



## Over 440 men & women mobilized with DWRC in denouncing violence against women within the national campaign for the 16 Days of Activism against Gender-based violence

The Democracy and Workers' Rights Centre organized six events on the occasion of the 16 Days of Activism against Gender-based Violence, which was coordinated by UN Women. These events were implemented in coordination with trade unions and women's grassroots organizations in the West Bank and Gaza. **The opening event** took place in Rafah and included a feminist walk on the beach, calling to end violence against women in workplace, followed by a dialogue session about violations of their rights, a social media campaign storm, a pre-registered play about women's rights violations, singing performances and drawing on sand.



We also implemented three additional events in Gaza, one in **Big Abasan**, which included a folkloric show, an exhibition of women's small projects products, and an on-site drawing performance. The third event was implemented in **Beit Hanoun**. During this event, women were able to unburden themselves and talk about the violations they face or their success stories in groups. As for the last event in Gaza, it took place in **Deir Al-Balah**, in which the mayor of Deir Al-Balah expressed his support for women, and called upon them to participate in formulating the strategic plan of the municipality to ensure that it includes programs supporting women.



During our events in Tubas & Tulkarem, several official bodies explained their role when it comes to providing protection for women against gender-based violence, and in supporting women, and a folkloric dance group gave a short performance. In both events, short videos were shown on C190, women's right to work, to education, equal opportunities.

## Unionists discuss laws and regulations adopted since the political split between Gaza and the West Bank and their effects on trade unions and workers during the annual trade union forum in Gaza

With the participation of 46 representatives of unions and civil society organizations, 20 of them women, DWRC implemented its two days annual trade union forum in Gaza on 1-3 November 2022. During the forum, participants discussed their labor demands and how to achieve them in the context of the political division, how different laws & regulations affect the labor and trade union movement, issues faced by workers, the media's role in advocating and supporting workers' rights, and the situation of rights and freedoms when it comes to trade union work.



### DWRC trains media workers on equality and non-discrimination at work



Aiming to contribute to achieving the right to decent work, where workplaces are free of violence, and providing equal rights for women workers, the Democracy and Workers' Rights Center implemented a training workshop in Gaza between 20-22/12/2022, addressing equality and non-discrimination at work.

The training was attended by 35 members of the Journalists' syndicate members and General Union of Media and Printing Workers' Union, 18 of them women.

During the training participants discussed intervention mechanisms to prevent discrimination and violence at work, labor law required amendments from a gender perspective, monitoring violations against workers and unionists, and the role of media when it comes to highlighting issues related to gender-based violence at work.

### DWRC continues to promote workers' rights to occupational safety and health at work

The Democracy and Workers' Rights Center continued to work towards improving the work environment in relation to occupational safety and health, expanded its networking with official bodies in Gaza, and implemented awareness field visits to workplaces. As part of its awareness raising program during November & December, DWRC targeted workers in gas stations, workers in the petrochemical sector, and workers in municipalities. These workers got introduced to their OSH rights and obtained free legal consultations regarding their labor rights.

### A roundtable highlighting violations that workers are exposed to at work

The Democracy and Workers' Rights Center discussed labor violations with union representatives and civil society organizations, through a roundtable in which DWRC presented the results of its annual reports on: *"the situation of labor and trade union rights, equality and non-discrimination in Palestine"* for the years 2020, 2021 & 2022.

**Note:** *DWRC issues every year an annual report which monitors violations related to labor and trade union rights. Feel free to contact us if you are interested in receiving the reports.*

On the occasion of the International Day of Persons with Disabilities, the Democracy and Workers' Rights Center in cooperation with the National Coalition "My Right", implemented a hearing session about women with disabilities and work opportunities in Gaza on Sunday, 04/12/2022, with the attendance of 80 participants.



At the end of the session participants recommended the importance of raising awareness about the rights of people with disabilities especially women, maximize advocacy campaigns, adapting university majors with the labor market, and the need to adapt the environment of governmental institutions, schools and organizations with different disabilities. They also recommended to rehabilitate and train persons with disabilities in line with the needs of the modern labor market, and to improve the educational curricula to be more sensitive, when it comes to concepts of persons with disabilities in a way that achieves their integration into education and society. They also stressed the need to compel employers to abide by their responsibilities towards persons with disabilities.