

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
KPI-01	Percentage of women participants in the labor force (according to ILO standards)				
1.1.	Women's participation rate in the labor force	17.2% (2021)	18.6% (2022)	Palestinian Central Bureau of Statistics (PCBS), Annual Labor Force Survey	There is a slight increase in women's participation in the labor force, but the difference with men is still very large
	The gap in labor force participation between women and men	51.7 percentage points in men's favor (men's labor force participation rate is four times higher than women's)	52.1 percentage points in favor of men (men's participation rate is 3.8 times higher than women's)		
KPI-02	Unemployment rate among women and women with disabilities				
2.1.	Women's unemployment rate	42.9% (2021)	40.4% (2022)	Palestinian Central Bureau of Statistics (PCBS), Annual Labor Force Survey	The unemployment rate decreased for men and women, and the gap remained as is
2.2.	The unemployment gap between women and men	Men's unemployment rate (22.4%) is half women's unemployment rate in 2021	Men's unemployment rate (20.3%) is half women's unemployment rate in 2022		
2.3.	Unemployment rate among women in the West Bank	28.9% (2021)	23.7% (2022)		The unemployment rate decreased in the West Bank but increased in the Gaza Strip
2.4.	Unemployment rate among women in Gaza Strip	65% (2021)	67.4% (2022)		
KPI-3	Women and women with disabilities (WWDs) employed in the governmental sector				
3.1.	Percentage of women employed in the civil government sector (through	46% (2021)	48% (2023)	General Personnel Council	The percentage of women employed in the civil service has increased

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
	the General Personnel Council)				
3.2.	Women employed in the civil service in supervisory positions	29% (2021)	29.5% (2023)	General Personnel Council	There is a very slight improvement
3.3.	Women employed in the civil service in leadership "senior" positions	14% (2021)	14% (2023)	General Personnel Council	The percentage of women in leadership positions in the civil governmental sector has not improved
3.4.	Percentage of women working in the security sector	5.2% (2020)	7.4% (2022)	Ministry of Interior	The percentage of women working in the security sector has increased
3.5.	Percentage of women governmental workers in Gaza employed through Gaza GPC	35.1% (2019)	36.3% (2022)	General Personnel Council in Gaza	The percentage of women employed by the Gaza GPC has increased
KPI-4	Women and women with disabilities employed in economic establishments in Palestine				
4.1.	Percentage of women employees in economic establishments	19.3% (2021)	19% (2022)	Palestinian Central Bureau of Statistics	The percentage of women working in economic establishments remains unchanged
KPI-5	Women and women with disabilities' employment in the various economic sectors				The periodicity of data for this indicator is every 4 years, it is not applicable to the update period.

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
KPI-6	Women and women with disabilities, who own an economic establishment				
5.1.	Percentage of women owners of economic establishments	9% (2020)		Palestinian Central Bureau of Statistics	There is no update from PCBS
5.2.	Number of women registered in the commercial register	252	314	Annual report of the Ministry of National Economy	The number of women has increased
KPI-7	Employment of women and women with disabilities in the social economy sector "cooperatives"				
7.1.	Percentage of women employees of cooperatives out of total number of employees	44.5% (2020)	47% (2021)	Cooperative Work Commission Report	There is an increase of the percentage of women employees of cooperatives
7.2.	Percentage of women members of active cooperatives	24.9% (2020)	24.5% (2021)		The percentage is almost the same in 2020 and 2021
7.3.	Number of women members of cooperatives in the West Bank	12,946 (2020)	17,163 (2022)		There is an increase of the number of women
KPI-8	Suitability of working conditions	Survey-based data			No data updates are available as survey is conducted every four years
KPI-9	Wage gap between men and women in Palestine				

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
9.1.	Women to men ratio for average daily wage for wage workers for all economic activities	86.6% (2021)	83.2% (2022)	Palestinian Central Bureau of Statistics (PCBS), Annual Labor Force Survey	The gap perdures
9.2.	Percentage of women wage workers paid less than the minimum wage (1450 shekels in 2021, 1880 shekels in 2022)	30.1% (2021)	49.7% (2022)		
9.3.	Women to men wage ratio for workers paid less than the minimum wage (based on average monthly wage)	85.3% (2021)	78.6% (2022)		
9.4.	Women to men wage ratio for workers with an intermediate diploma and higher	80.8% (2021)	77.5% (2022)		
9.5.	Women to men income ratio for self-employed workers based on average monthly income	104.4% (2021)	63.4% (2022)		
KPI-10	Effectiveness of education policies for employment				
10.1.	Percentage of women students in Palestinian universities and colleges	61.5% (2021)	62.2% (2022)	Annual Statistical Report of the Ministry of Higher Education	The gender gap is increasing in women's favor
10.2.	Percentage of women students enrolled in STEM specializations	46% (2021)			No data updates are available

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
10.3.	Average unemployment rate of women graduates (20-29 years), who have an intermediate diploma or above	54.7% (2021)	66.4% (2022)		The unemployment rate has increased among women graduates, but the gap with male graduates has decreased
10.4.	Number of universities that discriminate against women students in enrollment grades	3 in Gaza (2020/2021)	2 in Gaza (2021/2022)	Enrollment acceptance grids	The discrimination continues, although the number of universities practicing discrimination decreased
KPI-11	Women and women with disabilities and vocational education				
11.1.	Percentage of female enrollment in vocational education	2.15% (2020/2021)	2.4% (2021/2022)	Annual Educational Statistical Book, issued by the Ministry of Education	The number of students enrolled in vocational education increased, but there is no significant change in the percentage
11.2.	Percentage of female enrollment in vocational training (Ministry of Labor)	39% (2021)	40% (2023)	Annual report of the Ministry of Labor Citizen's budget for the labor sector 2023	The percentage increased, but only slightly
11.3.	Percentage of female enrollment in vocational training (private vocational training centers)	56.3% (2021)			No data updates are available
KPI-12	Lending policies for providing job opportunities				
12.1.	Percentage of women beneficiaries from the "Estidame" Fund	15%			No data updates are available

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
12.2.	Percentage of women beneficiaries from the "Esnad" program	31% (2021)			No data updates are available
12.3.	Percentage of women beneficiaries from the "Sumoud" program	15% (2021)	17% (2022)	The Citizen's Budget for the Labor Sector 2023, published by the Ministry of Labor and Miftah	
12.4.	Percentage of women, who benefited from the "Start Now" program	72.7% (2022)			This is a new program, its baseline is in 2022
KPI-13	Women and women with disabilities benefiting from allowances for poor families CTP				
13.1	Actual disbursement percentage of payments due from the Cash Transfer Program (CTP) for poor families	25% (2021)	50% (2023)	Data from the Ministry of Social Development	The disbursement rate has increased, but remains below requirements
13.2	Number of women-headed households benefiting from the CTP	46,113 (2021)	52,500 (2023)	Data from the Ministry of Social Development	The number of women-headed households benefiting from the CTP increased
KPI-14	The Palestinian Employment Fund and job opportunities for women and women with disabilities				
14.1.	Percentage of women, who benefit from permanent and temporary job opportunities created by	37% (2020)	64.3% (2022)	Palestinian Employment Fund	The percentage of women beneficiaries has increased

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
	the Palestinian Employment Fund				
14.2.	Percentage of women, who benefit from job opportunities through the Palestinian Employment Portal in Gaza	12.3% (2021)			No data updates are available
KPI-15	Extent to which women are benefiting from governmental employment offices affiliated with the Ministry of Labor				
15.1.	Percentage of women among job seekers registered with the Labor Market Information System (LMIS)	10.9% (2021)	11.9% (2023)		The proportion of women registered increased, although a very large gap remains
15.2.	Percentage of job opportunities offered to females through the LMIS, media and communication channels in Palestine	34% (2021)	41.3% (2023)	Data of the General Directorate for Employment, Ministry of Labor	The percentage of women beneficiaries has increased
15.3.	Percentage of women job seekers, who obtained a job opportunity	28.9% (2021)	38.7% (2023)		
15.4.	Percentage of women, who benefit from the services of the Employment Department and employment offices.	39.2% (2021)		Data of the General Directorate for Employment, Ministry of Labor	No data updates are available

Matrix of indicators for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine

#	Indicators	Percentage or figure (Year)	Percentage or figure (Year)	Source	Trend in reducing the gender gap in the world of work
15.5.	Percentage of women, who obtained projects from employment councils out of total projects	22%			No data updates are available
KPI-16	Domestic legislation related to the work of women and women with disabilities	The Labor Law and Civil Service Law require many amendments and there is no Social Security Law (2021)	An increase in the duration of maternity leave for governmental employees and paternity leave (2022) was adopted, discussion of a new draft social security law was activated, and the companies law was approved.		Progress is very limited

The study for the participatory monitoring of progress in reducing gender gaps in the world of work in Palestine was prepared by researchers Moayad Afaneh, Baha Tahboush and Hadeel Shehadeh through the “Gender Equality in the Economic Sphere: Our Right, Our Priority” project

This Project is Funded by



EUROPEAN UNION

Co-funded by:

PSAC
Social
Justice
Fund



Fonds
de justice
sociale
de l'AFPC



SOCIAL INNOVATION AND INCLUSIVE EDUCATION
FOR INTERNATIONAL COOPERATION

cospe
ONLUS
TOGETHER FOR CHANGE



The Democracy &
Workers' Rights
Center in Palestine

This publication was produced with the financial support of the European Union and the Social Justice Fund of the Public Service Alliance of Canada. Its contents are the sole responsibility of the Democracy and Workers' Rights Center in Palestine and do not necessarily reflect the views of the European Union or the Public Service Alliance of Canada.