

### The situation of the Palestinian Labor Market (2<sup>st</sup> quarter of 2021)

During the second quarter of 2021, the number of workers increased by 22 thousand workers compared to the first quarter of the same year (1% increase in the W.B. compared to 6% increase in Gaza). In addition, the number of Palestinian workers working in the Israeli labor market increased by 8 thousand during the same period. According to PCBS, the participation rate in the labor force remained the same in the 1<sup>st</sup> and 2<sup>nd</sup> quarter of 2021, reaching 43%. Data indicated that participation on the labor force remained at the same level in the West Bank (46%), while it decreased in Gaza Strip from 39% to 38%. Men's participation rate in the labor market decreased from 69% to 68% during the same period, while women's participation rates increased from 16% to 17%.

Unemployment rates among labor force participants (15 years and over) reached 26%. Women's unemployment rates continued to exceed men's unemployment rates, reaching 42%. The unemployment rate in the Gaza Strip remained extremely high, reaching 45% compared to 17% in the West Bank. **When it comes to fundamental rights**, 53% of wage workers in the private sector do not have a work contract, while 30% receive retirement/end-of-service indemnities, and 51% of women workers do not obtain a paid maternity leave. The percentage of wage workers employed in the private sector, who are paid less than the minimum wage of 1450 NIS, increased to 29% (8% in the West Bank & 80% in the Gaza Strip).

### The Palestinian government approved a 30% raise of the minimum wage, which will reach 1880 NIS from the beginning of 2022

Since its adoption in 2012, the minimum wage in Palestine had remained at 1450 NIS. In August 2021, the government approved a new minimum wage that will be implemented from 2022. The Ministry of Labor stated that it will take all steps needed to ensure the implementation of the law and will develop further mechanisms to monitor its implementation. In relation to the issue of the minimum wage implementation, DWRC issued a case study on the minimum wage.

### DWRC implements a workshop about rights, arrangements and benefits for workers with family responsibilities

On Tuesday 24/08/2021, the Democracy and Workers' Rights Center implemented workshops in Ramallah & Gaza to discuss the findings of its exploratory study that aims to gain a better understanding of the type of measures, benefits and arrangements adopted in the private and public sectors.



The study includes an analysis of the availability and adequacy of measures that facilitate reconciliation of work and family responsibilities according to Palestinian labor legislation and public policies, as well as the findings of a survey conducted with 110 companies/organizations in the private and non-governmental sector. Some of the main findings of the survey with these companies/organizations were as follows; 40.5% of surveyed companies/organizations provide leaves that are longer than the 14 days guaranteed by the Labor Law for all employees, regardless of years of service or nature of the job. 30.6% of the survey respondents provide paid paternity leave (most of them between 1 to 4 days), 61.2% of these establishments' working hours are less than 45 hours per week, while 11.7% provide or support child care facilities for employees' children, through the establishment and management of day-care facilities for employees' children, or through contracting such services from external day-care facilities. Most of the companies/organizations indicated the possibility of flexible working hours and teleworking. The workshop focused on the importance of guaranteeing rights and arrangements for workers with family responsibilities in order to implement the principle of equality and non-discrimination in employment and occupation, in addition to finding solutions to mitigate the effects of factors that may lead to direct and indirect discrimination between workers.

## DWRC launches a digital campaign in Gaza demanding amendments to the Palestinian Labor Law for a gender perspective



The campaign [#for-her](#) (#لأجلها) was launched in Gaza in August, 2021, with unionists and civil society activists. It aims at raising awareness among workers and citizens about the importance of amending the labor law from a gender equality perspective, which will contribute in advancing women's rights at work. The campaign seeks to share information about the legal gaps that need to be addressed, the nature of the amendments proposed and how they will contribute in addressing them, in order to foster wider understanding of the required changes and mobilize support.

## The Democracy and Workers' Rights Center continues its efforts to spread awareness and develop capacities on addressing violence and harassment in the world of work & ILO Convention No. 190

On 11 & 29/07/2021, DWRC implemented two training days about violence and harassment at work, including gender-based violence and sexual harassment attended by 18 female union representatives and women's rights activists. This training aimed to provide knowledge and tools to participants enabling to promote the principle that "the workplace should be safe for everyone". During the training, participants discussed various forms of violence encountered in workplaces and how to address them, and what should be done in regards to Palestine's lack of regulations and policies in relation to violence and harassment, in light of the adoption of ILO Convention No. 190 and Recommendation No. 206. In addition, DWRC raised awareness about of this topic among 34 union members, including 17 male unionists.

## On 29/08/2021, DWRC concluded a training course on "Gender equality in the world of work – fundamental rights, ILO standards and domestic laws".



The three-day course, which is part of the "Gender Equality in the Economic Sphere: Our Right, Our Priority" project, implemented by DWRC in partnership with COSPE, PWWSD and EducAid, and

funded by the European Union, was attended by 14 participants representing several women's grassroots organizations in the northern West Bank. *See more at:* <https://www.facebook.com/dwrcpalestine/posts/6747733531918691>

## Field campaign to strengthen abidance with occupational safety & health standards in Gaza's gas and petrol station

The Democracy and Workers' Rights Center, in cooperation with the labor inspection department at the Ministry of Labor in Gaza, implemented in July-August 2021 an awareness and inspection campaign, addressing issues related to OSH at work and employers' compliance with OSH legislation in 35 worksites. The campaign also raised awareness among 209 workers in gas and petrol stations about work hazards and protection mechanisms. During the campaign, awareness posters and guidelines were disseminated in workplaces.

