



**Democracy and Workers'
Rights Center in Palestine**



A Field Study

**Gender-Based Violence in the World of Work and the Effects
of the Israeli Aggression on the Gaza Strip from October 2023
on Women's Exposure to Violence and Harassment**

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Executive Summary

The study aimed to examine the prevalence of gender-based violence in the workplace in the Gaza Strip before and during the Israeli aggression that began in October 2023. It focused on both employed and unemployed women, identifying various forms of violence and their prevalence during the ongoing aggression. The study also sought to offer recommendations and interventions to enhance preventive and protective measures for working women and women in general during wars and crises. The importance of this study lies in its focus on gender-based violence in the workplace, especially as it covers two critical periods: before and during the aggression on the Gaza Strip. The increase in violence against women in the work environment may lead to more social issues within the community, contributing to crime and undermining the social fabric.

This is a descriptive study employing a descriptive-analytical methodology. The researcher used multiple tools for data collection, including two surveys. The first survey, designed for employed women before the Israeli aggression on Gaza in 2023, measured the prevalence of violence in workplaces. The sample consisted of 203 women employed in various sectors, including public, private, non-profit, agency, business owners, self-employed, and unpaid family workers, including women with disabilities. The second survey targeted both employed and unemployed women to measure the violence and harassment they experienced during the aggression, with a sample size of 200. The researcher used a random sample when selecting the study samples and conducted four focus groups targeting employed women, women with disabilities, and young women with different disabilities in Khan Younis, Deir al-Balah, and Nuseirat camp. Due to the closure of Israeli roads, reaching the Gaza and North Gaza governorates and Rafah was impossible. A total of 41 women participated in the focus groups, representing various original residences throughout the Gaza Strip. Additionally, the researcher conducted in-depth interviews with 10 specialists and researchers in gender-based violence, human rights advocates, and organizations focused on people with disabilities to gather accurate information relevant to the study's objectives.

The findings revealed that 56.2% of women in the study sample experienced violence from a supervisor, colleague, or another person in the workplace before the war. Verbal violence was the most common, accounting for 47.4%, followed by economic violence at 30.7%, and electronic violence at 17.5%. Physical violence was the least common, at 4.4%. The percentage of women, who were subjected to violence by the Israeli occupation, was 75.5%. The nature of violence against women by the Israeli occupation took various forms. The most common was «home demolition,» which affected 95.3% of the women. The second most common forms, each affecting 62.3% of the women, were «loss» and «job loss.» «Maltreatment» ranked third, affecting 49.7% of the women, followed by «injury» in fourth place at 35.9%. Other forms of violence accounted for the remaining 14.6%, including «psychological violence due to calls from the Israeli occupation,» «physical violence,» and «denial of treatment and food». Results indicated that 62.5% of working women lost their jobs due to the aggression and its effects, while 34% still had their jobs. Additionally, 73% of working women earned less than the minimum wage (1880 shekels), and 81.5% did not receive any cash assistance or participate in livelihood programs since the war began.

The researcher recommended several measures, including: It is essential for the State of Palestine to sign and implement the International Labour Organization (ILO) Convention No. 190 and its accompanying Recommendation No. 206, in order to eliminate violence and harassment in the world of work. Additionally, the relevant government authorities should enforce the amended Minimum Wage Decision No. 4 of 2021 for female workers in various sectors. There is a need to activate laws, regulations, and deterrent policies within institutions, and to hold perpetrators of such practices accountable, in order to reduce instances of violence and harassment in the workplace. This requires the inclusion of provisions in the Labor Law that criminalize violence and harassment, and that prevent discrimination against female workers.

Furthermore, the importance of economic and social empowerment for women to achieve decent livelihoods, which would reduce their exposure to the risks of violence, must be emphasized. There should also be support

and the provision of comprehensive programs for women, as well as the offering of multiple services to prevent violence during wars and disasters.

It is crucial to document the crimes committed by the Israeli occupying power against women and to bring these cases before the International Court of Justice. The global public opinion must be addressed, and active global feminist movements should be urged to take responsibility for supporting Palestinian women. The crimes of the occupation should be exposed through social media platforms, and a visible message should be delivered to the world.

On the international level, it is necessary to enforce international conventions, resolutions, and charters that call for the protection of women during wars and armed conflicts, particularly United Nations Security Council Resolution 1325 of 2000 and the Fourth Geneva Convention of 1949, which concerns the protection of civilians during war. The declaration issued by the United Nations General Assembly in 1974 regarding the protection of women and children in emergency and armed conflict situations should also be upheld.

Introduction

Although women represent nearly half of the Palestinian population and have access to education and high-level government positions, including ministerial and judicial roles, their participation in the workforce remains low. This is largely due to cultural traditions within many communities, where families discourage women from entering the workforce. According to statistics from the Palestinian Central Bureau of Statistics issued on March 8, 2023, there were 2.70 million women and girls in Palestine, constituting about 49% of the population. In 2021, only 17% of women of working age were part of the labor force, compared to 71% of men. This participation increased to 19% in 2022, while male participation slightly decreased to 69%¹.

Rashad Yousef, Director of Policies at the Palestinian Ministry of Economy, stated that the legislative environment ensures full equality between men and women in terms of labor rights, including wages and commercial registration, under both labor law and civil service law. However, the challenge lies in the implementation, particularly in the private sector. Notably, there are no salary differences between men and women in the banking and telecommunications sectors². One of the major obstacles women face in the labor market is their inability to secure financing, often leading them to take high-interest loans. Women have contributed significantly to economic growth as essential partners in development, but challenges such as gender-based violence, discrimination, and non-compliance with labor laws in the workplace have weakened their participation. Female workers are often subjected to long working hours under poor conditions and for low wages. Given the harsh economic conditions in Gaza, many women are forced to accept low-paying jobs with long hours.

Since the beginning of the Israeli aggression on Gaza on October 7, 2023, many women have lost their jobs as institutions and businesses were forced to close, and the Israeli occupying power destroyed numerous women-led economic projects. This has exacerbated the suffering of working women in Gaza, leaving them unable to meet their basic needs after losing their sources of income.

Violence is a negative phenomenon that conflicts with accepted ethical standards and is increasingly prevalent worldwide despite calls from international and local institutions and human rights organizations to end such inhumane practices. Violence against women is one of the most severe and widespread violations globally, with one in three women experiencing violence in some form. In Palestine, particularly in the Gaza Strip, women face various types of violence, both external (such as Israeli occupation-related violence including killings, injuries, arrests, house demolitions, displacement, and difficulties accessing medical centers) and internal (related to family, community, or workplace).

According to the Palestinian Central Bureau of Statistics, in 2019, 58.2% of currently or previously married women (aged 15-64) in Palestine experienced violence from their spouses at least once, in any form. Among women with disabilities, 95% experienced violence, with 65.3% facing physical violence, 92.3% psychological violence, 13.3% sexual violence, and 85.3% economic violence³. Gender-based violence is a broad term referring to harmful acts directed at women based on gender discrimination and inequality.

The United Nations has addressed violence against women, using the Universal Declaration of Human Rights as a reference. The UN Declaration on the Elimination of All Forms of Violence Against Women, 1993, defines violence against women as « any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life »⁴. The Universal Declaration of Human Rights calls for preventing violence against women and punishing perpetrators, including criminal and civil penalties. Forms of violence against women are numerous, including physical, verbal, psychological, economic, sexual,

1 The Palestinian Central Bureau of Statistics, Press release on the occasion of Women's International Day, dated March 8, 2023.

2 Yousef Rashad, Policy Director at the Palestinian Ministry of Economy, Palestinian News Agency «Wafa», September 19, 2022.

3 The Palestinian Central Bureau of Statistics, The Status of Palestinian Women on the Eve of International Women's Day titled: Gender Equality Today for a Sustainable Tomorrow, dated 8/3/2022.

4 Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing Risks, Strengthening Resilience, and Supporting Recovery, IASC, Global Protection Cluster.

and emotional violence⁵. Despite the attention given by international and local organizations to combating gender-based violence, there has been a noticeable increase in many countries, especially in developing nations. Dr. Nizar Abdul Qader, Executive Director of the Geneva Institute for Human Rights, pointed out that violence is a transnational phenomenon that does not respect place or time, war or peace, or rich and poor; and despite international efforts, United Nations resolutions, and Human Rights Committee decisions since 1993, reports and statistics indicate a troubling rise in violence⁶.

One of the most dangerous forms of violence women face is violence and harassment in the workplace. Exposure to any form of violence increases women's stress, reduces productivity, and weakens performance efficiency. In 2019, the International Labour Organization's General Conference adopted an international convention concerning violence and harassment in the world of work, known as Convention No. 190 and Recommendation No. 206. This convention includes 20 detailed articles on violence and harassment in the workplace and has become a crucial reference for preventing and eliminating such violence and harassment, as well as ensuring a violence-free environment and gender equality. Despite the importance of this convention for society in general and women in particular, protecting workers from violence and harassment and providing a suitable work environment for both, Palestine has not signed this convention or included it in Palestinian law.

Since the beginning of the war on Gaza on October 7, 2023, violence against women in all its forms has increased, both from the Israeli occupying power and in shelters and displacement areas, according to local and international reports. Many women have faced killing, injury, arrest, and humiliation by the Israeli occupying forces. UNRWA reported that 63 women are killed daily due to the war, including 37 mothers⁷. The President of the Palestinian Central Bureau of Statistics, Mrs. Ola Awad, stated in March 2024 that since the start of the Israeli aggression on Gaza on October 7, 2023, until the issuance of this statement, there have been more than 9,000 women martyrs out of a total of 30,717 martyrs, with an average of 3 women martyrs every hour. Moreover, 75% of the total number of injured, which is 72,156, are females and children⁸. The Israeli aggression has also led to many women losing their jobs due to the war, and they have been subjected to physical and psychological violence in shelters and displacement areas without protection, although international laws and conventions stipulate the protection of women during wartime. The Fourth Geneva Convention, in its articles 16, 17, 18, and 19, stipulates the obligation to provide special protection and respect for the wounded, sick, disabled, and pregnant women⁹. The 2005 World Summit emphasized the role of women in preventing wars and conflicts, resolving conflicts, and building peace, reaffirming the Security Council Resolution 1325/2000, which emphasized women's rights in armed conflicts and their necessary participation in conflict resolution, peace negotiations, and reconstruction phases. The resolution also called for equal participation of men and women and their involvement in efforts to maintain and enhance security and peace, and stressed the need to protect women and girls from human rights violations, including gender-based violence, and integrating a gender perspective in conflict prevention¹⁰.

This study aims to highlight gender-based violence in the workplace in the Gaza Strip before and during the war, identify its types, causes, and motives, and assess its increase in light of the ongoing aggression on Gaza. The goal is to obtain results, figures and statistics to understand the extent of its spread and to propose solutions, recommendations and interventions to eliminate it in light of International Labour Convention No. 190 on the elimination of violence and harassment in the world of work.

5 Solidarity is Global Institute - Jordan, <https://www.sigi-jordan.org>

6 Solidarity is Global Institute - Jordan, <https://www.sigi-jordan.org>

7 The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)

8 Palestinian Central Bureau of Statistics, Report on the Status of Palestinian Women on the Eve of International Women's Day entitled: «Investing in Women to Accelerate Progress», 8/03/2024

9 Egyptian Center for Strategic Studies, «Violence against women: Palestinian women under the burden of war in Gaza», 29/11/2023

10 United Nations, Economic and Social Council, Meeting of the Expert Committee on Ways to Enhance Women's Participation in Conflict Resolution and Peacebuilding, Beirut: 13-14 November 2009

Chapter One: The Methodological Framework of the Study

1.1 Study aspects

1. The study covers two main axes:

- First axis: Gender-based violence in workplaces before the 2023 Israeli aggression on Gaza. This is primarily based on a field study, with a specially designed electronic survey for female workers to understand the issue from the following groups: women working for wages in the public, private, and non-profit sectors, as well as the UN agency, self-employed business owners, and women working in family projects without wages. The sample includes women with disabilities in all the aforementioned jobs. Data and information were collected, analyzed, and conclusions and recommendations were reached.

- Second axis: Gender-based violence during the war on Gaza. This is also primarily based on a field study, with a second designed survey. The study sample includes both working and non-working women. Information and data were collected and analyzed to reach conclusions and recommendations.

2. The study includes categories of women in general, from 18 to 60 years old, both employed and unemployed.

3. The International Labour Organization's Convention No. 190 on the Elimination of Violence and Harassment in the World of Work (2019) and Recommendation No. 206 are the main references for the legal and policy framework in the study.

4. The United Nations General Assembly's Declaration on the Protection of Women and Children in Emergency and Armed Conflict (1974) protects civilians, especially women and children. Its six articles prohibit depriving women in emergencies and conflict areas of shelter, food, medical aid, or other established rights according to the Universal Declaration of Human Rights. The International Covenant on Civil and Political Rights condemns in its sixth article all forms of genocide, and the International Covenant is one of the main references in the legal framework of the study.

The researcher relied on a set of sources, references, and tools in preparing the study, which are:

1. Reviewing previous literature, studies, and research on the study topic to benefit from them in the current study.

2. Reviewing literature related to laws concerning the study topic and highlighting gaps that limit the provision of protection from violence and harassment in the workplace for women in Gaza governorates.

3. Adopting the International Labour Organization's Convention No. 190 on the Elimination of Violence and Harassment in the World of Work (2019) and Recommendation No. 206 as the main references for the legal and policy framework in the study.

4. The researcher used various tools to collect data and information, designing two main surveys for data collection, in-depth interviews, and focus groups.

5. A workshop will be organized, involving several specialists and researchers on the study topic. The workshop will discuss the study's findings and recommendations, providing feedback to improve them.

1.2. Main previous studies

1. Research Paper: «Violence and Gender-Based Discrimination in the Workplace» by I'timad Abu Jalala (2023¹¹)

The researcher presented a paper that included a set of recommendations and interventions as follows:

1. Organizing advocacy campaigns to pressure the government to ratify ILO Convention 190.

2. Aligning national legislation with the provisions of Convention 190, particularly the Labor Law, including concepts of discrimination and violence in the law's articles, and criminalizing this issue.

3. Raising awareness and educating production parties on the importance of combating violence and harassment in the workplace.

¹¹ Democracy and Workers' Rights Center, Annual Trade Union Forum 2023 entitled: "The Economic and Labor Reality Youth and Women: Opportunities and Challenges" Researcher: I'timad Abu Jalala.

4. Considering violence as part of occupational health and safety standards, and ensuring compensation and reparation for any type of violence.
5. Activating the role of labor and professional unions to promote a culture of zero tolerance towards violence.
6. Including and criminalizing violence and harassment within administrative regulations concerning employees in general.
7. Enhancing community awareness by disclosing cases of violence and harassment and accepting them socially to support victims and file complaints against perpetrators.

2. Research Paper: «The Impact of the May 2021 Aggression on the Forms, Types, and Causes of Gender-Based Violence Against Women and Girls» by Azza Ahmad Saadallah (2021¹²)

The paper aims to identify the forms and types of gender-based violence against women and girls during and after the May 2021 aggression, as well as to determine the direct and indirect causes that led to an increase in gender-based violence in Gaza after the Israeli aggression in 2021. The researcher used the descriptive-analytical method suitable for this type of social study. Four focused group discussions were conducted in Gaza governorates, along with eight in-depth interviews with specialists in gender-based violence response and service providers.

The research paper concluded with several findings, the most important of which are:

1. The increase in gender-based violence against women and girls during and after the May 2021 aggression.
2. Women, girls, those with disabilities, cancer patients, and displaced individuals faced many forms of gender-based violence (verbal, psychological, physical, economic, sexual, electronic, and legal violence).
3. Increase in verbal abuse against women and girls following the Israeli aggression: the most widespread form of violence in the Gaza Strip.

3. Palestinian Women in the Circle of Violence: An Analytical Study of Palestinian Women Between Practiced Violence and Discriminatory Policies in the West Bank and Gaza Strip, Dunia Al-Amal Ismail (2012¹³)

The study aims to identify the reality of violations faced by Palestinian women in the Gaza Strip and the West Bank, and to understand the mechanisms women adopt to confront the violence practiced against them. The researcher used a descriptive-analytical methodology and conducted direct interviews with 36 abused women, both inside and outside their homes. These interviews were conducted in four regions of the Gaza Strip: Gaza and North Gaza, Central, Khan Younis, and Rafah, with four cases in each region. Additional interviews were conducted in the governorates of Nablus and Hebron in the West Bank.

The study reached several key findings:

1. Violence is widespread in Palestinian society regardless of education level, family size, or age. However, its prevalence increases in economically disadvantaged areas and decreases as economic and educational conditions improve.
2. Silence is the most commonly used means by abused women to deal with the violence against them, regardless of social and economic differences.
3. There is a lack of trust in the ability of the law to protect women from violence, stemming from negative experiences when filing complaints with the police.
4. The deteriorating economic situation in the West Bank and Gaza, and the imposed siege on Gaza, are considered by the victims as major causes of violence against women.

4. Study entitled: Harassment and Violence against Women in the World of Work Palestinian Case, (2019¹⁴)

The study aims to assess gender-based violence and its various forms in the world of work, highlight the extent

12 Women's Affairs Center, Research Paper entitled: «The Impact of the May 2021 Aggression on the Forms, Types, and Causes of Gender-Based Violence Against Women and Girls», Azza Saadallah

13 Women's Studies Center, «Palestinian Women in the Circle of Violence: An Analytical Study of Palestinian Women Between Practiced Violence and Discriminatory Policies in the West Bank and Gaza Strip» (2012), Dunia Al-Amal Ismail

14 Women's Studies Center, «Harassment and Violence against Women in the World of Work -Palestinian Case» (2019), Nasser Al Rayes

of this phenomenon, and identify gaps in Palestinian Labor Law No. 7 of 2000, current penal laws, government sector policies, labor unions, and the private sector. The researcher used a methodology that included forming a field research team to gather information, conducting interviews with over 20 unions, companies, academic institutions, and civil society organizations, as well as holding meetings with government entities. Additionally, a survey was designed and distributed to 1166 working women in industrial and commercial establishments, workshops, and civil society institutions in the West Bank governorates, including East Jerusalem.

The study reached several key findings:

1. Wage discrimination and promotion disparities are the most common forms of violence, with 50% of working women in various northern governorates suffering from wage discrimination and inequality.
2. Verbal violence represents the most common type of violence, exceeding (30%), followed by economic violence, then physical violence, and sexual violence.
3. The absence of the role of professional and labor unions in awareness and education about violence and harassment in the workplace.
4. The reluctance of abused women and survivors of violence to file complaints indicates a gap in the role of the unions.

5. A scientific study titled «A Diagnostic Study of the Most Important Institutional Factors Leading to Violence Against Women in the Workplace», (2017)¹⁵

The study aims to identify the institutional factors contributing to the emergence of violence in the workplace by following the descriptive method and used a survey tool to collect information. The survey was distributed to a sample of (409) female workers in the health sector.

The study reached a set of results, the most important of which are:

1. The institution plays a role in practicing violence against women through the abuse of law enforcement.
2. The lack of clear standards in the division of labor between men and women contributes to the emergence of many negative practices such as discrimination, verbal violence, and violation of their legal rights.
3. Working conditions, including lack of security and material resources, contribute to the occurrence of violence in the workplace.

6. A scientific study titled «Violence Against Women in the Workplace in Governmental and Private Institutions in the City of Jenin», (2015)¹⁶

The study aims to identify employees' attitudes and the degree of their acceptance of violence and its forms against women in private and governmental institutions in the city of Jenin, and to determine the extent to which variables such as years of experience, age, educational level, and social status affect the level of violence in the workplace in the city of Jenin. The researcher used the descriptive-analytical method in her study and relied on a survey tool to collect information and data. The study was conducted on a sample of (266) male and female employees selected by random sampling.

The study reached a set of results, the most important of which are:

1. The prevalent violence against women in private and governmental institutions is hidden violence, manifested in the contemptuous view of women, and sexual gestures and signals towards women, while physical violence was not prevalent in those institutions.
2. The study results showed that the factors of educational qualification, experience, and the woman's job level did not affect the level of violence against her at work. Married women were more rejecting of the relationship between male and female employees in the workplace.
3. The percentage of individuals in the sample under the age of twenty are more likely to reject the items related to the field of attitudes towards violence against working women.

¹⁵ Dawass Hayat and Rawaq Hammoudi, scientific study entitled: «A Diagnostic Study of the Most Important Institutional Factors Leading to Violence Against Women in the Workplace» (2017).

¹⁶ Ruba Saad, unpublished master's thesis, An-Najah National University, titled: "Violence Against Women in the Workplace in Governmental and Private Institutions in Jenin" (2015).

1.3. Justifications for the study:

Through a survey of literary and scientific studies and research that addressed the issue of gender-based violence in the workplace in the Gaza Strip, and through reviewing the laws that regulate the work environment, as well as through an exploratory study conducted by the researcher, it became clear that this issue has not been fully addressed. Women still suffer from gender-based violence in various workplaces. The researcher noted that the 2023 aggression on the Gaza Strip has increased violence against women in various forms by the Israeli occupying power, the local community, and institutions, as well as during the process of obtaining services, especially after the bombing and destruction, loss of many of their jobs, and displacement to shelters and places of refuge.

1.4. Study problem

The problem can be defined as identifying gender-based violence in the workplace, and the effects of the 2023 Israeli aggression on the Gaza Strip on women concerning issues of violence and harassment.» It includes identifying its types, forms, and causes, and the percentage of women who experienced violence in the workplace before and during the aggression, in order to come up with a set of actionable mechanisms, suggestions, recommendations, and interventions to prevent violence against women in workplaces in general and during wars in particular.

1.5. Importance of the Study

There are economic, social, and legal importance of this study, which is evident in the following points within the framework of this study:

1. This study is one of the qualitative studies that focus on the issue of gender-based violence in the workplace, especially as it addresses two critical periods in women's lives: before and during the war on the Gaza Strip.
2. The study addresses a broad and important segment of society, as working women constitute a relatively large percentage in both the formal and informal work sectors, as well as non-working women.
3. The sensitivity of the study topic in Palestinian society, as gender-based violence in the workplace contradicts Palestinian legislation and laws and also conflicts with customs, traditions, and culture.
4. The increase in violence against women in the workplace can lead to a rise in social issues within the community, leading to the spread of crime and the breakdown of social fabric.
5. Enriching the Palestinian and Arab library with such important studies, and benefiting researchers in the field of women and gender studies from the results and recommendations of the study, contributing to reducing violence against women in the workplace.

1.6. Objectives of the Study

The study aims to achieve the following objectives:

1. To identify the extent of gender-based violence in the workplace in the governorates of the Gaza Strip before and during the aggression, affecting both working women under wartime conditions and non-working women.
2. To recognize the various types of violence practiced against women in different economic sectors in the governorates of the Gaza Strip before and during the aggression.
3. To understand the prevalence of different types of violence practiced against women amidst the ongoing aggression on the Gaza Strip.
4. To provide practical suggestions and recommendations for necessary interventions to enhance preventive and protective measures in general, and particularly during times of crises

1.7. Main research question

This the main question that the study aims to answer is:

«What is the extent of gender-based violence in the world of work during the periods before and during the war, and what are its causes, forms, severity, and the necessary recommendations and interventions to prevent its occurrence?»

1.8. Study Boundaries

Spatial Boundary: The study was conducted in Palestine, in the Gaza Strip governorates.

Temporal Boundary: From May to July 2024.

Study Population: The study targets various categories of working women as follows:

1. Women wage employees in the public sector.
2. Women workers in the private and civil society sectors.
3. Women workers employed by the United Nations Relief and Works Agency for Palestine Refugees (UNRWA).
4. Female business owners (entrepreneurs).
5. Self-employed women, who own their projects.
6. Women working in family businesses without financial compensation.
7. Women with disabilities in all the aforementioned categories.
8. Women not engaged in economic activities

It should be noted here that there is a difference in the legal system that applies to each category, which will be clarified within the framework of this study, and their entitlements under the law.

1.9. Study Methodology:

a. Type of study:

This study is a descriptive study, which involves collecting data and information on the issue of violence and harassment through the design of two survey questionnaires, in-depth interviews, and focus groups. It aims to answer questions related to gender-based violence in workplaces during the periods before and during the war. The researcher used the descriptive-analytical method (both quantitative and qualitative), as it is the most appropriate approach for the issue of violence against women.

b. Study sample:

The researcher selected 250 working women as study sample to answer the first survey questionnaire. It was designed and distributed electronically, and 90 questionnaires were filled out electronically due to the lack of internet availability in all areas. This forced the researcher to print the survey and distribute it to the remaining study sample. A total of 110 working women completed the printed form, which was then entered electronically, making the study sample consist of 200 working women.

The researcher also selected 250 working and non-working women to answer the second survey questionnaire related to violence during the war. It was designed and distributed electronically, and 82 working and non-working women filled it out electronically. The researcher printed the survey and distributed it in displacement centers and shelters, where 121 individuals from the target group completed it. The responses were entered electronically, bringing the sample size for the second survey to 203 working and non-working women. The researcher used a random sample, when selecting the study samples.

c. Study tools:

The researcher relied on three tools to collect information in this study:

1. Survey questionnaires:

They are the main tool for collecting information and data related to violence against working women in workplaces before and during the aggression. This tool helps uncover facts about the study topic in a systematic and controlled manner to provide a clear picture of the issue, ensuring the achievement of the study's objectives.

The researcher designed two survey questionnaires. The first aims to identify the prevalence of violence against working women before the 2023 war. The second aims to identify violence against both working and non-working women during the aggression.

Second: In-depth Interviews

In-depth personal interviews were conducted with legal experts, labor unions, women's organizations, specialists in gender-based violence issues, and institutions specialized in disabilities. The interviews were conducted with (10) specialists and researchers in the field of gender-based violence and institutions concerned with people with disabilities. Questions were directed to them and their answers were collected to achieve the study's objectives.

Third: Focus Groups

Four focus groups were designed and organized, targeting working women, women with disabilities, girls with various disabilities, and women who are paid employees in the public, private, and non-profit sectors, agency sectors, business owners, self-employed workers, and women in family projects. It also included women who lost their jobs during the aggression and non-working women, to understand detailed aspects of violence in workplaces before and during the aggression, contributing to achieving the study's objectives.

These groups were conducted in Khan Younis Governorate, Deir al-Balah City, and Nuseirat Camp. Access to Gaza and North Gaza Governorates was hindered due to the Israeli occupation's road closures, and Rafah due to the Israeli occupation forces' invasion of that governorate. A total of (41) working women participated in the focus groups, including some women with disabilities. The target group was diverse in their original residence, covering all Gaza Governorates, although they resided in areas accessible to the researcher due to forced displacement.

The researcher benefited from the information and data collected through organizing these groups, determining the accuracy of the information and data obtained, and addressing the inquiries raised.

1.10. Study terminology

- Violence:** Any aggressive or humiliating act based on gender, including physical, verbal, psychological, or sexual violence that causes harm to the female.
- Gender:** The social roles, relationships, and values determined by society for both women and men, which change over time and place. It is based on the principles of equal opportunities, social justice, equality between men and women in political, cultural, social, and economic life, and non-discrimination between genders.
- Work Environment:** It is the setting or place where a woman performs a task for financial compensation in the public sector, private sector, non-profit sector, agency sector, self-employment sector, and women working in family projects without financial compensation.
- The 2023 Israeli Aggression on Gaza Strip:** This refers to the aggression launched by the Israeli occupying power on the Gaza Strip on October 7, 2023, and continued until the preparation of the study results.

1.11. Timeline of the study: the study was conducted in May, June and July 2024

1.12. Interviewed persons

No.	Name	Organization	Position
1	Mona Rostom	Democracy and Workers' Rights Center	Gaza branch coordinator
2	Ali Al-Jerjawi	Democracy and Workers' Rights Center	Lawyer
3	Dr. Samia Al-Ghussein	Legal Researcher and Human Rights Trainer	Research and Trainer
4	Samah Abu Ghiyad	Women's Activity Center in Nuseirat	Executive Director
5	I'timad Abu Jalala	Women's Department - Palestinian General Federation of Trade Unions	Women's Department Representative
6	Anas Sha'ban	EducAid (an Italian NGO)	Representative
8	Feryal Thabet	Union of Palestinian Women's Committees	Director
9	Nahed Khalaf	Women's Health Center - Culture and Free Thought Association	Project Coordinator
10	Dr. Khitam Abu Odeh	Researcher in Sociology and Humanities	Researcher

1.13. Difficulties and challenges faced by the researcher during the preparation of the study

The researcher encountered a series of obstacles and challenges during the preparation of this study, particularly amidst the ongoing unprecedented Israeli aggression on the Gaza Strip. These difficulties are as follows:

1. Israeli Aggression on Gaza Strip: The most significant challenge for the researcher was the Israeli aggression, with bombing, destruction, and killings everywhere in Gaza. The researcher faced many dangers while traveling to complete the study, especially since the current study is a field study that primarily relies on the manual distribution of surveys, field visits, organizing focus groups, and conducting interviews in various locations.
2. Power outages: Since October 7, 2023, there has been a complete power outage due to the shutdown of the only power plant in Gaza. The researcher had to rely on limited solar power, which was not abundantly available.
3. Internet disruptions: The destruction of communication networks by Israeli forces led to internet outages. The researcher had to rely on weak internet cards, which could not access many websites for information.
4. Movement restrictions: The continuous bombardment by Israeli forces and the fragmentation of Gaza into multiple areas hindered the researchers movement to various sites, institutions, and displacement centers. This resulted in the researcher being unable to visit institutions focused on gender issues, statistical centers, and the Ministry of Labor and Social Development, which were closed due to the aggression.
5. Closure of institutions: The closure of international and local institutions concerned with gender-based violence, government institutions, and statistical centers due to the aggression made it difficult for the researcher to access the necessary information for the study.
6. Difficulty reaching target groups: The displacement of residents from their homes and the scattering of people in places difficult for the researcher to identify and reach posed a challenge in conducting the field study.

Chapter Two: Violence and its Impact on Women in the Gaza Strip

Theoretical Study

2.1. Concept, types and causes of violence

2.1.1. Definition of violence

The World Health Organization defines violence against women as: «Any aggressive or degrading act based on gender, which includes physical, verbal, psychological, or sexual violence that causes harm.»¹⁷ The United Nations defines violence against women as «any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.»¹⁸

2.1.2. Forms of violence against women

Violence against women comes in multiple forms and types, each with its psychological and life impacts not only on women but on the whole family. The types of violence can be categorized as follows:

- 1. Physical violence:** This type includes any harm directed at a woman's body, such as punching, slapping, throwing objects, using or threatening to use sharp tools, hitting, or killing. Physical violence leaves painful marks on the body, endangers the victim's life, can lead to the loss of a body part, causes fractures or wounds, or results in disfigurement. Physical violence can be identified by the marks it leaves on the body.
- 2. Psychological and moral violence:** This form of violence includes mistreatment, disdain, insults, or humiliation. It also involves minimizing the importance of a woman's role in the family and society, calling her degrading names, marginalizing, neglecting, intimidating, and causing her to feel fear and anxiety. This also includes gestures, loud voices, and destroying household belongings.
- 3. Sexual violence:** sexual violence is defined as any act or statement that violates a woman's dignity and breaches her bodily privacy. This includes sexual comments made in the street, at work, over the phone, or attempting to touch any part of her body without her consent. It also encompasses forcing women into sexual acts, criticizing their sexual behavior, coercing them into prostitution, and sexual harassment in the workplace or within the family¹⁹.
- 4. Economic violence:** Economic violence pertains to financial rights, such as being deprived of inheritance or the slow process of obtaining financial entitlements.

2.1.3. Causes of gender-based violence in the Gaza Strip

Most literature, studies, and research conducted in order to combat violence against women, along with related statistics and reports on monitoring violations of women's rights, indicate that the phenomenon of violence against women is due to a combination of the following reasons:

1. The prevailing male-dominated culture reinforced by social customs and traditions that promote the subordination of women to men and the patriarchal tendency for men to control women, giving men the authority to discipline and punish women and girls.
2. Social customs and traditions that perpetuate the lower social status of women compared to men and diminish the role of women within the family.
3. The silence of violence survivors and their reluctance to disclose the abuse or seek help, often due to societal stigma, being blamed for the crime, fear of losing their job, or fear of further domestic violence²⁰.
4. The inferior view associated with social upbringing, learning theories, and differential treatment and punishment between boys and girls from a young age. For example, girls often receive harsher punishment than boys for similar offenses, such as neglecting religious duties, smoking, or raising their voices. This makes

17 World Health Organization, <https://www.who.int/ar/>

18 World Health Organization, <https://www.who.int/ar/news-room/fact-sheets/detail/violence-against-women>

19 Women Studies Center, *Palestinian Women in the Circle of Violence: An Analytical Study of Palestinian Women Between Perpetrated Violence and Discriminatory Policies in the West Bank and Gaza Strip* (2012). Dunya Al-Amal Ismail, p. 20.

20 Women Studies Center, *Gender-Based Violence Against Women and Harassment in the World of Work* (2019), Nasser Al Rayes

the suppression and humiliation of women in their roles seem normal and in line with societal norms.

5. Resentment against successful female role models in various fields, as men refuse to consider women as competitors in the workplace, relying on social upbringing and values that reject giving female employees equal roles with their male counterparts in the professional world.

6. The absence of Palestinian laws and legislations that criminalize all forms of violence, particularly gender-based violence and workplace violence, leading to a lack of legal or administrative deterrents and their enforcement. Effective enforcement contributes to deterring individuals who believe they can act without accountability in their abusive behavior towards women, especially in the workplace.

7. Gender roles that divide traditional work between the sexes, with some men believing that a woman's only place is in her home and family, and that she has no place among them in the professional world. They believe women should not leave their homes to work or achieve success, or contribute to the productive and developmental process.

8. Moral violence: Jealousy of a woman's success at work sometimes leads to her suppression and attempts to thwart her and break her morale by various means, which can lead women to suffer from sadness, anxiety, frustration, and psychological illnesses at the workplace.

2.2. Gender-based violence in workplaces, and the impact of Israel's war on women in the Gaza Strip

Some Palestinian entities consider violence against women in the Gaza Strip as a central and important issue due to its negative impact on society in general and on the family in particular. Many international non-governmental organizations have been working for a long time to reduce this phenomenon through awareness and guidance programs, as well as pressuring governmental and legislative institutions to enact laws that criminalize violence and punish its perpetrators. These efforts have succeeded to some extent, but the issue of violence remains noticeable in Palestinian society due to various considerations, including cultural factors, male dominance over females due to customs and traditions, and the lack of clear laws criminalizing violence and harassment.

2.2.1. Figures and statistics²¹

According to the Palestinian Central Bureau of Statistics, there were 2.63 million women in Palestine, constituting 49% of the estimated population by mid-2022. Women head about 12% of households in the West Bank and 11% in the Gaza Strip. Ensuring women's access to decent work and their effective participation on the basis of equal opportunities that enable sustainable economy, the participation rate of women in the labor force increased to 17% of all working-age women in 2021, up from 16% in 2020, while the male participation rate was 69% and 65% for the same periods.

Regarding women's participation in decision-making, public life, and leadership positions, which is a fundamental aspect of gender equality, women won 22% of the seats in the first phase of the 2021 local elections, compared to 73% for men. Women made up 26% of the total candidates, with 9 lists, or 1% of the total lists. This is an indicator that women's participation in decision-making positions remains limited and modest compared to men. Data from 2022 showed that women constitute 25% of the members of the Central Council. Data from 2020 indicated that women make up 11% of the National Council members, 12.5% of the Cabinet members, and 11% of ambassadors in the diplomatic corps. Additionally, there is only one woman serving as a governor out of 16 governors, and only 2% of local authority heads in Palestine are women. As for the board members of the chambers of commerce, industry, and agriculture, 99% are men compared to 1% women. Approximately 19% of judges and 20% of public prosecutors are women²². According to PCBS, in 2019, 58.2% of currently or previously married women (aged 15-64) in Palestine experienced violence at least once by their husbands, regardless of the form of violence. Psychological violence was the most prevalent type against

²¹ Palestinian Central Bureau of Statistics, The Situation of Palestinian Women on the Eve of International Women's Day, Gender Equality Today for a Sustainable Tomorrow, 8/3/2022

²² Palestinian Central Bureau of Statistics, The Situation of Palestinian Women on the Eve of International Women's Day, Gender Equality Today for a Sustainable Tomorrow, 8/3/2022

currently or previously married women, with 57.2% experiencing it at least once. Physical violence affected 18.5% of women at least once in the 12 months preceding the interview with the abused women in 2019.

Women with disabilities were not spared from violence either. PCBS, based on the general population census data of 2017, showed that the number of individuals with disabilities in Palestine is about 93,000, with 48% in the West Bank and 52% in the Gaza Strip. According to the Palestinian Community Violence Survey of 2019, 95% of women with disabilities experienced violence. Among them, 65.3% experienced physical violence, 92.3% psychological violence, 13.3% sexual violence, and 85.3% economic violence²³.

To reduce the phenomenon of violence against women in Palestinian society, the Council of Ministers paid special attention to this issue and decided to form the «National Committee for the Elimination of Violence Against Women» in 2008. According to statistics from the PCBS, a comparison between 2011 and 2019 shows a decrease in the prevalence of violence experienced by married women or those who had been married, from 37% in 2011 to 27.2% in 2019 within the measurement of the Sustainable Development Goals 2030 indicators.

2.2.2. The Israeli Aggression on the Gaza Strip and its Impact on Women

The phenomenon of violence against women has been exacerbated by the Israeli aggression that began on October 7, 2023, and continues to this day. The Palestinian people are living in an unprecedented state of fear, anxiety, and tension amid the ongoing aggression on the Gaza Strip. Women, like the rest of the Palestinian population, are enduring deteriorating humanitarian conditions as the Israeli occupying power pursues its policies, practices, and measures against the general population. Women are the most affected group, whether through direct targeting by the occupying power, leading to their deaths or injury, or through the lack of essential services and unavailability of health and medical supplies.

Women live in extraordinary conditions imposed upon them, with work halted, livelihood opportunities restricted, humanitarian situations worsening, health services scarce, daily life and economic conditions poor, a sense of insecurity, fear, and the absence of human security. All these factors have cast a shadow on women, with the effects of the aggression directly visible on them and their families through behaviors, interactions, and daily life. The war has led to numerous rights violations against women in general and working women in particular. These violations of rights and manifestations of violence have varied, with the Israeli occupying power killing more than 15,000 women, injuring tens of thousands, causing over 3,100 to go missing, and displacing more than half a million women during the ongoing war on the Gaza Strip, according to reports from the Government Media Office. Besides displacement, homelessness, arrests, and humiliations by the Israeli occupation forces, women have also faced violence in the streets, shelters where they have been displaced, in front of bakeries and bank ATMs, and while receiving aid from institutions and at shelters.

Dr. Ola Awad, President of the PCBS, stated on March 7, 2024, on the eve of International Women's Day, that since the start of the Israeli aggression on October 7, 2023, until the issuance of this statement, there have been more than 9,000 female martyrs out of a total of 30,717 martyrs, at a rate of three female martyrs every hour. It is also noteworthy that 75% of the total number of injured, amounting to 72,156, are female. Furthermore, 70% of the missing, totaling 7,000 people, are women and children. Reports from the Gaza Strip indicate that approximately 2 million people have been forced to flee, half of whom are women²⁴.

Women and girls find themselves marginalized during crises, reducing their food consumption when conditions deteriorate. They are particularly at risk of undernutrition and malnutrition, making pregnant and breastfeeding women more vulnerable to health risks. The Integrated Food Security Phase Classification (IPC) report for the period of January - February 2024 highlighted the increased risk of famine in the Gaza Strip, indicating that all 2.2 million residents face high levels of acute food insecurity. About 50% of the population is in an emergency state, with one in four households (over half a million people) facing catastrophic conditions

23 Palestinian Central Bureau of Statistics, The Situation of Palestinian Women on the Eve of International Women's Day 8/3/2022, Gender Equality Today for a Sustainable Tomorrow

24 Palestinian Central Bureau of Statistics, The Situation of Palestinian Women on the Eve of International Women's Day 8/3/2022, Gender Equality Today for a Sustainable Tomorrow

characterized by severe food shortages²⁵.

Data shows that women's health is critically threatened in the Gaza Strip, where pregnant women face numerous challenges. There are approximately 60,000 pregnant women, with an average of 180 births daily. Around 15% of these women are likely to experience pregnancy and childbirth complications that are difficult to treat due to inadequate healthcare. This indicates a high probability of increased births under unsafe health conditions, posing a serious violation of women's rights and endangering their lives and the lives of their newborns. Pregnant women suffer from malnutrition and dehydration, facing acute food poverty, resulting in many of their babies being born underweight and with health issues. The ongoing Israeli aggression has also impacted the health of women in the Gaza Strip due to the lack of hygiene supplies, forcing them to resort to primitive options, which negatively affects their mental and physical health²⁶.

The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) reported that 63 women are killed daily, including 37 mothers, due to Israeli aggression on the Gaza Strip. The UN Special Rapporteur on violence against women, Reem Salim, stated that women in Gaza live in inhumane conditions, especially regarding their health. She described the situation as tragic, falling under crimes against humanity, with women subjected to «inhumane and degrading» treatment. UN field workers find it difficult to find appropriate words to describe what Palestinians in Gaza are facing.

The level of field horrors is indescribable. Gaza was described as a «real hell,» with 70% of the dead being women and children. It is unacceptable to allow the continued genocide of Palestinian women and children. Pregnant women are forced to terminate their pregnancies under bombardment and lack of health services. Some women are forced to give birth without anesthesia or genuine support, in an environment where a significant portion of the medical sector has been destroyed²⁷.

Sima Bahous, the United Nations Under-Secretary-General and Executive Director of UN Women, stated that every hour, two Palestinian mothers are killed in the besieged Gaza Strip, and seven women every two hours. Those who survive the bombardment and debris face displacement, with nearly 800,000 women displaced from their homes in the Gaza Strip²⁸.

Leila Baker, the Regional Director of the United Nations Population Fund for Arab States, described the situation in Gaza as «pregnant women in Gaza are in a race against death.» She added that all women in Gaza suffer, but the situation is completely different for pregnant women. The Israeli bombing has caused pregnant women to lose their fetuses after many were martyred, and others have suffered miscarriages. Those who survive face the fears of childbirth in the absence of health care, anesthesia, or pain relief, as hospitals in the sector are out of service²⁹.

2.2.3. The protection of women from violence and harassment in workplaces and during wars and armed conflicts under international law

a. International Labour Organization Convention (No. 190) and its Recommendation (No. 206) on the elimination of violence and harassment in the world of work

The phenomenon of violence and harassment in the workplace is one of the most negative phenomena occurring in institutions worldwide. It negatively affects progress, prosperity, and sustainable development and constitutes a flagrant violation of human rights principles guaranteed by international covenants. It has profound and costly effects, including severe consequences for physical and mental health, loss of income and destruction of career and job paths, and economic losses for workplaces and communities. It contradicts ethical labor standards and the human right to work with dignity in a violence-free environment, based on respect, appreciation, equal opportunities, and non-discrimination based on gender. Gender-based

25 Palestinian Central Bureau of Statistics, Palestinian Women's Situation on the Eve of International Women's Day 8/3/2024, Investing in Women to Accelerate Progress.

26 Palestinian Central Bureau of Statistics, Palestinian Women's Situation on the Eve of International Women's Day 8/3/2024, Investing in Women to Accelerate Progress

27 Reem Al-Salem, United Nations Rapporteur on Women's Issues, interview with Anadolu Agency on March 3, 2024

28 Sima Bahous, Deputy Secretary-General of the United Nations and Executive Director of UN Women, interview with Al Jazeera on January 20, 2024.

29 Laila Baker, Regional Director of the United Nations Population Fund for Arab States, interview with TRT Arabic on November 25, 2023.

violence and harassment in the workplace are socially and humanly unacceptable behaviors that cause psychological, physical, and moral harm to working women. It also negatively affects work performance due to the psychological discomfort that working women experience while performing their tasks, leading to a loss of desire to work and reduced productivity.

The International Labour Organization's Centenary Conference in June 2019 adopted a convention on violence and harassment in the world of work, 2019 (No. 190), and the accompanying recommendation (No. 206) to address this issue. This convention includes 20 detailed articles on violence and harassment in the workplace and was adopted on June 21, 2019. It has become an important reference for preventing and eliminating violence and harassment in the world of work, affirming everyone's right to a world free from all forms of violence and achieving gender equality. The agreement and its recommendation recognize the right of every individual to a world of work free from violence and harassment, and for the first time, they provide a common framework for preventing and eliminating violence and harassment.

The convention defines violence and harassment in workplaces as «a range of unacceptable behaviors and practices, or threats thereof, whether they occur once or are repeated, that aim at, result in, or are likely to result in physical, psychological, sexual, or economic harm, and includes gender-based violence and harassment.³⁰⁾

Convention No. 190 and its accompanying Recommendation No. 206 are among the most prominent agreements made to eliminate the phenomenon of violence and harassment in the world of work. They provide protection for workers and ensure equality and non-discrimination between genders. Despite the significance of this international convention in preventing violence and harassment in the workplace, the State of Palestine has not signed it. This constitutes a major obstacle to preventing such unacceptable behaviors and practices due to the lack of deterrent policies for perpetrators.

One of the motivations for adopting this convention is the recognition of every human's right to a work environment free from violence and harassment, including gender-based violence and harassment. It acknowledges that such phenomena can constitute a violation or abuse of human rights, negatively impacting the mental, physical, and sexual health of workers, as well as their families and social environment. It also degrades their dignity, contradicts the promotion of sustainable enterprises, and adversely affects work organization, workplace relationships, employee commitment, the reputation of establishments, and productivity efficiency³¹.

Therefore, it is important for the State of Palestine to adopt and sign ILO Convention No. 190 and Recommendation No. 206, and to work on translating its articles and provisions into the domestic legal framework by issuing a series of laws, decisions, and instructions that contribute to its application in government, non-governmental, and private institutions. This would help eliminate the phenomenon of violence and harassment in the workplace, achieving a safe environment free from violence, harassment, and discrimination, based on equal opportunities and equality among workers, and thereby enabling the enforcement of sanctions on perpetrators of rights violations.

b. International law related to the protection of women in wars and armed conflicts

International institutions have ensured the protection of women during times of peace and war and have criminalized all forms of violence against them through the enactment of laws and international resolutions. The United Nations General Assembly's Declaration on the Protection of Women and Children in Emergency and Armed Conflict Situations of 1974 stipulated the protection of civilians, especially women and children. Its six articles urged the prohibition of depriving women in emergency situations and conflict zones of shelter, food, medical assistance, or any other rights guaranteed under the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights, which condemned in its sixth article all forms of genocide³².

Additionally, the Fourth Geneva Convention, in its articles (16-19), mandated special protection and respect

30 International Labour Organization, Regional Policy Brief

31 Democracy and Workers' Rights Center, Tenth Trade Union Forum

32 United Nations General Assembly

for the wounded, sick, disabled, and pregnant women, and established the necessary arrangements for their evacuation from besieged areas. Under no circumstances should civilian hospitals providing care to these groups be attacked. Article (27) of the Convention emphasized the right to respect for honor, religious beliefs, customs, and traditions, and specifically protected women from assaults on their honor, including rape, forced prostitution, or any indecent assault.

In 2000, the United Nations Security Council issued Resolution 1325 on Women, Peace, and Security, which called for denying impunity to perpetrators of war crimes. The resolution urged member states to take necessary measures to increase women's participation at all levels of decision-making, conflict resolution processes, peacekeeping forces, negotiations, and to protect women from physical violence and discrimination, especially in conflict zones.

Resolution 1888 of 2009 emphasized that international humanitarian law provides general protection to women and children as civilians during armed conflicts and affords them special protection due to their potential exposure to particular dangers. It recognized that promoting and empowering women and supporting women's organizations and networks is essential for consolidating peace to ensure women's full and equal participation.

Resolution 2106 of 2013 called for ensuring accountability for sexual violence crimes related to armed conflicts and emphasized zero tolerance for perpetrators of these crimes³³.

2.3. In-depth Interviews with Experts and Legal Specialists.

In order to obtain more accurate information and data on the issue of gender-based violence in the workplace before and during the war on Gaza that began in 2023, the researcher conducted in-depth interviews with a group of specialists, experts in gender issues, human rights advocates, and local and international organizations to gain a deeper understanding of the reality of violence and harassment in Gaza governorates. These interviews aimed to delve into the details of the study topic and gather data, information, and results that the researcher had not reached in the field study. This is particularly important as the specialists interviewed are actively involved in violence issues and possess valuable information and experience beneficial to the study.

2.3.1. Gender-Based Violence in the Workplace before the October 2023 Aggression on the Gaza Strip

1. Forms of violence and risks faced by women in the workplace, which forms are most widespread, and which groups are most exposed to violence.

Specialists interviewed agreed that working women are subjected to various forms of violence, which aligns with the results of the field study indicating that women workers face violence in the workplace. Samia Al-Ghussein and Anas Shaaban stated that working women are exposed to different types of violence, including psychological, economic, physical, and social violence, with economic violence being the most prevalent against working women. Feryal Thabet explained that gender-based violence in the workplace can take multiple forms, each leaving negative impacts on the victims. These forms of violence in the workplace include sexual harassment, physical violence, and all types of exploitation. The groups most exposed to violence are young women and those working in the informal sector.

Samah Abu Ghayad highlighted that among the most significant forms of violence against women are discrimination, psychological and verbal violence, economic violence, harassment, and violence directed at novice female employees. Nahed Khalaf pointed out that there are several forms of violence, including economic and psychological violence within workplaces, especially in private sector institutions or irregular workplaces, bullying, verbal abuse, and harassment. Itimad Abu Jalalah mentioned that there are other forms of violence, including:

- Exploitation of rights
- Lack of clear and explicit work contracts
- Low wages, especially in kindergartens

³³ United Nations, Economic and Social Council, Meeting of the Committee of Experts on Ways to Enhance Women's Participation in Conflict Resolution and Peacebuilding, Beirut: November 13-14, 2009. <https://digitallibrary.un.org/record/1309280?ln=ar&v=pdf>

- Signing financial settlements with employers to evade labor rights
- Increased working hours without pay
- Psychological and physical abuse
- Deprivation of annual leave
- Non-payment of salaries during leave
- Dismissal from work without financial compensation
- Arbitrary dismissal

She added that there is a noticeable increase in harassment and exploitation, particularly of widowed women, exploiting their need for work and ignoring their rights.

2. The extent to which institutions and workplaces follow policies that lead to measures to eliminate violence and harassment.

Experts believe that institutions play a role, but it does not meet the required level in combating violence before the outbreak of war. During the war, their role is non-existent. Itimad Abu Jalalah says that institutional measures against violence are minimal, almost non-existent in the current war situation, due to the absence of the Ministry of Labor and labor unions, and the Palestinian labor market becoming a jungle that preys on the rights of female workers. Samah Abu Ghayad mentions that during the aggression, most institutions do not follow any official policies, and if policies exist, they are individual and subjective efforts by the institutions to enhance prevention and protect women. The main focus now is on providing relief to families and women, supporting them, and alleviating the effects of the aggression. The Ministry of Social Development is currently focused on relief efforts only. Additionally, both government and private safe houses are suspended due to the aggression, and the police and judicial bodies are inactive, leading to increased violence. Taghreed Juma added: «Before the outbreak of the war, many institutions worked to combat violence through awareness, including specific provisions in institutional documents explicitly opposing violence and harassment, as well as institutional codes of conduct. During the war, institutions focus on relief work, but some institutions have conditions requiring adherence to recognized standards regarding the use of violence and harassment.»

3. Experts' views on ensuring equal treatment for all individuals in the workplace without discrimination

Experts believe that several measures can contribute to treating all individuals in the workplace equally and without discrimination. Nahed Khalaf states: «There is a need to promote the principle of equal opportunities for all employees within a single organization, activate administrative procedures within the workplace, train employees on all forms of gender-based violence as well as Protection from Sexual Exploitation and Abuse (PSEA), and enhance supervisory roles and continuous monitoring of employee performance within the organization.» Feryal Thabet adds: «All employees in the organization should be trained and informed, and effective mechanisms for reporting and complaints should be established by providing confidential and secure reporting channels with guaranteed safety for the complainant, as well as ensuring equal opportunities and professional development.» Anas Shaaban emphasized the importance of preparing regulations and policies within the organizational framework of the institution that ensure gender equality without discrimination. Itimad Abu Jalala said: «Women can be treated without discrimination in the workplace by implementing the law, educating women about the law, especially Section 7 related to regulating women's work, and the labor rights it includes that protect women from exploitation, in addition to monitoring and inspecting workplaces in collaboration with the Labor Inspection Department and labor unions.» Taghreed Juma added: «All employees should be equal in rights and duties according to the tasks required for each job, as stipulated by law in general. However, the uniqueness of each institution lies in the presence of an internal supervisor appointed to regulate employee conditions, and the existence of an address or site for the institution where, in case of discrimination or different treatment of any employee, one can go to the address or complaint box or the website to submit a complaint about the treatment, with a clear mechanism for penalizing those who violate the law.» Samah Abu Ghayad adds: «There is a need for regulatory guidelines and approved regulations that ensure equality, provide equal opportunities, and eliminate discrimination. There should also be clear procedures in cases of

violations, non-compliance, and accountability.»

4. Experts' opinions on the weakness of laws, including the absence of a specific law on violence in the workplace as a cause for increasing violence

Interviewed experts agree that the weakness of laws and the lack of specific laws on violence in the workplace are major reasons contributing to the increase in violence, especially in emergencies. They add that although there are general legal rules embodied in the third chapter of the amended Palestinian Basic Law related to rights and freedoms, which criminalizes all forms of discrimination based on gender, race, color, or religion; and given that a country's constitution is considered one of the most important tools for assessing justice and non-discrimination, and with the evolution of the human rights movement globally and Palestine's accession to most international agreements and treaties, which emphasize the necessity of equality and non-discrimination for all parties involved to reach an advanced level of rights and freedoms without discrimination; with the development of modern democratic societies and the emergence of gender theory as a social theory in analyzing relationships and roles between women and men, it was imperative for Palestine, especially its legislative institution, to give special importance to issues of violence and non-discrimination. It is inconceivable that Labor Law No. 7 of 2000 does not include any clear and explicit provisions criminalizing violence and discrimination in the workplace or organizing emergency situations during wars, natural disasters, etc. Even after nearly 24 years since the issuance of the Palestinian Labor Law, there is no intention from the legislator to develop this law and align it with the international agreements signed by Palestine in 2014 and beyond, and to address the rights and freedoms stipulated in the amended Palestinian Basic Law. The situation is not better under the Palestinian Civil Service Law or the absence of a unified labor union law that ensures women workers' access to decision-making positions. This may be attributed to the dominance of men in legislative institutions responsible for approving laws and regulations, where the number of women in the legislative council was only 17 out of 120 members in the last elections of 2006, having succeeded through political organizations and movements rather than men's conviction in women's roles. Consequently, these women in the legislative institution lack the capacity to expedite or even influence public policies that address women's issues, particularly protection from all forms and types of violence.

5. Recommendations to enhance measures to prevent gender-based violence in the workplace in the governmental, private, and non-governmental sectors

Prevention and protection measures based on the recommendations from interviewed experts can be summarized as follows:

- The necessity of developing clear policies and regulations within the scope of work in both the private and government sectors.
- The establishment of a clear organizational framework in the workplace.
- The allocation of periodic monitoring committees to assess social violence phenomena.
- The existence of laws and regulations concerning gender equality based on role distribution without gender discrimination.
- The formulation and implementation of comprehensive policies to combat violence.
- Awareness and training for female workers.
- Enhancing transparency and accountability.
- Promoting a culture of inclusion and diversity.
- Strengthening legal frameworks.
- Enabling female workers to join labor unions to protect their rights and raise awareness about their rights.
- Activating the role of the Ministry of Labor.
- Implementing the adjusted minimum wage decision for the year 2021.
- Adopting Convention (190) in Palestinian law.

By comprehensively and methodically applying these recommendations, measures for the prevention and protection from gender-based violence in the workplace can be enhanced, contributing to the creation of a safe and equal working environment for all.

6. The importance of International Labour Convention (190) on the Elimination of Violence and Harassment in the World of Work Issued in 2019 and the importance of Recommendation (206)

Interviewed experts and human rights advocates agree on the importance of International Labour Convention (190) on the elimination of violence and harassment in the world of work and its Recommendation No. (206), and the necessity of adopting it in Palestinian law. Mona Rostom says: «The International Labour Convention (190) and its Recommendation No. (206) are considered an entry point for developing national legislation and laws to combat violence and harassment in the world of work if adopted and signed. Violence in the workplace poses a real threat to the stability and security of workers in the labor market. Therefore, measures and plans must be put in place to address workplace violence, starting with the Palestinian government's signature on International Labour Convention (190) and Recommendation No. (206), and beginning to implement its principles and texts, amending labor-related legislation and aligning it with the convention.» Samia Al-Ghussein said: «The importance of Convention (190) lies in its criminalization of violence and harassment in the world of work. It aims to combat and reduce such behavior, and to provide protection for women, especially from all forms of violence and sexual harassment. Recommendation (206) attempts to provide the necessary protection for women and to ensure a safe and fair working environment that guarantees their rights.» Nehad Khalaf added: «The international labor convention approved by the International Labour Organization is an important lever for ensuring and protecting women from all forms of violence in the workplace. Recommendation (206) related to ending violence and harassment in the workplace is considered the first legally binding international standard for workers and addresses the issue of workplace violence specifically. Itimad Abu Jalala mentioned that the ratification of Convention (190) is essential due to the importance of this provision in protecting women from violence and harassment at work sites. Therefore, labor unions and relevant parties must pressure the government to take the necessary measures to ratify the convention and Recommendation (206), as it facilitates the protection of workers' rights for both genders. Feryal Thabet noted that International Labour Convention No. (190) and Recommendation No. (206) reflect a strong global commitment to combating violence and harassment in the workplace. These international tools contribute to providing comprehensive protection for workers, promoting safe working environments, and enhancing human rights. By effectively implementing this convention and recommendation, countries can improve working conditions, increase productivity, and enhance the overall well-being of workers across all sectors. Taghreed Jumaa explained that International Labour Convention No. (190) is important, and it is essential to align it with local procedures and laws in accordance with the convention, as well as to develop labor laws. Awareness and application of this provision in both the public and private sectors are also crucial.»

2.3.2. Gender-based violence during the war on the Gaza Strip

The Israeli aggression against the Gaza Strip, which began in October 2023 and is still ongoing as this study is prepared, is a brutal war and is considered one of the most challenging phases in the history of the Palestinian cause. According to the Government Media Office, the Palestinian Central Bureau of Statistics, and international reports, the Israeli occupation has destroyed more than 80% of Gaza's buildings. Tens of thousands of citizens have been martyred, a third of whom are women, and tens of thousands of women have been injured. The destruction of homes, displacement from shelters, lack of safe spaces, and the loss of many women's sources of livelihood were among the harshest effects of violence against women. Additionally, the psychological, social, and health conditions for women in Gaza have been extremely difficult. The researcher conducted in-depth interviews with some experts and specialists in gender studies to gather data and information related to violence against women during the war. This information supports the study and helps achieve its objectives.

1. The effects of the war on women from economic, social, psychological, and health perspectives

The results of the field study align with what experts and specialists in gender-based violence mentioned during the in-depth interviews conducted by the researcher. Feryal Thabet states: «There are many negative effects on women, including: economic impacts (job and income loss, increased poverty rates, difficulty reaching work due to transportation issues), social impacts (family and community breakdown, increased violence during crises and wars, changes in social roles as war may force women to assume new roles such as primary breadwinners in the absence or loss of husbands and fathers), and psychological impacts: psychological trauma due to continuous bombardment, fear, and anxiety about the loss of security, leading to cases of psychological trauma, depression, and mental disorders. Regarding health impacts: Most health facilities have been destroyed, and movement restrictions make it difficult to access essential healthcare for women, including prenatal and postnatal care. The shortage of medicines and medical supplies particularly affects pregnant women and those with chronic illnesses. Additionally, food shortages and malnutrition increase women's vulnerability to serious health issues, including anemia and other health problems.» Anas Shaaban adds: Due to the poor living conditions and the lack of means for a decent livelihood, which have led to increased psychological, health, and economic pressures, the loss of income has affected the economic situation. Many women have suffered from the freezing of salaries they used to receive due to the withdrawal of many support projects for women in Gaza and the destruction of many small projects led by women. Taghreed Juma pointed out: The increase in poverty and unemployment rates, where women lost job opportunities, especially those working in private institutions, and lost their own projects after widespread destruction. Additionally, there is an increase in economic burdens due to the loss of family providers and the rise in households led by women. Health conditions have deteriorated, with clinics providing services to women closing in favor of emergency cases, and women's specific medications being replaced by emergency drugs. The lack of suitable environments for pregnant and lactating women due to the overall health situation means women give birth without anesthesia and on hospital floors or at home, exposing them to inadequate care and attention.

2. Deterrent policies that can be implemented to protect women in light of the killing of women, internal displacement, external asylum, enforced disappearances, arrests, and sexual assault

Experts, who were interviewed, agreed with the findings of the field study that there are insufficient deterrent policies to protect women and that multiple policies should be implemented to ensure women's safety during wars. Samah Abu Ghiyad said: It is important to focus on international resolutions calling for the protection of women during wars and conflicts, such as Resolution 1325. Authorities and international institutions should be urged to implement and adhere to this resolution, document occupation crimes against women, and bring cases before the International Court of Justice. Public opinion should be addressed, and international conferences should be directed towards active global women's movements to address their responsibilities towards Palestinian women. The crimes of the occupation should be exposed through social media, delivering a visual message to the world. Itimad Abu Jalala mentioned: The policies of the Israeli occupying power and the targeting of women during the war should be exposed through media, avoiding censorship and silencing voices. Complaints should be filed with the International Court of Justice for sexual assault cases suffered by women in Gaza. Laws protecting women, particularly Resolution 1325 on the protection of women in wartime, should be activated. It is important for women's institutions to issue statements condemning the occupation's policies, and to organize international campaigns to support Palestinian women. Anas Shaaban emphasized the need to establish local committees for the protection of women, activate government roles through advocacy initiatives related to the political protection of women, and impose deterrent penalties on those involved in arrests and sexual assaults from a legal and international perspective. Taghreed Juma added that before the aggression, there were many institutions working against violence through awareness and included anti-violence and harassment clauses in their documents, along with institutional codes of conduct. Now, institutions focus on relief work, and some have conditions regarding violence and harassment standards. There is a need for international protection for women, as local entities are unable to protect them. It is crucial to activate international decisions such as Resolution 1325 for the protection of women during wars and

emergencies. Nahed Khalaf explained that there should be many deterrent policies to protect women, such as providing suitable shelters ensuring high levels of privacy and security and comfort, establishing and widely disseminating multiple communication channels to hear women's voices and complaints, with the authority to follow up on all cases of violence, harassment, assault, or deliberate exclusion of women or denial of services and other rights, whether civil or legal. Feryal Thabet said that Gaza is currently in a state of chaos, with no government and no application of local law.

3. Appropriate measures from the experts perspective for protecting women that should be implemented by the government and relevant institutions in the context of the aggression?

The results of the field study agreed with the opinions of the specialists interviewed, as there are insufficient measures to protect women during the aggression. I'timad Abu Jalala said: «The measures put in place by the government and institutions are insufficient and do not match the scale of the event, the suffering, and the tragedy that has befallen women during the war, with a third of the martyrs being women. The government's measures are unable to find a response and impact. However, the legal path we are pursuing is good but needs more support and assistance. Women's institutions are unable to take any protective measures for women under the aggression, especially since destruction, killing, displacement, and homelessness are widespread in Gaza. This leads to instability and incapacity for women's institutions to perform their role.» Taghreed Juma stated: «The government is unable to protect women during the aggression due to being targeted by the Israeli occupation. However, the government, through the functioning agencies, can work on internal protection and addressing issues where women are exploited and abused due to the general conditions.» Anas Shaaban mentioned: «The measures are insufficient because what women endure in shelters and displacement is greater than can be described. We are in a real crisis with overcrowded shelters and women losing their basic rights.» Feryal Thabet noted: «The government has no role in protecting women amid the ongoing war.» Samah Abu Ghayad clarified: «There are no measures; the aggression is larger and fiercer than the state and institutional capabilities.»

4. The most prominent crises and challenges facing women in general and working women in particular during the aggression.

Specialists interviewed agreed that the crises and challenges facing women during the aggression are numerous, which aligns with the results of the field study. Tugheed Jumaa said: «The lack of food and family security, the increase in poverty among women, especially after the rise in the number of households led by women following the martyrdom of husbands, fathers, and sons, which led to the inability to meet their and their families' needs, and the lack of security due to political conditions. The retreat of women's rights due to prioritizing relief work for the displaced has increased cases of violence, divorce, and child abduction from their mothers. There is also a lack of police presence to protect women in these conditions. For working women, there are difficulties in working and reaching their workplaces, the expected danger from bombardments and incursions, and the lack of entities to protect their rights in these dangerous situations.» Anas Shaaban added: «The scarcity of water, the absence of dedicated toilets for women in displacement centers, and the lack of dignity kits as a basic right for women. Women have lost their source of income due to destruction and bombardment on one hand, and the freezing of some projects by institutions on the other hand.» Samah Abu Ghayad pointed out: «There are many challenges and daily crises. Every morning brings the threat of ongoing displacement, searching for shelter, clean water, daily use water, preparing food amid the absence of gas and resorting to fire in extreme heat, and the unavailability of clothes in the markets and the exorbitant prices. These are challenges faced by all women, but working women face an even greater challenge: the danger of leaving their homes to work.» I'timad Abu Jalala pointed out that the most prominent challenges are the psychological state, such as insomnia, anxiety, psychological pressure, and fear for the family's fate, along with financial burdens, insufficient basic necessities and household items, lack of adequate water and bathrooms in displacement areas, and having to walk long distances due to the lack of transportation. Nahed Khalaf indicates the lack of security and safety and the loss of jobs, which have caused significant fear and anxiety, and the absence of stability in all its forms. Khitam Abu Odeh adds the lack of salaries for most working

women, especially those working on a daily basis, the spread of poverty, and the lack of privacy for women.

5. Existence of programs for social, economic, and psychological support for women who have lost their jobs due to the war

Interviewed specialists agree that there are no specific programs for economic, social, and psychological support for women. Currently, institutions focus on relief efforts, distributing food and health parcels, ignoring the social, psychological, and economic aspects.

6. Existence of specific interventions for families headed by women during the aggression?

Most experts agree that there are no specific interventions for families headed by women, due to the inability of institutions to operate normally during the aggression and the difficulty in identifying families headed by women, given the many family heads martyred in Gaza.

7. Existence of safe spaces and adequate measures that take into account women's privacy needs in displacement areas and public facilities?

The specialists interviewed agreed with the field study results on the lack of safe spaces in displacement areas and insufficient measures considering the privacy of women in displacement areas, as there are not enough separate bathrooms specifically for women.

8. Recommendations to enhance measures for prevention and protection against gender-based violence during the war

Specialists interviewed made several recommendations to enhance prevention and protection measures against gender-based violence, with most recommendations aligning with the field study results. Mona Rostom says: It is essential to provide healthcare and healthcare services for women, mental health, and psychosocial support to help women recover, safety and security measures to prevent and reduce risks for women, legal protection, and economic and social empowerment to enable women to access decent livelihoods that reduce their exposure to violence risks, and to provide support and comprehensive programs for women, including comprehensive services to prevent violence. Samah Abu Ghayyad adds: It's important to involve women in emergency committees and crisis management operations, determine their needs, work on implementing them, address the international community to take all measures to protect women, keep them away from targeted areas if possible, and increase coordination between institutions for necessary interventions. Itimad Abu Jallala mentioned: The need to curb and restrain Israeli occupation policies towards the Gaza Strip, and their practices against women, including physical and sexual assaults, killings, and arrests, activating deterrent laws, especially resolution (1325), and the government's ratification of resolution (190) to protect women from violence, activating the role of the government and institutions, especially women's affairs, in protecting women from violence by providing a safety net for displaced and abused women, and strengthening women's resilience through psychological and economic support. Anas Shaaban added: The importance of enhancing laws and legislation that would protect women from all forms of violence, holding advocacy sessions, and conducting many initiatives. Feryal Thabet pointed out: To enhance prevention and protection measures against gender-based violence during aggression, a comprehensive and integrated approach is required, which includes several key aspects: awareness and education, economic and social empowerment of women and girls, strengthening legal frameworks and protection, providing psychological and social support, cooperation with the local community, assessing and monitoring situations, immediate and effective response, developing emergency plans to address gender-based violence during humanitarian crises and armed conflicts, and ensuring sufficient resources are provided to support and ensure the safety of survivors. Nahed Khalaf emphasized: Activating continuous monitoring mechanisms to protect women and girls from all forms of gender-based violence.

9. Necessary interventions to protect women during the war

The required interventions to protect women during the war are varied, as mentioned by experts and human rights advocates. Mona Rostom stated: «Women are subjected to killing, injury, disability, and torture. They suffer from social and economic disintegration, and they experience psychological impacts due to the effects

and aftermath of the war. This situation affects the community as a whole, particularly women. It is crucial to maintain women's health, safety, and dignity during the war, as the need for protection increases due to displacement, loss of shelter, Israeli occupation attacks, and family breakdown. We must address the risks of gender-based violence through monitoring, documentation, and capacity building to ensure access to justice.» Anas Shaaban said: «It is essential to implement health, psychological, social, and economic interventions.» Feryal Thabet: «Protecting women during the aggression requires multi-level interventions that include legal, humanitarian, psychological, and social aspects. Here are some required interventions to achieve this:

1. Strengthening legal frameworks to support human rights in collaboration with international and local bodies to ensure respect for women's rights and their protection under international humanitarian law.
2. Providing immediate protection: shelters, health services, and hotlines for assistance.
3. Conducting awareness and education campaigns to increase community understanding of the risks of violence against women and prevention methods.
4. Economic and social empowerment through training programs and small projects.
5. Psychological and social support: providing psychological treatment services and social support for women affected by violence.»

Itimad Abu Jalala: «Ensuring non-discriminatory treatment of women in the workplace by enforcing the law, educating women about the law, especially Chapter Seven, which regulates women's work and includes labor rights that protect women from exploitation, and monitoring workplaces in collaboration with labor inspection departments and labor unions.»

Samah Abu Ghayyad emphasized the need for safe shelters for women to ensure their protection from any form of violence, increasing awareness regarding preventive and protective measures, enhancing women's own prevention efforts, raising community awareness about the importance of protecting and providing security for women and its impact on their children and families, along with the necessary psychological interventions to mitigate the effects of the aggression and the required health interventions to ensure women receive services with privacy.

10. Main international laws for protecting women in emergencies and armed conflicts, and their importance

Experts and human rights advocates have pointed out that there are international laws that ensure the protection of women in armed conflicts and emergencies, but these laws are not enforced in Palestine. Human rights advocates call for their activation to serve as a safety net for women during emergencies.

Itimad Abu Jalala stated: «Resolution 1325 aims to protect women during war and conflicts. It is essential to activate this resolution in Palestine due to its importance in protecting women from violence, oppression, and the confiscation of rights.» Samia Al-Ghussain mentioned: «International humanitarian law, particularly the Fourth Geneva Convention, contains numerous provisions that ensure the protection of women during armed conflicts. These provisions work to meet their needs for food, medicine, healthcare, safe access to hospitals, and protection from danger. Women should not be targets of ongoing military operations in conflict zones. Therefore, the significance of these provisions lies in providing additional protection to women, recognizing their gender and the roles assigned to them.» Samah Abu Ghayad pointed out: «There are many international agreements, resolutions, and charters that stipulate the protection of women during wars and armed conflicts. These include Resolution 1325 issued in 2000, the Fourth Geneva Convention of 1949 concerning the protection of civilians during war, and the General Assembly's 1974 Declaration on the Protection of Women and Children in Emergency and Armed Conflict.» Feryal Thabet explained: «There are several international laws aimed at protecting women in emergencies and armed conflicts. These laws fall within the framework of international humanitarian law and human rights and include multiple treaties and agreements. The most prominent are:

- The Geneva Conventions of 1949
- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), which obligates state parties to take all necessary measures to protect women from violence and discrimination,

including during armed conflicts

- General Recommendation No. 30, which provides guidance on state obligations to protect women's rights during and after conflicts
- United Nations Security Council Resolutions on Women, Peace, and Security (Resolution 1325 (2000)) emphasize the importance of women's participation in peace processes and decision-making and their protection from sexual and gender-based violence during conflicts. Subsequent resolutions (1820, 1888, 1889, 1960, 2106, 2122, and 2242) reinforce protection against sexual violence during conflicts and call for accountability for perpetrators of these crimes
- The Rome Statute of the International Criminal Court (1998) classifies sexual violence, including rape, sexual slavery, and forced pregnancy, as war crimes and crimes against humanity, allowing for the prosecution of individuals responsible for these crimes
- The Convention on the Rights of the Child (1989) protects girls in armed conflicts from violence and exploitation, ensuring their right to education and healthcare.»

The Importance of International Laws: Experts agree on the importance of these laws in providing legal protection, deterrence and accountability, promoting equality, effective participation, and offering support and care. By implementing and adhering to these laws, better protection for women in emergencies and armed conflicts can be achieved, ensuring the respect for their rights and dignity.

Chapter Three: Field Study

3.1. Survey results: Gender-based violence in workplaces

3.1.1. Characteristics of working women in the survey sample (age, women with disabilities, nature of work, number of years of work, and type of work)

The majority of the working women in the study sample (41.4%) are between the ages of 20-30 years. This is followed by women aged 30-40 years, at 37.9%. Women aged 40-50 years constitute 14.8%, followed by those aged 18-20 years at 3.9%. Finally, women over 50 years old represent 2% of the sample. The researcher observes that the largest proportion of the workforce falls within the 20-40 years age group, making up 79.1% of the sample, which is the most active age group in the labor market.

Table No. (1): Age of the women in the study sample

Age Group	Frequency	Percentage
30-20 years	84	41.4%
40-30 years	77	37.9%
50-40 years	30	14.8%
20-18 years	8	3.9%
Over 50 years	4	2.0%
Total	203	100%

The study results show that the percentage of working women with disabilities in the sample is 16.7%. The researcher notes that the proportion of working women with disabilities in the sample is appropriate and in compliance with the labor law, but is significantly higher than the employment rate of women with disabilities in various sectors. Generally, the employment rate of women has not exceeded 5%, as stipulated in article 13 of the labor law.

Table No. (2): Women with disabilities in the study sample

Women with Disabilities	Frequency	Percentage (%)
No	169	83.3
Yes	34	16.7
Total	203	100

The results indicate that 55.9% of working women with disabilities in the sample have motor disabilities, while 32.3% have hearing disabilities, followed by visual disabilities at 11.8%.

Table No. (3): Type of disability of women in the study sample

Type of Disabilities	Frequency	Percentage (%)
Motor	19	55.9%
Hearing	11	32.3%
Visual	4	11.8%
Total	34	100%

Note: The sample size (working women with disabilities) is 34 individuals.

The highest percentage of working women perform both office and field work, with a percentage of 42.9% (administrative work, not supervisory or leadership positions). Additionally, 40.4% of the working women have office work, followed by field work at 16.7%.

Table No. (4): Nature of work of women in the study sample

Nature of Work	Frequency	Percentage (%)
Office and field	87	42,9
Office	82	40,4
Field	34	16,7
Total	203	100

The table below shows that the highest percentage of working women have between 1-5 years of work experience, accounting for (43.8%). This is followed by women who have between 5-10 years of work experience at (29.6%), then those with more than 10 years of experience at (13.8%), and finally, women who have worked for less than one year at (12.8%).

Table No. (5): Number of years of work of women in the study sample

Years of Work	Frequency	Percentage
1-5 years	89	43,8
5-10 years	60	29,6
More than 10 years	28	13,8
Less than 1 year	26	12,8
Total	203	100

The results indicate that half of the working women are employed in the private sector, accounting for (50.3%). This is followed by women working in their own business at (21.7%), then women involved in family work at (13.7%), followed by women working for UNRWA at (12.3%), and the lowest percentage is for women working in the governmental sector at (2%) of the sample.

Table No. (6): Type of work of women in the study sample

Type of Work	Frequency	Percentage (%)
Private sector	102	50.3
Personal business	44	21.7
Family work	28	13.7
UNRWA	25	12.3
Governmental sector	4	2
Total	203	100

3.1.2. Womens wage levels

The results show that the highest percentage of working women (29.6%) earn wages of less than 500 shekels. In second place, 26.1% of women earn wages in the category of 500 less than 1000 shekels. 16.2% earn wages of more than 1880 shekels. In fourth place, 15.8% earn wages between 1500 less than 1880 shekels. Last, 12.3% of women earn between 1000 1500 shekels. The researcher notes that only 16.2% of workers earn wages exceeding the minimum monthly wage of 1880 shekels according to the amended minimum wage decision No. (4) of 2021, while 83.8% of workers earn wages below the minimum wage, which negatively impacts women, as they cannot meet their needs due to low wages.

Table No. (7): Wage amount in shekels.

Wage Value in Shekels	Frequency	Percentage
Less than 500	60	29.6%
Less than 1000 - 500	53	26.1%
Less than 1500 - 1000	25	12.3%
Less than 1880 - 1500	32	15.8%
More than 1880	33	16.2%
Total	203	100%

3.1.3. Loss of employment due to the war

The study results show that the majority of working women have lost their jobs due to the aggression on the Gaza Strip, which began in October 2023 and is still ongoing at the time of preparing these results. 66% of women lost their jobs, and this percentage is expected to increase due to the war, while 34% of working women still have their jobs.

Table No. (8): Current employment status (ongoing job or not)

Is your job still ongoing?	Frequency	Percentage
No	134	66%
Yes	69	34%
Total	203	100%

3.1.4. Reason for leaving their employment

The study results indicate that the majority of working women lost their jobs due to the war, displacement, and destruction of workplaces, with a percentage of 62.5%. Additionally, 34% of working women still have their jobs, 2% of women did not respond to the reason for losing their jobs, and 1.5% lost their jobs due to the end of their employment contracts. The researcher notes that more than half of the working women lost their jobs due to the war and its effects, representing 62.5% of the sample size.

Table No. (9): Reasons for leaving work

Reason for leaving work	Frequency	Percentage
Loss of work due to the war, displacement, and destruction of the workplace	127	62.5%
Work is still ongoing	69	34%
Did not respond about the reason for losing work	4	2%
Loss of work due to the end of the employment contract	3	1.5%
Total	203	100%

3.1.5. Extent of exposure to violence or harassment by work supervisors, colleagues, or others in the workplace

The study results indicate that more than half of working women have experienced violence or harassment from their supervisor, a colleague, or anyone in the workplace, with a prevalence rate of 56.2%. On the other hand, 43.8% of working women have not faced violence or harassment. The researcher notes that this significant percentage (56.2%) highlights the lack of effective measures to reduce violence and harassment in the workplace. The legal advisor of the Democracy and Workers Rights Center in Palestine, Ali Al-Jerjawi, points out that a major reason for this issue is the absence of criminalization of violence and harassment cases, which are not addressed in labor legislation as crimes punishable by law. This requires amendments to labor laws to include a specific section on criminalizing violence, punishing offenders, and taking all legal actions to protect victims and provide civil compensations.

Table No. (10): Extent of exposure to violence or harassment by work supervisors or colleagues.

Were you subjected to violence or harassment by a work supervisor or colleague?	Frequency	Percentage
Yes	114	56.2%
No	89	43.8%
Total	203	100%

3.1.6. Forms of violence experienced by working women in the study sample:

The study results show that women faced various forms of violence and harassment at work, with verbal violence being the most common at 47.4%, followed by economic violence at 30.7%, electronic violence at 17.5%, and physical violence at 4.4%.

Table No. (11): Forms of violence

Type of Violence	Frequency	Percentage
Verbal	54	47.4%
Economic	35	30.7%
Electronic	20	17.5%
Physical	5	4.4%
Other	0	0%
Total	114	100%

Note: The sample size (working women who faced violence or harassment from a supervisor, colleague, or anyone within the workplace) is 114 individuals.

3.1.7. Frequency of acts of violence and harassment

The study results indicate that the majority of working women, who experienced violence and harassment from a work supervisor, a colleague, or anyone else in the workplace reported that these practices occurred rarely, with a percentage of (60.5%). Women, who reported that these practices happened frequently, made up (35.1%), while those who said that such practices did not occur at all were only (4.4%). The researcher believes that the recurrence of acts of violence and harassment against working women in the workplace stands at (95.6%), which is a very high percentage. This indicates a lack of necessary measures by institutions to reduce such practices in the workplace. The legal advisor of the center adds that institutions and private sectors could include provisions in their internal administrative systems criminalizing all forms of violence and harassment until amendments are made to labor laws to address this issue.

Table No. (12): Frequency of acts of violence and harassment

Frequency of practices	Frequency	Percentage
Rarely	69	60.5%
Yes	40	35.1%
No	5	4.4%
Total	114	100%

Note: The sample size (working women who have been subjected to violence and harassment by a work supervisor, a colleague, or anyone within the workplace) is 114 individuals.

3.1.8. Existence of deterrent policies and penalties against perpetrators of violence and harassment in the workplace

The findings in the table below show that more than half of the working women say that there are deterrent policies against perpetrators of violence and harassment in the workplace, with a percentage of (64%). Women who said they do not know about the existence of deterrent policies accounted for (27.6%), while the percentage of women who said there are no deterrent policies against perpetrators of violence and harassment

was (8.4%). DWRCs legal advisor comments on this result by emphasizing the need for administrative systems within work sectors and implementing deterrent penalties for perpetrators of violence and harassment, with even stricter penalties if such practices are repeated.

Table No. (13): Existence of deterrent policies and penalties against perpetrators of violence and harassment in the workplace

Presence of deterrent policies	Frequency	Percentage
Yes	130	64%
I don't know	56	27.6%
No	17	8.4%
Total	203	100%

3.1.9. Extent of policies implementation through studied and deterrent mechanisms

The table below indicates that more than half of the working women (60.8%) stated that deterrent policies against perpetrators of violence and harassment are implemented with studied and deterrent mechanisms. The percentage of working women, who said these policies are implemented to some extent, was (30.8%), while 8.4% of working women said no deterrent policies are implemented.

Table No. (14): Extent of policies implementation through studied and deterrent mechanisms

Are policies implemented with studied and deterrent mechanisms?	Frequency	Percentage
Yes	79	60.8%
To some extent	40	30.8%
No	11	8.4%
Total	130	100%

Note: The sample size (working women, who stated that there are deterrent policies against perpetrators of violence and harassment, and experienced violence and harassment in the workplace) is 130 individuals.

3.1.10. The extent to which women workers feel psychological, physical, material and digital comfort, office organization, availability of separate bathrooms, and privacy at the workplace

The findings of the table below indicate that 69.5% of working women feel comfortable mentally, physically, financially, and electronically, with organized offices, separate bathrooms, and privacy at the workplace. This aligns with the regulations for women's employment stated in the labor law and its bylaws, according to the legal advisor of the center. On the other hand, 30.5% of working women do not feel comfortable mentally, physically, or financially. The researcher believes that the percentage of working women, who do not feel comfortable, is relatively high at 30.5%, representing nearly one-third of working women. This contradicts the provisions of the labor law and is considered a violation of their rights that must be addressed, according to the legal advisor of the center.

Table No. (15): Extent to which women feel psychological, physical, and material comfort, office organization, availability of separate bathrooms, and privacy at the workplace

Do you feel psychological, physical, and material comfort?	Frequency	Percentage
Yes	141	69.5%
No	62	30.5%
Total	203	100%

3.1.11. Extent to which working women receive awareness about combating violence and harassment in the workplace through awareness meetings, training courses, and workshops.

The results of the table below show that the vast majority of working women (96.1%) have received awareness about combating violence and harassment in the workplace, whether through awareness meetings, training courses, or workshops. In contrast, the percentage of working women, who have not received any form of awareness, is a mere 3.9%. The researcher believes that the focus on awareness methods, whether through meetings, seminars, workshops, training days, media awareness, or social media, contributes to educating working women about their rights and how to act when exposed to violence or harassment in the workplace. This leads to a reduction in acts of violence and harassment.

Table No. (16): Extent to which working women receive awareness about combating violence and harassment

Have you received awareness about combating violence and harassment in the workplace?	Frequency	Percentage
Yes	195	96.1%
No	8	3.9%
Total	203	100%

3.1.12. Representation of women on the board and senior management of the institution or senior positions

The study results indicate that the percentage of working women, who say that women are represented on the board or senior management positions in institutions by less than 30% is (54.7%), while those who say women are represented by more than 30% is (23.6%). (21.7%) of working women say that they do not know the extent of women's representation on the board or senior management. The researcher notes that working women are not represented in boards of directors or senior positions in institutions proportionally to their representation in society or in the institutions operating in all sectors, as they constitute nearly half of society. The legal advisor added that many women included in the study and the sample believe that there is representation of working women in general assemblies, but with male dominance to pass regulations that do not serve women. They also believe that representation in senior administrative positions does not give them the right to influence important decisions.

Table No. (17): Representation of women on the board of directors or senior management

Is there a percentage of women among board members or senior management in the institution?	Frequency	Percentage
Yes, less than 30%	111	54.7%
Yes, 30% or more	48	23.6%
I don't know	44	21.7%
Total	203	100%

3.1.13. Extent to which the institution provides equal pay for men and women for equal work

The study results indicate that 41.9% of working women say that institutions provide equal pay for men and women for equal work, while 29.6% say that institutions do not provide equal pay for men and women. The percentage of working women, who say that the institution sometimes provides equal pay is 28.5%. The researcher believes that less than half of the working women (41.9%) saying that institutions provide equal pay for men and women for equal work is a small percentage. Moreover, employers tend to delay paying wages to working women and prefer to pay male workers immediately. This is a violation of the law, which mandates equal rights and duties and prohibits discrimination based on gender in the workplace. DWRCs legal advisor points out the shortcomings of the labor law, which does not adequately address the issue according to international standards. Therefore, a special section on discrimination should be included, defining it and the necessary measures to ensure equal opportunities and equal pay for work of equal value, as well as penalties for entities that practice discrimination against female workers in the workplace.

Table No. (18): Extent to which the institution provides equal pay for men and women for equal work

Does the institution provide equal pay for men and women for equal work?	Frequency	Percentage
Yes	85	41.9%
No	60	29.6%
Sometimes	58	28.5%
Total	203	100%

3.1.14. Extent to which the institution allows female workers to join labor unions, attend events, and receive training on union-related topics and their relation to gender

The results of the previous table show that 53.7% of working women said that the institution sometimes allows female employees to join labor unions, attend events, and receive union-related training and gender relations. Meanwhile, 36.9% of the working women said that the institution allows female employees to join labor unions, and 9.4% of the female workers said that the institution does not allow them to join unions. The researcher notes that the percentage of female employees, who said that the institution allows them to join unions is small, at only 36.9%. This is considered a violation of the law, which grants working women the right to join labor unions. There are restrictions imposed by institutions on female employees joining labor unions, as more than half of the women (53.7%) said that institutions sometimes allow this, but added that this membership is often done secretly and without the employer's knowledge, out of fear of being fired. Union meetings are held outside working hours and in places outside the workplace because they are not permitted this right at work.

Table No. (19): Extent to which the institution allows female workers to join labor unions, receive training, and attend events and their relation to gender.

Does the institution allow female workers to join labor unions, attend events, and receive training on union-related topics and their relation to gender?	Frequency	Percentage
Sometimes	109	53.7%
Yes	75	36.9%
No	19	9.4%
Total	203	100%

DWRCs legal advisor adds that the center has received many complaints and cases of arbitrary dismissal of female employees over the past years due to union membership or merely attending any union activity, which contradicts the principles of union freedoms.

3.1.14. Suggestions from working women to create a work environment that contributes to eliminating violence and harassment in the workplace:

1. End the aggression in the Gaza Strip immediately and urgently prepare a database of the actual number of women, who lost their jobs due to the aggression, determine if they have any other source of income, and assess the possibility of their return to work.
2. Establish immediate and urgent intervention programs to aid and assist women who lost their jobs due to the aggression, and activate the legal and rights role to ensure they do not lose their rights.
3. Amend labor laws to include clear provisions on issues of violence, harassment, and discrimination against women, introduce deterrent penalties in this regard, and encourage institutions to develop administrative regulations and internal systems, set clear mechanisms for dealing with violence issues, dedicate a complaints department within institutions, and monitor the implementation and adherence to these mechanisms.
4. Enforcing laws, regulations, and deterrent policies in institutions, and holding perpetrators accountable, to ensure the reduction of violence and harassment practices in the workplace.

5. Conducting workshops and training courses, and holding special seminars aimed at raising awareness among women and men about the dangers of violence and harassment.
6. Providing a work environment free from acts of violence and harassment in the workplace, by imposing penalties on perpetrators and holding them accountable, while ensuring the confidentiality and anonymity of the victim.
7. Activating a toll-free complaint line that ensures the confidentiality of the complainant, and enforcing laws and regulations in workplaces.
8. Ensuring the genuine membership of female workers in labor unions to protect their rights against practices and violations in the workplace, reflecting the size and representation of women in the labor market.

3.2. Survey results: Gender-based violence during the war on Gaza that started in October 2023

3.2.1. General characteristics of women in the sample (age, marital status, economic level, place of residence, and educational attainment)

The table below indicates that 36% of the sample members are between 30-40 years old, 30.5% are between 20-30 years old, 21.5% are between 40-50 years old, 6.5% are over 50 years old, and 5.5% of the sample members are between 18-20 years old.

Table (1): Age of women in the sample

Age	Frequency	Percentage
30-40	72	36%
20-30	61	30.5%
40-50	43	21.5%
Over 50	13	6.5%
18-20	11	5.5%
Total	200	100%

The results show that the highest percentage of women in the sample are married (44%), followed by single women (33.5%), widowed women (14%), and finally divorced (8.5%).

Table No. (2): Marital status of women in the study sample

Social Status	Frequency	Percentage
Married	88	44%
Single	67	33.5%
Widowed	28	14%
Divorced	17	8.5%
Total	200	100%

The results indicate that the largest portion of the sample has a weak economic status (51.5%), followed by an average economic status (44.5%), and finally an excellent economic status (4%).

Table No. (3): Economic status of women in the study sample

Economic Status	Frequency	Percentage
Weak	103	51.5%
Average	89	44.5%
Excellent	8	4%
Total	200	100%

The results show that the highest percentage of women in the sample reside in the Gaza Governorate (34%), followed by the Middle Governorate (25.5%), North Gaza (23%), Rafah (9%), and finally Khan Younis (8.5%).

Table No. (4): Place of residence of women in the study sample

Place of Residence	Frequency	Percentage
Gaza Governorate	68	34%
Middle Governorate	51	25.5%
North Gaza	46	23%
Rafah	18	9%
Khan Younis	17	8.5%
Total	200	100%

The study results show that the highest percentage of the sample has a Bachelor's degree (40.5%), followed by high school (22%), associate diploma (18%), Master's degree or higher (11.5%), and only 8% have less than a high school diploma. The researcher observes that the majority of women (70%) have various university degrees, including Bachelor's, associate diploma, and postgraduate degrees.

Table No. (5): Educational attainment

Educational Attainment	Frequency	Percentage
Bachelor's Degree	81	40.5%
High School	44	22%
Associate Diploma	36	18%
Master's Degree or Higher	23	11.5%
Less than High School Diploma	16	8%
Total	200	100%

3.2.2. Women with disabilities in the sample and type of disability

The results of the table below indicate that the majority of the sample consists of women without disabilities, accounting for 87.5%, while women with disabilities constitute 12.5% of the sample.

Table No. (6): Women with disabilities

Women with Disabilities	Frequency	Percentage
No	175	87.5%
Yes	25	12.5%
Total	200	100%

The results show that the percentages of auditory and mobility disabilities are equal among women with disabilities, each accounting for 40%. This is followed by other disabilities, which include congenital and hormonal disabilities, at 12%. Finally, visual disabilities account for 8% of the women with disabilities in the sample.

Table No. (7): Type of disability

Type of Disability	Frequency	Percentage
Auditory	10	40%
Mobility	10	40%
Other	3	12%
Visual	2	8%
Total	25	100%

Note: The number of individuals in the sample (women with disabilities) is 25.

3.2.3. Nature of women's work before the war

The study results indicate that non-working women ranked first at 29.5%, followed by office work at 27%, personal projects at 23%, fieldwork at 12.5%, and other categories at 8%, which include governmental work, family businesses, UNRWA, and the private sector.

Table No. (8): Nature of womens work before the war

Nature of work before the war	Frequency	Percentage
Not working	59	29.5%
Office work	54	27%
Income-generating project	46	23%
Field work	25	12.5%
Other	16	8%
Total	200	100%

3.2.4. Women's employment status during the war

The results of the table below show that the percentage of women, who lost their jobs during the war, was significant, reaching 73.8%. In contrast, the percentage of women, whose jobs were still ongoing, was only 26.2%. It should be noted that the percentage of those, who will lose their jobs, will increase as the aggression continues and the destruction of various economic sectors persists. The researcher notes that the highest percentage of working women (73.8%) lost their jobs during the war and its ongoing long-term effects, necessitating urgent programs to mitigate these effects.

Table No. (9): Employment status during the war

Is your job still ongoing during the war?	Frequency	Percentage
No	104	73.8%
Yes	37	26.2%
Total	141	100%

Note: The sample size (women who had jobs before the aggression) is 141 individuals.

The study results indicate where women workers, who are still employed, work. The private sector accounts for 75.7%, followed by UNRWA at 10.8%, self-employment at 8.1%, and finally, the governmental sector at 5.4%.

Table No. (10): Type of work for women who are still employed

Type of Work	Frequency	Percentage
Private Sector	28	75.7%
UNRWA	4	10.8%
Own income-generating project	3	8.1%
Governmental sector	2	5.4%
Working for the family business	-	-
NGOs	-	-
Business owners	-	-
Other	-	-
Total	37	100%

Note: The sample size (women who are still employed during the aggression) is 37 individuals.

3.2.5. Wage amount during the war

The results show that women, who are still employed and earning a wage of 1000 to less than 1500 shekels, form the highest percentage, at 32.4%. This is followed by women earning more than 1880 shekels at 27%.

women earning 500 to less than 1000 shekels at 16.3%, women earning less than 500 shekels at 13.5%, and finally, women earning 1500 to less than 1880 shekels at 10.8%. The researcher observes that 73% of working women earn wages below the minimum wage (1880 shekels), which imposes a financial burden on them, making it difficult to meet their needs due to the low wage value.

Table No. (11): Wage amount during the war

Wage in shekels	Frequency	Percentage
1000 - less than 1500	12	32.4%
More than 1880	10	27%
500 - less than 1000	6	16.3%
Less than 500	5	13.5%
1500 - less than 1880	4	10.8%
Total	37	100%

Note: The sample size (women who are still employed during the aggression) is 37.

3.2.6. Availability of flexible work arrangements for women during the war

The results show that 55.5% of the sample indicated that the institution that employs them does not allow flexible working hours suitable for the family situation and responsibilities of female workers during the war, while 44.5% said that the institution does allow it. The researcher believes that some institutions do not have a flexible plan for dealing with working women during crises regarding working hours, and do not consider their family responsibilities, as more than half of the women in the study sample (55.5%) see this.

Table No. (12): Provision of flexible work arrangements for women during the war

Institutional flexibility	Frequency	Percentage
No	111	55.5%
Yes	89	44.5%
Total	200	100%

3.2.7. Extent to which women are benefiting from cash assistance or livelihood programs

The results show that the majority of the sample (81.5%) did not receive any cash assistance and were not involved in livelihood programs. The percentage of those, who received cash assistance or were involved in livelihood programs, was 18.5%. The researcher believes that most women (81.5%) did not receive any cash assistance or involvement in livelihood programs, making them unable to meet their basic needs, especially since the prices of basic needs have significantly increased during the war.

Table No. (13): Extent to which women have received cash assistance and livelihood programs

Percentage	Frequency	Received cash assistance/livelihood programs
81.5%	163	No
18.5%	37	Yes
100%	200	Total

3.2.8. Extent to which women are exposed to separation from their families

The study results indicate that the percentage of women who were separated from their families during the war was 52%, while the percentage of women who were not separated from their families was 48%. The researcher believes that more than half of the women (52%) were separated from their families during the war, causing family dispersion and psychological stress on women.

Table No. (14): Extent to which women have been separated from their families

Separation from family	Frequency	Percentage
No	104	52%
Yes	96	48%
Total	200	100%

3.2.9. Extent of womens displacement from their homes during the war

The study results indicate that 93% of women were displaced from their homes during the conflict, while 7% were not displaced. The researcher notes that the majority of the study sample (93%) were displaced from their homes due to the conflict, which has significantly impacted their psychological, social, and economic conditions.

Table No. (15): Extent of womens displacement from their homes during the war

Displacement of Women	Frequency	Percentage
Yes	186	93%
No	14	7%
Total	200	100%

3.2.10. Womens access to health, psychological, and legal services

The study results show that the majority of women did not receive health services or hygiene supplies, with a percentage of 80.5%. In contrast, 19.5% of women did receive these services. The researcher notes that most women in the study sample (80.5%) were adversely affected by the lack of health services and hygiene supplies.

Table No. (16): Provision of healthcare services and hygiene supplies for women

Received health services and hygiene supplies	Frequency	Percentage
No	161	80.5%
Yes	39	19.5%
No need	0	0%
Total	200	100%

The results indicate that 91% of women did not receive any psychological services, while 8.5% of women in the sample did receive psychological services, and 0.5% did not request them. The researcher views the poor psychological conditions of the majority of women in the study sample (91%) as a result of not receiving the psychological services they need due to the ongoing war and its negative effects.

Table No. (17): Extent to which women received psychological services

Received psychological services	Frequency	Percentage
No	182	91%
Yes	17	8.5%
Did not request	1	0.5%
Total	200	100%

The results indicate that 83.5% of women did not receive any legal services, while 15% stated they did not need them. 1.5% reported receiving services. The researcher believes that the lack of legal services for 83.5% of women will negatively affect them, which requires implementing a legal and rights program for working women to educate them about their rights and mechanisms for claiming them.

Table No. (18): Extent to which women received legal services

Received legal services	Frequency	Percentage
No	167	83.5%
Not needed	30	15%
Yes	3	1.5%
Total	200	100%

3.2.11. Presence of safe spaces for women in displacement areas

The results show that a significant percentage of women (78%) indicated the lack of safe spaces in displacement areas. Meanwhile, 17% of women said there are safe spaces for women, and 5% mentioned they do not need safe spaces. The researcher believes that the unavailability of safe spaces for 78% of women in

their location will negatively impact their social, psychological, and health conditions.

Table No. (19): Existence of safe spaces for women in displacement areas

Safe spaces available	Frequency	Percentage
No	156	78%
Yes	34	17%
Not needed	10	5%
Total	200	100%

3.2.12. Womens exposure to violence in displacement areas or workplaces, or while receiving aid and other services during the war

The results show that 64% of women experienced violence in displacement areas, workplaces, or while receiving aid or other services during the war, while 36% did not experience violence. The researcher views the high rate of exposure to violence (64%) as evidence of the failure of governmental and non-governmental institutions to fulfill their responsibilities in protecting women during crises.

Table No. (20): Womens exposure to violence in displacement areas or workplaces, or while receiving aid and other services

Exposure to violence	Frequency	Percentage
Yes	128	64%
No	72	36%
Total	200	100%

The results show that verbal violence ranked first with (50%), followed by economic violence in second place with (35.8%), physical violence in third place with (8.8%), and electronic violence in last place with (5.4%) of the sample. The researcher notes the diversity of the types of violence experienced by the women in the study sample.

Table No. (21): Forms of violence experienced by women

Type of Violence	Frequency	Percentage
Verbal (Shouting, insults, etc.)	74	50%
Economic	53	35.8%
Physical (Beating, touching, etc.)	13	8.8%
Electronic	8	5.4%
Total	148	100%

Note: The sample size (women who experienced violence) is 128. However, respondents could select more than one response and thus the number (148) represents the total types of violence experienced by women.

The study results indicate that women, who experienced violence, reported that these practices occurred continuously at a rate of (70.3%), while 27.4% reported that these practices occurred rarely. The percentage of women, who said these practices did not occur was (10.1%). The researcher believes that the recurrence of acts of violence against women, whether continuous or rare, which was at a rate of (89.9%), is evidence of a lack of deterrent policies against abusers or harassers, non-enforcement of the law, and the absence of police and governmental roles, as well as the absence of the roles of community leaders, elders, and religious figures.

Table No. (22): Frequency of acts of violence against women

Frequency of acts of violence	Frequency	Percentage
Continuous	90	70.3%
Rarely	35	27.4%
No	13	10.1%
Total	128	100%

The number of sample members (women who experienced violence) is 128 individuals.

Details about spaces, where women have experienced violence, and about the perpetrators of violence against women:

Women experienced violence in various places and across all governorates in the Gaza Strip (Gaza, Rafah, North Gaza, Central Gaza, and Khan Younis), as follows:

- **In terms of location:** women experienced violence at shelters during aid reception, displacement areas and during service provision, also mentioning: I ended my work due to poor treatment by service providers, in front of banks due to male control over the place and preventing women from receiving services, abuse from vendors in markets, loss of my private project, and bombing by the Israeli occupation.
- **Domestic violence from spouse or relatives:** women mentioned being exposed to Abuse by my family and siblings, Physical assault from my siblings, Expulsion from my uncles house, Physical and verbal abuse from other women, while receiving bread at the bakery despite respecting the queue, Expulsion from the shelter by the head of the family.
- **Arrest by the Israeli occupation.**
- **Prevention of setting up a tent** in one of the shelters and being abused and expelled from the place by the shelters representative, during the filling of drinking and non-drinking water, while looking for news about my husband detained by the Israeli occupation, verbal abuse while receiving aid from a tent representative, working extra hours without pay, harassment from a man while receiving a food parcel, loss of my small project in Rafah, inability to meet my and my childrens needs, violence while selling food products, violence while registering for humanitarian aid at institutions, not receiving any aid, suffering while receiving some simple aid from the shelter school.
- **Economic violence and crime:** women reported Theft of my money while selling pizza in north Jabalia, Deprivation of my salary for several months due to thugs controlling the banks and lack of liquidity
- **Violence in the workplace:** women indicated being exposed to Verbal abuse while working in the medical clinic, verbal abuse via email, physical assault and preventing me from leaving my tent even if I die of hunger with my children, at Al-Fadila School in Rafah, theft of my salary, verbal abuse (shouting, insults, threats) by relief workers, while receiving aid at the shelter center, violence while being in my husbands house, verbal abuse via WhatsApp, not being paid my salary since the start of the war from the institution, verbal abuse while receiving cash assistance, extortion due to urgent need for money, violence in the workplace, during the registration of displaced names, social problems due to lack of independence, exploitation and forceful seizure of money.

The researcher notes the multiplicity and diversity of the places, where women experienced violence, whether at the governorate level or within the same governorate.

3.2.13. Existence of mechanisms for filing complaints against abusers or harassers

The results indicate that 62% of women reported that there are no mechanisms for filing complaints against abusers or harassers. Meanwhile, 26% were unsure whether such mechanisms exist, and only 12% of women said that there are mechanisms for filing complaints. The researcher believes that the lack of mechanisms for filing complaints reflects a deficiency on the part of institutions, which contributes to the proliferation of violence against women in all its forms.

Table No. (23): Availability of mechanisms for filing complaints against abusers or harassers

Is there a mechanism for filing a complaint?	Frequency	Percentage
No	124	62%
I don't know	52	26%
Yes	24	12%
Total	200	100%

3.2.14. Women, who filed complaints against abusers or harassers, and their satisfaction with the results

The results show that the majority of women, who experienced violence, did not file a complaint, with a rate of 88.3%. Only 11.7% of women filed a complaint. The researcher notes that women's failure to file complaints with the relevant authorities results in their rights not being upheld, and perpetrators evading accountability and punishment, in addition to increasing instances of violence and harassment in society.

Table No. (24): Extent to which women filed complaints against abusers or harassers

Did you file a complaint?	Frequency	Percentage
No	113	88.3%
Yes	15	11.7%
Total	128	100%

Note: the sample size (women who experienced violence) is 128

The results indicate that 40% of the complaints filed by women had a satisfactory outcome, while 33.3% found the results unsatisfactory. 26.7% of women said the results were satisfactory to some extent.

Table No. (25): Women's satisfaction with the complaint results

Were the results satisfactory?	Frequency	Percentage
Yes	6	40%
No	5	33.3%
To some extent	4	26.7%
Total	15	100%

Note: The sample size (women who filed complaints against abusers or harassers) is 15

3.2.15. Women's opinions on the existence and implementation of deterrent policies against perpetrators of violence against women

The results indicate that the majority of women (74%) reported that there are no deterrent policies against perpetrators of violence against women. Only 14.5% said that there are some deterrent policies, and only 11.5% said that there are effective deterrent policies in place. The researcher believes that the absence of deterrent policies leads to the repetition of such practices, which negatively impacts society in general, and women in particular.

Table No. (26): Existence of deterrent policies against perpetrators of violence and harassment

Are there deterrent policies?	Frequency	Percentage
No	148	74%
To some extent	29	14.5%
Yes	23	11.5%
Total	200	100%

The study results from women, who acknowledged the presence of deterrent policies against perpetrators of violence against women, revealed that 73.9% reported the existence of implemented policies with well-studied and deterrent mechanisms, while 26.1% reported that policies are not applied.

Table No. (27): Implementation of policies with well-studied and deterrent mechanisms

Percentage	Frequency	Are policies applied with well-studied mechanisms?
73.9%	17	Yes
26.1%	6	No
-	-	To some extent
100%	23	Total

Note: the sample size (those who reported the existence of deterrent policies) is 23

3.2.16. Extent to which women feel psychological, physical, and material comfort and the availability of a sufficient number of separate bathrooms and privacy in displacement locations.

The results indicate that the majority of women do not feel psychological, physical, or material comfort, with 85.5% reporting discomfort. Women who felt somewhat comfortable represented 11.5%, while only 3% felt comfortable. The researcher believes that the lack of psychological, physical, or material comfort for 85.5% of women and the unavailability of separate bathrooms in displacement locations leads to many psychological, physical, and health issues.

Table No. (28): Extent of womens psychological, physical, and material comfort and the availability of a sufficient number of separate bathrooms.

Do you feel psychological, physical, and material comfort?	Frequency	Percentage
No	171	85.5%
Somewhat	23	11.5%
Yes	6	3%
Total	200	100%

3.2.17. Availability of a sufficient number of separate bathrooms and privacy in displacement locations.

The results show that the majority of women did not have privacy in displacement locations, with 93.5% lacking privacy, while only 6.5% had privacy. The researcher believes that the lack of separate bathrooms and privacy for 93.5% of women may lead to the spread of diseases, psychological disorders, and social problems.

Table No. (29): Availability of separate bathrooms and privacy in displacement locations

Is there a sufficient number of separate bathrooms?	Frequency	Percentage
No	187	93.5%
Yes	13	6.5%
Somewhat	0	0%
Total	200	100%

3.2.18. Availability of private bathrooms for women

The results indicate a high percentage of lack of private bathrooms for women, with 72% reporting no availability. The availability of private bathrooms to some extent was reported by 15%, while only 13% reported having private bathrooms. The researcher notes that 72% of women lacking private bathrooms creates difficult living conditions and psychological and social issues.

Table (30): Availability of private bathrooms for women

Are there private bathrooms for women?	Frequency	Percentage
No	144	72%
Somewhat	30	15%
Yes	26	13%
Total	200	100%

3.2.19. The extent of womens exposure to violence by the Israeli occupying power

The results show that the percentage of women who experienced violence from the Israeli occupation was 75.5%, while the percentage of women who did not experience violence was 24.5%. The researcher believes that the majority of women were subjected to violence by the Israeli occupation and did not receive care and protection according to international law.

Table No. (31): Extent of womens exposure to violence by the Israeli occupying power

Have you been exposed to violence by the Israeli occupation?	Frequency	Percentage
Yes	151	75.5%
No	49	24.5%
Sometimes	-	-
Total	200	100%

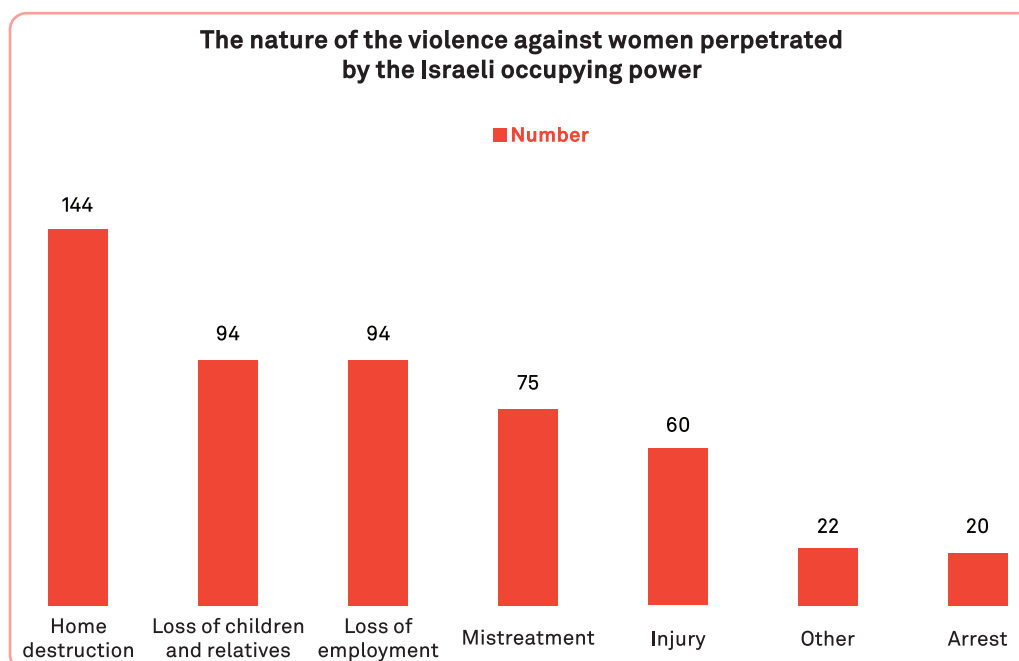
3.2.20. Nature of violence perpetrated by the Israeli Occupying Power

The results indicate that the nature of violence against women by the Israeli occupation took various forms. Home destruction ranked first with a significant percentage of 95.3%. Loss of relatives and loss of employment both ranked second with 62.3% each. The percentage of women who experienced maltreatment by the Israeli occupation was 49.7%, ranking third. Women who suffered injuries ranked fourth with 35.9%. Other forms of violence, including psychological violence from Israeli communications, physical violence, and deprivation of treatment and food, ranked last with 14.6%. Violence included home destruction, forced displacement, loss of employment, loss of relatives, arrest, injury, deprivation of food and treatment, physical violence, and psychological violence through communications by the Israeli occupation. The researcher notes the diversity and variety of violence experienced by women from the Israeli occupation during the ongoing conflict in the Gaza Strip.

Table No. (32): Nature of the violence by the Israeli occupying power against women

Nature of violence by the Israeli occupying power	Frequency	Percentage
Home destruction	144	95.3%
Loss of family members	94	62.3%
Loss of employment	94	62.3%
Maltreatment	75	49.7%
Injury	60	35.9%
Other	22	14.6%
Arrest	20	13.2%
Total	151	-

Note: The sample size (women who experienced violence from the Israeli occupying power) is 151.



3.2.21. Places, where women have experienced violence

The locations, where women experienced violence, were varied. The responses from women, who faced violence from the Israeli occupying forces include: Gaza, Rafah, the Middle Governorate, North Gaza, shelters, schools, homes, during displacement, and through communications.

3.2.22. Required support for women, ranked by priority:

1. Need for safe shelter.
2. Immediate and unconditional economic support.
3. Humanitarian and relief needs, water, bedding, and gas.
4. Psychological support.
5. Health services.

Chapter Four: Study Findings and Recommendations

4.1. Study findings on gender-based violence in the workplace

1. The results show that 83.8% of female workers receive wages lower than the minimum wage (1880 shekels). Only 16.2% of female workers receive wages higher than the minimum wage.
2. The results indicate that more than half of the working women lost their jobs due to the war and its effects, with 62.5% of the sample size, while 34% still have their jobs.
3. The study results show that more than half of the working women have been subjected to violence from their employer, a colleague, or any person in the workplace, at a rate of 56.2%.
4. The study results show that working women are subjected to various forms of violence in the work environment. Verbal violence ranks first at 47.4%, economic violence ranks second at 30.7%, electronic violence ranks third at 17.5%, and physical violence ranks fourth at 4.4%.
5. The study results show that the majority of female workers, who experienced violence and harassment from their employer, a colleague, or any person in the workplace (60.5%), stated that these practices were rare. Meanwhile, 35.1% of the workers said these practices were repeated, and only 4.4% said these practices did not recur.
6. The study results show that more than half of the working women state that there are deterrent policies against perpetrators of violence and harassment in workplaces, at a rate of 64%. Only 8.4% of the working women said there are no deterrent policies.
7. The study results show that more than half of the working women said that deterrent policies against perpetrators of violence and harassment are applied with studied and deterrent mechanisms, at a rate of 60.8%. Meanwhile, 30.8% said these policies are somewhat applied, and 8.4% said that these deterrent policies are not applied.
8. The study results indicate that 69.5% of the working women feel psychological, physical, material, and electronic comfort, as well as office organization, the presence of separate bathrooms, and privacy in the workplace. In contrast, 30.5% of the working women do not feel psychological, physical, or material comfort.
9. The study results show that the vast majority of working women in the sample have received awareness about combating violence and harassment in the workplace through awareness meetings, training courses, or workshops, at a rate of 96.1%. In contrast, only 3.9% of the working women did not receive any form of awareness.
10. The study results indicate that 54.7% of the working women see that women are represented in the boards of directors of institutions, senior management, or high positions in the institution at a rate of less than 30%. Meanwhile, 23.6% of the working women said that women are represented at a rate of more than 30%, and 21.7% said they do not know the extent of women's representation.
11. The study results indicate that 41.9% of the working women say that institutions provide equal pay for men and women for the same work, 29.6% say that institutions do not provide equal pay for men and women, and 28.5% of the working women say that institutions sometimes provide equal pay.
12. The results show that 53.7% of the working women say that the institution "sometimes" allows workers to join labor unions, attend events, and receive union-related training and its relation to gender. Meanwhile, 36.9% of the working women say that the institution allows this, and 9.4% of the working women say that the institution does not allow workers to join unions.
13. Working women have identified a set of suggestions to create a work environment that contributes to eliminating violence and harassment in the workplace, including:
 - Immediate cessation of the war on Gaza so that they can resume gainful employment
 - Establish clear mechanisms for dealing with issues of violence, appoint a complaints department in institutions, and monitor the implementation of these mechanisms.

- Activate laws, regulations, and deterrent policies in institutions and hold perpetrators accountable to ensure the reduction of violence and harassment in the workplace.
- Conduct workshops and training courses and hold special seminars aimed at raising awareness among women and men about the dangers of violence and harassment.
- Create a violence- and harassment-free work environment through imposing penalties on perpetrators and ensuring confidentiality and non-disclosure of the victim's name.
- Activate a free hotline for submitting complaints, ensuring the confidentiality of the complainant, and enforce systems and laws in workplaces.
- Allow female workers to join labor unions to protect their rights from practices and violations in workplaces.

4.2. Study findings on gender-based violence during Israel's war on Gaza that started in October 2023

1. The results show that the largest proportion of the sample has a "weak" economic level, reaching (51.5%), followed by the "medium" economic level at (44.5%), and finally the "excellent" economic level at only (4%).
2. The study results indicate that a large percentage of women lost their jobs during the war, reaching (73.8%), while the percentage of women whose jobs remained was only (26.2%).
3. The study results show that among the women whose jobs were not lost during the war, the private sector came first at (75.7%), followed by UNRWA at (10.8%), then private projects at (8.1%), and finally the government sector at (5.4%).
4. The results show that (73%) of working women earn less than the minimum wage (1880 shekels), while the percentage of women earning more than the minimum wage is only (27%).
5. The results show that (55.5%) of the sample said that the institution does not allow flexible working hours suitable for the family conditions and responsibilities of female workers during the war, while (44.5%) said that the institution allows this.
6. The results show that the majority of the sample (81.5%) did not receive any cash assistance and did not engage in livelihood programs, while only (18.5%) received cash assistance or participated in livelihood programs.
7. The results show that more than half of the women were separated from their families during the war, at (52%).
8. The study results indicate that (93%) of the women were displaced from their homes during the war.
9. The study results show that the majority of women (80.5%) did not receive health services or hygiene supplies, while only (19.5%) of women received these services.
10. The results indicate that (91%) of women did not receive psychological services, while those who did were (8.5%), and (0.5%) did not seek the service.
11. The results indicate that (83.5%) of women did not receive any legal services, (15%) of the sample said they did not need this service, and only (1.5%) said they received legal services.
12. The results show that the percentage of the lack of safe spaces for women in displacement areas was high, at (78%), while (17%) of women said there are safe spaces for women, and (5%) said they do not need those safe spaces.
13. The results show that (64%) of women experienced violence in displacement areas, workplaces, or while receiving aid or other services during the war, while (36%) of women did not experience violence.
14. The results indicate the various types of violence against women, with verbal violence ranking first at (50%), followed by economic violence at (35.8%), physical violence at (8.8%), and electronic violence at (5.4%).
15. The study results indicate that (70.3%) of women who experienced violence said these practices occurred "continuously," while (27.4%) said these practices "rarely occurred," and only (10.1%) said these practices "did not recur."

16. The study results indicate that women have experienced violence in all Gaza governorates: Gaza, Rafah, North Gaza, Central, and Khan Younis. In terms of location, they have faced violence at shelters, displacement areas, workplaces, in front of banks, in markets, in tents, in homes, in relatives' homes, via email, and in relief institutions.
17. The results indicate that (62%) of women reported the absence of mechanisms to file a complaint against the abuser or harasser, while (26%) said they did not know if there were mechanisms or not, and only (12%) of women said there are mechanisms to file a complaint against the abuser or harasser.
18. The results show that the majority of women, who experienced violence, did not file a complaint, at (88.3%), while only (11.7%) of women filed a complaint.
19. The study results indicate that the majority of women reported the absence of deterrent policies against perpetrators of violence against women, at (74%), while (14.5%) said there are somewhat deterrent policies, and the lowest percentage was for women who said there are deterrent policies, at (11.5%).
20. The study results from the sample of women, who reported the existence of deterrent policies against perpetrators of violence against women, indicated that (73.9%) said there are policies implemented with studied and deterrent mechanisms, while (26.1%) said there are no policies implemented with studied and deterrent mechanisms.
21. The results indicate that the majority of women (85.5%) do not feel comfortable psychologically, physically, and materially with the presence of separate bathrooms in displacement areas, while women who felt "somewhat comfortable" accounted for (11.5%), and women who "feel" comfortable were a small percentage at only (3%).
22. The results show that the vast majority (93.5%) of women did not have privacy and did not have access to a sufficient number of separate bathrooms in displacement areas, while only (6.5%) of women had privacy and access to a sufficient number of separate bathrooms.
23. The results indicate that a high percentage of women (72%) indicated the lack of private bathrooms for women, while 15% said they were available to a certain extent and only 13% answered that such bathrooms were available.
24. The results show that 75.5% of women experienced violence from the Israeli occupying power.
25. The results indicate that the nature of violence against women by the Israeli occupying power took multiple forms, with home destruction ranking first at a significant percentage of (95.3%), loss of relatives and job loss both ranked second at (62.3%) each, mistreatment by the Israeli occupation ranked third at (49.7%), injury ranked fourth at (35.9%), and other forms of violence, including "psychological violence due to communications from the Israeli occupation, physical violence, and deprivation of treatment and food, ranked last at (14.6%).
26. The results indicate that women experienced violence from the Israeli occupying power in the governorates of Gaza, Rafah, Middle, North Gaza, and at shelters, schools, homes, during displacement, and through communications.
27. The study results indicate that women need different types of support according to priority: first, the need for safe shelter, followed by economic support, humanitarian and relief needs, water, bedding, and gas. Fourth is psychological support, fifth is health services, and sixth is legal services.

4.3. Findings of focus groups

The researcher organized four focus groups meetings, conducted in the cities of Khan Younis, Deir al-Balah, and Nuseirat. The researcher could not conduct them in the Gaza and North Gaza governorates due to the Israeli occupation's closure of the road between the south and north of Wadi Gaza. The focus groups revealed the following results:

1. Safety in the workplace: 55% of female workers feel safe at their workplace due to good management, love for the profession, working only with women, and team cohesion, 32% feel somewhat safe and 13% do not feel safe due to inappropriate behavior from some employees and fear of dealing with clients. The researcher believes that the percentage of female workers, who feel safe is low, indicating an unsuitable work environment. This should prompt institutions to focus more on implementing security measures and creating a suitable work environment.
2. Risk of violence: 62% of female workers feel at risk of violence due to fear of losing their income-generating project, male dominance under the pretext of customs and traditions, undervaluing their work abilities, and verbal abuse from colleagues. The researcher sees this high percentage as a warning that affects the performance of female workers, increases their stress, reduces productivity, and indicates a lack of protective measures and equality in tasks between men and women.
3. Workplace risks: the most significant risks facing female workers are economic, verbal, and psychological violence, project termination, and cultural differences. The researcher suggests that job or economic insecurity increases stress and leads to psychological instability for women. Therefore, applying labor laws without gender discrimination is essential.
4. Response to violence: women workers subjected to violence seek to resolve issues amicably through management, colleagues, or family. If this fails or the violence continues, 86% would file a complaint with the institution's management, direct supervisor, legal clinic, psychological support team, or police. The researcher notes that women prefer amicable solutions due to social and family considerations. However, the high percentage of women willing to file a complaint if violence persists shows awareness of their rights and determination not to relinquish them.
5. Policies against violence: 82% of female workers believe there are policies aimed at taking measures to eliminate violence and harassment in workplaces. The researcher considers this an acceptable percentage, but emphasizes the importance of seriously implementing these policies and measures.
6. Complaint mechanisms: all female workers acknowledge that the institution provides access to effective, safe, and gender-sensitive mechanisms for filing complaints and resolving disputes related to violence and harassment.
7. Recommendations for victims: female workers recommend that anyone experiencing violence or harassment should not remain silent and should file a complaint with the relevant authorities, not relinquish their rights, and be aware of their rights and legal procedures in cases of violence or harassment.
8. Suggestions to combat workplace violence:
 - Enforcing laws to protect female workers from violence and harassment.
 - Implementing deterrent laws against perpetrators.
 - Establishing a union to protect female workers' rights.
 - Organizing awareness workshops to inform female workers about laws that protect them and how to deal with violence or harassment.
 - Holding regular meetings with management to discuss issues faced by female workers.
9. Treatment of women workers with disabilities: 75% of women workers with disabilities find their treatment at work unacceptable due to bullying, psychological harm, lack of recognition of their abilities, mockery, exclusion from decision-making, and marginalization. The researcher attributes this situation to a lack of awareness among employees and calls for the institution to apply the law equally to all employees and raise awareness about the rights of women workers with disabilities.
10. Types of violence against women workers with disabilities: women workers with disabilities face verbal,

psychological, and economic violence, as well as being deprived of vacations and bonuses.

11. Most women workers with disabilities believe they face all kinds of discrimination in receiving services and accessing opportunities. Discrimination occurs between workers with disabilities and those without disabilities, and even among workers with disabilities themselves. The researcher attributes this to a lack of awareness, weak moral values, and societal prejudice against women with disabilities.

12. The main reasons for discrimination against workers with disabilities include the non-implementation of laws requiring the employment of a certain percentage of women with disabilities, lack of logistical or professional readiness to employ women with disabilities, lack of awareness of their rights, underdeveloped skills, and societal and institutional failure to recognize their abilities.

13. Women workers with disabilities pointed out a set of factors that can ensure the fair treatment of all individuals in the workplace without discrimination, including: raising community awareness and informing them of the rights of people with disabilities, pressuring decision-makers to enforce laws related to people with disabilities, aligning informational and physical environments for people with disabilities, organizing advocacy campaigns aimed at raising awareness and enforcing laws, involving people with disabilities in the legislation process of laws concerning them, implementing strict policies against institutions that do not comply with laws for people with disabilities, and educating the families of people with disabilities about the importance of raising awareness among their disabled members about their rights and needs.

14. The results show that all workers were subjected to violence due to the Israeli occupation, manifesting as displacement from homes, psychological, economic, and social harm, the loss of a family member, loss of employment, home destruction, ill-treatment by the occupation during displacement, and injuries caused by the Israeli occupation.

15. The data indicates that 100% of the sample group were employed before the aggression started, and 72% of the female workers lost their jobs due to the aggression.

16. The results show that all the female workers stated that the institution allows flexible working hours that are suitable for the workers' conditions during the war.

17. The results indicate that 73% of the workers did not receive any cash assistance or participate in livelihood programs, while only 27% of the workers received cash assistance.

18. The findings reveal that most of the female workers experienced violence in displacement places, workplaces, or while receiving aid or other services during the aggression, with 96% experiencing such violence, and only 4% not experiencing violence.

19. The data indicates that 93% of the abused female workers during the aggression did not file complaints for various reasons, including the absence of a responsible authority, the chaos in the country, not knowing the name of the abuser, avoiding embarrassment, and family-related issues.

20. The results show that all members of the sample stated that there are no deterrent policies against those who commit violence against women during the aggression.

21. The suggestions from the female workers on what is needed to protect women during the aggression varied, including: activating the role of the government and holding those who commit violence and harassment accountable, providing security by relevant authorities, enacting deterrent laws during aggression, activating a free hotline and publishing electronic links for submitting complaints, training and raising awareness of shelter staff on how to deal with people, providing essential needs for women, offering financial assistance to female workers who lost their jobs during the aggression, creating safe spaces for women in displacement places, and distributing dignity kits to the displaced.

4.4. Study recommendations

4.4.1. Recommendations to the Palestinian government and official institutions

1. Signing and Implementing International Conventions: Palestine should sign International Labour Convention No. 190 and Recommendation No. 206 and apply them in Palestine to eliminate violence and harassment in the world of work.

2. Minimum Wage Enforcement: Government agencies should implement the amended minimum wage decision No. 4 for the year 2021 for female workers in various sectors.

3. Amendment of Labour Law: The Labour Law No. 7 of 2000 should be amended to include clear and explicit provisions criminalizing violence and discrimination in the workplace, and to regulate emergency situations during wars and natural disasters.

4. Clear Policies and Regulations: There is a need to develop clear policies and regulations within both the private and public sectors, establish a clear organizational framework in workplaces, and set up regular monitoring committees to assess social violence in order to enhance gender-based violence prevention measures in various sectors.

5. Financial Compensation for Women: Financial compensation should be provided to female workers who lost their jobs during conflicts to help them live with dignity.

6. Clear Mechanisms for Handling Violence Cases: Establish clear mechanisms for dealing with violence cases, allocate a complaints department within institutions, and ensure oversight of these mechanisms and their implementation.

7. Enforcement of Laws and Policies: Activate laws, regulations, and deterrent policies within institutions, hold perpetrators accountable to minimize violence and harassment in the workplace. This includes adding sections to the Labour Law related to criminalizing violence and harassment and preventing negative discrimination against female workers.

8. Documenting and Reporting Crimes: Document crimes committed by the occupation against women, file complaints with the International Court, address global public opinion, engage active international women's movements, expose occupation crimes through social media, and deliver a visual message to the world.

9. Healthcare and Psychological Support: Provide healthcare, mental health support, and social support services to help women recover, and ensure safety measures to protect women from risks during wars, crises, and natural disasters.

10. Assistance for Women Who Lost Jobs: Assist women who lost their jobs during conflicts, especially those in the private sector, through financial compensation, small projects, or financial grants to start family businesses.

11. Protection for Women: Protect women exposed to violence in displacement areas, workplaces, markets, and banks through implementing deterrent and accountability policies.

12. Easy Complaint Mechanisms: Establish easy mechanisms for women to file complaints against perpetrators of violence or harassment and inform women about these mechanisms and how to use them.

13. Awareness of Reporting Violence: Educate women who experience violence about the importance of filing formal complaints against perpetrators to ensure accountability and prevent recurrence of such practices.

14. Deterrent Policies: Implement deterrent policies to hold perpetrators accountable and prevent violence, ensuring these policies are applied to avoid repetition of such practices.

15. International Complaints Against Israeli Occupation: Submit complaints to international forums against the Israeli occupation, which has perpetrated violence against women, and seek compensation for women subjected to violence by the Israeli occupation.

16. Equality and Non-Discrimination: Apply the principle of equality and non-discrimination between healthy workers and workers with disabilities in the workplace to ensure justice and equal opportunities.

17. Support During Wars: Provide various forms of support to women during wars, including safe shelter, economic support, humanitarian and relief needs, water, bedding, gas, psychological support, health, and legal services.

18. Involvement in Crisis Management: Involve women in emergency committees, crisis management processes, identify their needs, work on implementing solutions, and urge the international community to take all necessary measures to protect women.

4.4.2. Recommendations to the Private and Non-Governmental Sector

1. It is necessary to implement deterrent and accountability policies within institutions through well-considered and effective mechanisms, not random ones, to reduce the phenomenon of violence and harassment against female workers. These institutions should adopt administrative systems that criminalize violence, harassment, and discrimination.

2. It is important to provide psychological, physical, material, and electronic comfort, to organize offices appropriately, and to have separate bathrooms that provide privacy for female workers in the workplace according to the labor law and its regulations.

3. It is essential to prepare regulations and policies within the organizational framework of the institution that ensure gender equality without discrimination. Women should be informed about the law, especially Chapter Seven related to regulating women's work, and the labor rights it grants to protect women from exploitation. Additionally, workplaces should be monitored and inspected in cooperation with the labor inspection department and labor unions.

4. The importance of economic and social empowerment for women to access decent livelihoods that reduce their exposure to violence risks, and to provide support and comprehensive programs for women, as well as comprehensive services to prevent violence during wars and disasters.

5. The importance of having women represented on institutional boards, senior management, and high-level positions at no less than 30% of the total positions. This requires amending union systems to align with this recommendation.

6. The necessity of providing equal wages for women and men when performing the same work, and not discriminating between them to ensure justice and equal opportunities.

7. The importance of supporting institutions for female workers and allowing them permanent membership in labor unions, attendance at events, and receiving union training related to gender, without imposing obstacles or restrictions.

8. The importance of economic support for women in poor economic conditions by providing individual and family projects and other initiatives that support women.

9. It is necessary for institutions to allow female workers flexible working hours that suit their family circumstances and responsibilities during crises, especially wars and disasters.

10. The necessity of providing health services, hygiene supplies, and health needs for women during wars by supporting institutions.

11. The importance of providing psychological services for women during conflicts, especially those who have been subjected to all forms of violence, displacement, and geographical separation from their families.

12. The necessity of providing legal services to women who need such services by legal and human rights organizations that support women.

13. It is essential to respect female workers with disabilities in the workplace. The institution's management

should recognize their abilities and work on raising awareness among employees about the importance of humane and professional treatment of female workers with disabilities, applying the protection law for this group, and criminalizing any violations of the law and humane treatment.

14. Local institutions should apply laws that stipulate employing a certain percentage of women with disabilities and prepare the institution logistically or professionally to employ this group.

15. Institutions across different sectors should follow policies and take measures to enhance prevention and protection for women to prevent practices of violence and harassment during wars, crises, and disasters.

16. The importance of treating female workers with disabilities in the workplace with the same humanity as other workers, avoiding derogatory attitudes, recognizing their performance abilities, and involving them in decision-making within the institution.

17. The necessity for the institution's management to apply the law to all employees without discrimination in receiving services and equal opportunities and to enforce the protection law for people with disabilities in the workplace.

4.4.3. Recommendations to the international community and international organizations

1. The necessity of implementing international agreements, decisions, and conventions that stipulate the protection of women in times of war and armed conflict, particularly UN Security Council Resolution 1325 issued in 2000, the Fourth Geneva Convention of 1949 related to the protection of civilians in wartime, and the 1974 UN General Assembly Declaration on the Protection of Women and Children in Emergencies and Armed Conflicts.

2. The need to exert pressure on the Israeli occupation to adhere to international laws and resolutions related to the protection of women and civilians in areas of war and armed conflict.

3. The importance of intervention by the United Nations, the International Security Council, and international institutions to protect Palestinian civilians from killing and displacement caused by the Israeli occupation against unarmed Palestinians.

4. The necessity for international institutions to provide both material and moral support to women in the Gaza Strip by establishing employment projects specifically for women, enabling them to live a dignified life amidst the poverty and difficult economic conditions they face.

5. The need for international institutions to offer food, medical, and economic support to women during wars and repeated Israeli aggression on the Gaza Strip, and to provide them with safe spaces to reduce the violence they endure during such conflicts.

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