Legal Study on
Arbitrary Dismissal: Between Theories & Practice

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Executive summary

This legal study aims to investigate the shortcomings and ambiguities on the subject of arbitrary dismissal in labor relations in Palestine. In the first chapter, this study provides an analysis of the labor law articles relating to the issue of arbitrary dismissal, whereas the second chapter refers to comparative labor legislation in three countries (Jordan, Bahrain, and France) in relation to the subject of arbitrary dismissal.

The third chapter of the study provides concrete examples of cases that were referred to the Democracy and Workers’ Rights Center during the year 2007, indicating the number of dismissed employees and the reason behind their dismissal, whenever necessary, further classification of the cases is discussed.

The fourth chapter concludes with the presentation of this study's findings on the Palestinian legal system regarding arbitrary dismissal and the means adopted by the law to deal with this issue. Legal recommendations are also put forth in order to remedy to the shortcomings and ambiguities of Palestinian labor law.