facilities in training centers of other security forces are being used, making the personnel and components of the training environment possible, and the completion of the training curricula and scenarios that are in accord with the requirements and needs of the security forces.

Five: Moving Forward in Achieving the Vision of Standardization of Training

During the past three years, a qualitative leap has been achieved in standardized training, which reflected positively on the performance of all affiliates of the Palestinian security establishment. Training was standardized, especially Basic Training, to be carried out by a single party, which consequently effected a reduction in financial expenditures, and achieved optimal use of human and financial resources – considered one of the components and elements of governance in the security establishment.



Six: Continuation of the Approach to Standardize the Recruitment Mechanism

GMTC has continued to work towards achieving the vision of organizing the recruitment process, the consolidation of its channels, and its centralization. A strategic recruitment policy was formulated as part of the Security Sector Strategic Plan in accordance with the needs of the security establishment. It was based on partnership and in consideration of the principles of transparency, integrity, and equal opportunities. The plan focused on ensuring the implementation of the “suitable personnel, who have the suitable skills and qualifications, in the right place and time” principle.

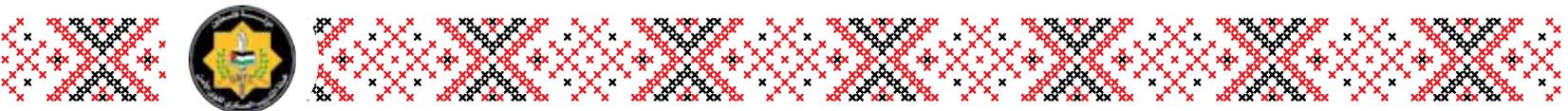
Seven: Training and its Relationship to Development

Ensuring security and safety to the homeland and the Palestinian citizens is one of the foundations of development and is the constant slogan upon which we formulate all of our strategic plans, particularly the training aspect. Without standardized training that is professional, competent, and sustainable, we will not attain the required level as military and security forces that are endowed with the facility of movement and competence in performance.

Hence one cannot talk about development in the absence of security as the matrix of progress and stability on all social, political, and economic levels.

Eight: Training and Governance

As part of its programs, projects, and interventions, GMTC has been ensuring the implementation of the principles of governance and the consolidation of the procedures, policy, and measures that prevent the occurrence of corruption. GMTC commander, Major General Yousef Al-Hilou, gave clear directives concerning the importance of the implementation of the standards of integrity and transparency in GMTC work. This included the formulation of procedures that ensure the consolidation of the principles of transparency, integrity, and equal opportunity in the selection of recruits (recruitment in the security establishment), enrollment and study in military colleges and institutes abroad. The direction considered the integration of the concepts of integrity, transparency, and governance in work values and premises. The inclusion of these concepts in training projects and courses, through the implementation of training courses for security recruits to raise their awareness concerning the Code of Conduct, in addition to awareness-raising courses regarding transparency and integrity. This was done in cooperation with the Ministry of Interior, and holding educational workshops and events, in partnership with the Anti-Corruption Commission, including, but not limited to, lectures by the Head of the Anti-Corruption Commission for the Leadership Courses Project. Additionally, activation of the Monitoring and Inspection Department and the Complaints Department to follow-up on the compliance of both GMTC staff and the implemented procedures and policies with the governance standards.



Nine: Follow-up and evaluation of training programs and projects in the security establishment

GMTC has set up several mechanisms to follow-up and evaluate training programs and projects, including:

Administrative Training Program:

In the framework of harmony and compatibility with the strategic plan for the security sector and the establishment of mechanisms for follow-up and evaluation of projects, the Ministry of Interior created a new instrument through the administrative programs. There was a special Administrative Training Program, which contained a description of programs, the definition of objectives and results, linking the interventions included in the strategic plan with the projects of training, As well as indicators for measuring performance (metrics) at the programs and projects level.

Major General Yousef Al-Hilou was the head of this program, and a special program committee was formed from the training managers in the security establishment.

This program will organize the process of cooperation and coordination between all administrative programs, which will positively affect the performance and development of the security establishment.

Follow-up and evaluation system:

GMTC adopted a mechanism for monitoring and evaluation of all its training programs to implement its operational plan. They could then achieve its objectives, ensure its proper implementation, and to follow up and evaluate the plans and results attained It relied on a new mechanism of work by, identifying obstacles and problems and ways to solve them and correct deviations if found to enhance training. The follow-up and evaluation process is based on three levels: follow-up and evaluation of the trainee and his / her familiarity with and acquisition of the necessary training methods, in addition to assessing the training environment and the availability of the means for the training, and evaluation of curricula and training scenarios. To achieve this, GMTC developed some follow-up and evaluation tools and started applying them in different training courses.

Certified Trainer:

GMTC believes that the success of the training process depends not only on the training material, equipment, and facilities but also on the efficiency of the trainer. Therefore, it is currently working with all partners in the security establishment to develop the mechanisms, standards, and specifications of the certified trainer and formally adopt it within the security establishment.

Ten: Providing an advanced training environment

Development of trainers:

During the first half of 2018, GMTC continued to implement the staff development plan in line with the policy of continuous and permanent growth in the abilities and skills of the trainers and in the application of the operational plan to develop the training staff in the field of training. In addition to that, enhance the



level of the training, trainers, and trainees in the Palestinian security establishment, to keep pace with the expansion of the tasks and the work of the training and implementation of the plan for the localization of training. GMTC is providing its trainers with military training skills in theoretical and practical aspects and providing them with the best proficiencies in the field of modern training methods. It designed a range of trainer production and development courses (infantry, weapons, fitness, field skill and tactics). Additionally, GMTC has worked to send several officers of the security establishment to participate in internal and external courses in cooperation with international partners to integrate security and military training with academia by visiting academic centers or participating in workshops and various courses.

Curriculum development and training scenarios:

GMTC is currently working in cooperation with all relevant parties to re-review the curricula and training programs. After conducting the evaluation process and considering all learned lessons, it was clear that there is a need to pilot a development process for all training curricula in line with the reality on the ground and change at the local, regional and international levels. In addition to integrating the academic side with the military and security training, through the development of training scenarios for the PALC, POA and all courses that serve the security services. Particular attention needs to be paid to the Basic Training and the Refresher Training, in addition to the operational approaches and leadership to create a unified training doctrine.

Training environment:

GMTC has worked to provide the appropriate training environment to deliver the training service efficiently and with high quality, through the provision of training equipment and the completion of the construction and equipping of training facilities. The following has been completed:

1. Rehabilitation of SASTF and improving its facilities.
2. Developing Tin City and a simulation system for sound and smoke effects and creating secret rooms and special entrances for inspection.
3. Completion and delivery of the leadership building at CTI.
4. Development of the simulation marksmanship system.
5. Providing training equipment to serve all training courses held at the Institute.



Training courses and programs at GMTC

GMTC holds several training programs at its executive body, CTI. located in Jericho.

1. Basic Training Course

The Basic Training Course is the most essential course that CTI holds, as it harnesses all the resources available for making the trainees experience the difference between the civil life and the military life, and can adapt themselves to different environments where they are required to perform diverse tasks which need the refinement of the martial spirit.

This program also aims to provide the Palestinian security services with militarily competent cadres trained to apply specific military functions, so that they can be integrated into the security services. The enrolled cohorts go through medical and physical tests for approval before the start of the course.

Trainers deliver these courses with advanced professional experiences; 14 basic courses that targeted 1356 trainees were provided at CTI in 2018

2. Leadership courses and programs.

This program aims to develop the abilities of the military and security officers in all branches of the Palestinian Security Services, so that they can become more competent to lead their units and take more responsibilities associated with their ranks and positions. This program began as a project in 2008 by holding two senior leaders courses that targeted officers from colonel to brigadier. Then the program was developed and divided into three courses: Junior Leaders Course, Intermediate Leaders Course, and Senior Leaders Course. The plan is to transform this program into a Leaders College supervised by the Ministry of Interior and executed by CTI.

Cadres deliver this training from different security services specialized in specific areas. In the future when the program becomes a leaders college, the main focus will be on the strategic studies to support the Palestinian leadership and security services.

This program is divided into:

Senior leaders' course:

This program began in 2008. One course was held in 2018. It targeted 22 officers from lieutenant colonel to brigadier from across the security services. This course aims to equip the senior officers with the needed knowledge and skills to handle the critical strategic questions.



Intermediate leaders' course:

This program began in 2010. One course was held in 2018. It targeted officers from captain to major from across the security services. This course aims to equip the officers with intermediate ranks with knowledge and the skills needed to handle tactical and operational issues at the company level.



Junior leaders' course:

This program began in 2013. Two courses were held in 2018. They targeted 102 officers from Lieutenant to First Lieutenant from across the security services.

This program aims to equip the trainees with the knowledge and the skills needed to perform the tasks associated with the concepts of effective leadership. The course, which is held twice a year, targets at least 50 trainees.



The number of leadership courses in 2018 at the three levels reached 4: two JLC, one ILC, and one SLC. One hundred sixty-seven officers from across the security services benefited from these courses.

3. Joint operations room courses

The joint operations are the essence of the current and the future work of the security services as they play an essential role in the success or the failure of any operation they carry out on the ground. For this reason, CTI assigns much significance to these courses which target both the officers and the non-commissioned officers to enable them to work together.

Hence, GMTC formed a Palestinian training team based on the strategic plan of the ministry of interior, which aims to raise the trainees' level of professionalism in command and control. These courses include the basic training of the recruits, the advanced courses for the officers who benefited from advanced courses, and the training at the leadership level to develop new scenarios that include a set of security tasks expected to happen.

The training program deals with the concepts related to the joint operations, command and control, operational planning, the use of the military coordinates system, and the digital tools available to issue orders and supervise the operations.

To enable all of that, CTI created a joint operations room equipped with all resources needed. In 2018, 14 training courses and 13 workshops were held, and 648 trainees. Commissioned and non-commissioned



officers benefited from them.



4. Shooting Training Program

The Shooting Training Program is one of the most vital programs that CTI provides. It aims to get the trainees acquainted with skills needed to use the firearms safely and effectively.

CTI took over responsibility for managing and supervising the shooting range in July 2012. Over 14574 trainees from across the security services received the training under specialized trainers.

However, there is a limited number of shooting courses given the lack of resources for training which forms an obstacle to the progress towards a professional military training. Below is the number of the shooting courses held in 2018 and who benefited from them:

Training courses (50) the trainees (3269)



A. Training at the Jordanian International Police Training Center (JIPTC):

This program is considered one of the most principal training programs that benefit the national security services, Centralized Training Institution (CTI), PCP and DCO. It is conducted through the international support provided by the United States Coordinator Office (USSC).

The total number of courses conducted in Jordan (JIPTC) in 2018 is (12). On the other hand, the total number of trainees assigned from the NSF, PG, PCP, DCO, and GMTC who attended these courses is (505).

Num	Course Name	Number of Trainees	Recipient
1	1 st Range Master Course	4	GMTC
2	1 st IDC- Drill	11	GMTC
3	1 st Art of Negotiations Course	5	DCO
4	IDC- Military Tactics	9	All security services
5	2 nd Range Master Course	2	GMTC
6	3 rd Range Master Course	5	GMTC
7	1 st JMETX	130	All security services
8	IDC	8	GMTC, NSF
9	2 nd JMETX	130	All security services
10	IDC	8	GMTC
11	3 rd JMETX	175	NSF, PCP, PG, DCO, Medical Services, Civil Defense
12	IDC- Level 1/ Level 2	18	GMTC, PG, PCP, NSF
13	6 th Basic Marksmanship Course	52	GMTC
14	4 th JMETX	172	NSF, PCP, PG, DCO, Medical Services, Civil Defense
15	IDC- Physical Fitness	9	GMTC, PG, PCP, NSF
16	9 th Basic Marksmanship Course	48	GMTC, PCP
17	4 th Conflict Resolution Course	5	DCO



B. Training at external military schools and colleges

The total of the courses conducted at external institutes and colleges in 2018 is (99). The number of recipients is (328) officers and Non-commissioned officers from all security services.



6 . Joint training program provided by Italy “Italian Training”

This program was based on the corporation agreement signed by the Palestinian Ministry of Interior and the Italian Ministry of Defense. The principal objective is to provide participants with the required military skills to complete the assigned tasks efficiently. This shall elevate the ability to serve the country and civilians among the members of the Palestinian security institution. The training program was executed for the fourth year. Officers and NCOs from PG, NSF, GMTC, Custom Control, and GI participate in this training. Moreover, officers from the Carabinieri forces mentor the training.

As an outcome of the Palestinian-Italian Corporation, a conference regarding gender-policies was conducted at the Centralized Training Institute (CTI). The conference addressed the perspective of gender, the legal framework and the importance of understanding the role of gender in which a woman is

respected and treated with equality. Additionally, the United Nations Security Council resolution number (1325) was also addressed.

The following schedule includes the number of courses conducted in Palestine-2018 and the number of recipients:

Num	Course Name	Recipient	Number of Trainees
1	1 st Security and Protection Course- Program(8)	PG	32
2	1 st Special Operations Course- program (8)	GMTC, GI	12
3	1 st Safety Driving Course- Program (8)	GMTC	12
4	2 nd Safety Driving Course- Program (8)	GMTC, GI, MI, Customs' Police	14
5	2 nd Special Operations Course- Program (8)	PCP	21
6	3 rd Special Operations Course- Program (8)	NSF	29
7	4 th Special Operations Course- Program (8)	MI, GI, Customs' Control	27
8	2 nd Security and protection Course- Program (8)	PG	27
9	Art of Negotiations Course- Program (8)	PG, NSF, GMTC, PCP	8
10	5 th Special Operations Course- Program (8)	Customs' Control, MI, GI	30
11	3 rd Security and protection Course- Program (8)	PG	17
12	3 rd Safety Driving Course- Program (8)	PG	11
13	4 th Safety Driving Course- Program (8)	PG	26
14	Tourist Police Course- Program (8)	PCP	19
15	F/Police Special Operations- Program (8)	GMTC	12
16	Mixed/ Police Special Operations- Program (9)	MI, GI, Customs' Control	30
17	Police Special Operations- Program (9)	PCP	22
18	1 st Safety driving course, Program 9	GI, Customs' police	9
19	1 st protection and security course Program 9	PG	30
20	2 nd Special operation course Program 9	GMTC	24
21	2 nd Safety driving course, Program 9	MI, Customs' police, GI	12



22	2 nd protection and security course Program 9	PG	23
23	Police special operations course program 9	PG	22
24	Traffic police course Program 9	Police	21
25	3 rd Safety driving course, Program 9	Police, Directorate of Armament	14
26	3 rd Police special operations course program 9	GMTC, GI, Custom police, MI	29
27	Warehouse management course	Commission, Directorate of Armament, GMTC, GI, Customs' Police, MI	25
28	Art of Negotiation course Program 9	NSF, Police, PG, GMTC	5
29	First Protection and security course for team leaders Program 9	PG	8
30	Fourth Safety driving course, Program 9	NSF, GMTC	12
31	Detainee transfer and courthouse security course Program 9	Police	20
32	The tactical special operations course Program 9	NSF	30
33	Second Protection and security course for team leaders Program 9	PG	8
34	Fifth Safety driving course, Program 9	NSF	12
35	Touristic Police course Program 9	Police	20



The courses held at the School of Quisbo / Italy are as follows:

Num	Course title	Recipient	Number of Trainees
1	F/IDC, Program 8	GMTC, PG	22
2	IDC, Program 8	GI, Police, PG	22
3	IDC Program 9	All Security Services	25

7. Leadership Enhancement and Development Course (LEAD) Training Program:

This program carried out in cooperation with Turkish officers and aims to raise the level of the officers and the NCOs' readiness of the Palestinian security institutions in leadership fields. In 2018, three training courses were implemented which benefited 113 officer and NCOs from different security services.

The following table shows the number of creative leadership courses and the number of the recipients of training in 2018:

Num	Course title	Number	Location
1	1 st LEAD course	45	GMTC
2	2 nd LEAD course	36	GMTC
3	3 rd LEAD course	36	GMTC

8. The training and development program of the training staff

To continue the implementation of the training staff development plan, GMTC continued its policy of developing the training staff in 2018 to raise the abilities and skills of the trainers to build the trainers' abilities in the field of training to increase the level of training, trainers and trainees.

9. Unify the concepts and military terminology

There is a difference in training in foreign colleges, especially the non-Arab ones, and the training in Palestine that emerged the program of standardization of concepts that targets graduate students from international military colleges and institutes.

The program aims at unifying military appeals, directives, and terminology to suit the Palestinian context. The new graduates are trained in actual leadership, in addition to introducing graduates into the work system and the unified setting within the Palestinian security service.

The number of courses for standardization the concepts held at GMTC during 2018 (7) courses and the recipients were (61) trainees.



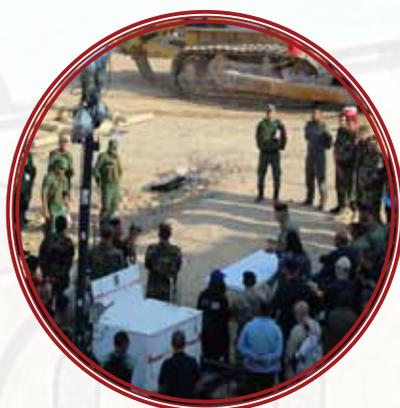
10. Foreign Colleges and institutions program

Some Arab and non-Arab countries offer many scholarships to study in foreign military colleges and institutes for high school students who are willing to join the Palestinian security service. GMTC is the executive authority responsible for the enrollment of Palestinian students Study in military colleges through scholarships provided by friendly countries.

As a result of adopting the principle of equal opportunity and transparency in selecting the members to be highly competent and professional after graduation and their involvement in the security service, GMTC publishes advertisements to join the military colleges in the local media and newspapers as well as its website.

Students willing to enroll in the medical, physical, psychological and cognitive tests are subject to specific criteria and conditions.

During 2018, GMTC received many scholarships. It enrolled 59 students in colleges and military institutes in Russia, Pakistan, Algeria, Romania, Egypt, and Bangladesh to study in various disciplines that are a real need for the Palestinian security service.



Participations, Symposiums, Workshops

❁ The 23rd Arab Armed Forces Training Commissions Commanders Symposium

GMTC commander, Major General Yousef Al-Hilou, participated in this symposium as a representative of Palestine. The symposium discussed many topics, the foremost of which was “the study of the most suitable approach to counter unconventional warfare, “issues related to the development of all types and areas of training for the Arab armed forces, and the consolidation of joint-cooperation and work between all commissions.



At the conclusion of the symposium, Major General Yousef Al-Hilou honored several persons who participated in the seminar for their efforts and outstanding contribution to the success of proceedings of the 23rd Symposium.

Participation in the Eighth Security Sector Conference entitled: “The Role of Al-Istiqlal University in the Development of the Palestinian Security Establishment: The Present and the Future”)

GMTC Commander, Major General Yousef al-Hilou, presented a paper at the Eighth Palestinian Security Sector Conference, held at Al-Istiqlal University, in cooperation between Al-Istiqlal Center for Strategic Studies and the Geneva Center for the Democratic Control of Armed Forces (DCAF).

The Major General stressed that the aspects of cooperation and coordination between Al-Istiqlal University and the Palestinian security establishment are unceasing, around the clock, and that they are being developed to serve all relevant parties and to achieve the consistency and the required objectives.

He added that by establishing a state of security and stability, preventing crime and lawlessness, and strengthening the confidence of our people in the institutions of their country and the security establishment, we can preserve our achievements and move to a stage in which we muster and consolidate our capabilities to move forward on the journey of development and building. In this context, Al-Istiqlal University specializes in higher education in the fields of the security, military, and police sciences at the national level. It constitutes one of the institutions responsible for providing the security institution with scientifically and professionally-qualified staff and persons with expertise, who are capable of enforcing justice and the law and establishing respect for the law.

❁ The Gender Compliant Policy Conference

GMTC held the Gender Compliant Policy Conference in partnership with the Italian counterparts. The gender perspective and its legal framework were introduced, in addition to the understanding the concept and the unique requirements of human rights for the





gender groups in conflict situations. The challenges facing the military and civilian decision makers who are involved in protecting civilians from sexual and physical violence were also discussed.

❁ **“The Impact of Social Media in Spreading Lies” Symposium**

In cooperation with the Political and National Guidance Committee in the Jericho Governorate, GMTC held a symposium entitled “The Impact of Social Media in Spreading Lies.” The symposium tackled several topics, including the concept of social media in general, the pros and cons of these media, the measures to be taken before publishing anything, and the steps that should be followed to combat rumors and lies that target the Palestinian [security] services and how to deal with them.



The “Takfir” or Declaring Someone as a Disbeliever Symposium in cooperation with the Political and National Guidance Committee, GMTC held a symposium entitled “Takfir.” Dr. Muhammad Al-Haj took part in the symposium, and spoke about the concept and methods of “Takfir,” and explained its impacts and dangers. Several issues related to the topic of the symposium and its implications for the Palestinian society were discussed.

❁ **“Methods of Psychological Warfare and the Psychology of Rumors” Symposium**

Mr. Yousef Qasem spoke about the concept and methods of psychological warfare, the definition, and types of the rumor, the political, economic, social, and psychological impacts of the rumor, and the role of security [services] in dealing with rumors. Several issues related to the topic of the symposium and its implications for the Palestinian society were discussed.



❁ **Defense Management in the Security Context Course**

Representing the Prime Minister and the Minister of Interior, Dr. Rami Al-Hamdallah, Major General Yousef Al-Hilou, GMTC commander, inaugurated the Defense Management in the Broader Security Context. He emphasized the importance of these courses, which encourage consideration of many available and possible options. It is worth noting that this course was held in cooperation with our international friends.



❁ **The Workshop on the Strategic Planning for the Integrity and Transparency Building Project**

A workshop entitled “Strategic Planning” was held in cooperation with the Palestinian Ministry of Interior and the Anti-Corruption



Commission, with support from the Geneva Center (DCAF). At the opening of the workshop, Major General Yousef Al-Hilou and all those who contributed to holding this workshop were thanked. The importance of this course was emphasized, given the positive factors that promote integrity and transparency in our Palestinian society.

❖ **GMTC Participates in the National Campaign to Combat Violence against Women**

The Gender Unit at GMTC participated in the activities of the National Campaign to Combat Violence against Women.

In her speech, Dr. Haifa Al-Agha, the Minister of Women's Affairs, declared her renunciation of violence and stressed that the occupation amplifies the suffering of Palestinian women and that all the components of the Palestinian society reject violence against women. She also spoke about the struggles of the Palestinian women to actualize the Palestinian national project.



❖ **The Senior Strategic Leadership Course**

Representing Prime Minister and Minister of Interior, Dr. Rami Al-Hamdallah, the GMTC commander, Major General Yousef Al-Hilou officiated the graduation ceremony of the course. In his introduction, he conveyed the greetings of the Prime Minister, Minister of Interior, and his wishes for the senior officer graduates success in their careers for the good of the country and the protection of the people's capabilities and the national project. Through this course, the trainees considered many constructive leadership ideas that enhance the required skills and competencies.



❖ **The Crisis Resolution Course**

GMTC commander, Major General Yousef Al-Hilou, inaugurated the Crisis Resolution Course, which included a number of officers from the security establishment, as part of joint and unceasing work program and cooperation between the Ministry of Interior and the British Support Team (BST), since experts from the Royal Military Academy Sandhurst (RMA Sandhurst) lectured during the course.



Add the Independent Commission for Human Rights (ICHR) Lecture