



Democracy & Workers' Rights Center-Palestine

مركز الديمقراطية وحقوق العاملين - فلسطين

WORKERS' RIGHTS ARE HUMAN RIGHTS

Annual Report for the Year 2022



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We would also like to thank all governmental institutions and local authorities that collaborated with us during the year 2022.

EXECUTIVE SUMMARY

The year 2022 was described as the deadliest year for Palestinians in the occupied West Bank in 16 years¹. The Israeli Occupying Forces have been using excessive lethal force against Palestinians, especially after the rise of the far right in the government during the latest Israeli elections. Conflict & armed conflict had risen in the West Bank especially in the northern cities in particular Nablus and Jenin.

According to the Palestinian Ministry of Health, Israeli forces killed at least 170 Palestinians in the West Bank and occupied East Jerusalem in 2022, including more than 30 children. At least 9,000 others have been injured².

Israeli occupying forces & Israeli authorities constantly target Palestinian and foreign journalists and media agencies during or because of their coverage of Israeli violations of the human rights of Palestinians, particularly in the occupied Palestinian territories. On May 11th, 2022, Palestinian journalist Shireen Abu Akleh was shot in the head by the Israeli occupying forces, while she was covering an Israeli raid in Jenin (occupied West Bank) for Al-Jazeera channel. Shireen was observing all safety measures, while performing her professional duties of reporting from the field.

After less than 15 months since its last military operation against Gaza, Israel attacked Gaza again for three days in August, killing at least 49 Palestinian including 4 women & 17 children.

Internal political circumstances were marked by the continuation of the political split between West Bank and Gaza. Thus, there was no progress in restoring a balance between the executive, legislative and judiciary powers, nor in resolving the divergences between the Palestinian legal frameworks applicable in the West Bank and Gaza Strip respectively.

The realization of their fundamental rights by Palestinian workers in the Palestinian labor market has declined during the year 2022 although there was a slight improvement when it comes to employment. The overall unemployment rate in the Palestinian territories decreased from 26% in 2021 to 24% in 2022, while the **total labor underutilization rate was at 31% in 2022** (which includes those in unemployment, time-limited unemployment & discouraged job-seekers). In the Gaza Strip, the unemployment rate reached 45%, and 89% of those employed as wage workers in the private sector earned less than half the Palestinian minimum wage. **Women's labor market participation rate was 18.6%**. 2 out of 10 women participate in the labor

DWRC MISSION

Spreading a trade union, democratic and human rights culture, reinforcing the skills and knowledge of female and male trade union leaders, informing them about their rights and mechanisms of protection, reinforcing women's role, providing them with legal assistance to enable them to achieve their right to justice, encouraging them to form representative bodies on a democratic basis, and providing them with information through research and studies to enable them to influence socio-economic policies, reduce the effects of poverty and unemployment, and reinforce respect of human rights.

¹ United Nations: meetings coverage and press releases: <https://press.un.org/en/2023/sc15179.doc.htm>

² Six Major Developments that Shaped 2022 for Palestinians, Aljazeera, News: <https://www.aljazeera.com/news/2022/12/26/six-major-developments-that-shaped-2022-for-palestinians>

force, compared to 7 men out of 10. When it comes to basic rights, private sector workers continued to have limited access to social benefits. Based on statistics, a decline in signing a **work contract was observed in 2022, as 35% of workers do have a written work contract, compared to 48% in 2021**. At the same time, **74% of workers did not receive retirement/end-of-service indemnities in 2022 compared to 68% during 2021**. When it comes to **the right to a paid maternity leave, 56% of women were deprived of this right**.

Palestinian workers working in the Israeli Labor Market, have been protesting in 2022 against the decision to transfer their wages to their accounts in Palestinian banks. They carried on collective protests against an Israeli decision to oblige Israeli employers to transfer their wages to bank accounts in Palestinian banks, instead of paying their wages in cash.

As for legislation reforms, the Palestinian Cabinet adopted a decision to increase the maternity leave for public sector employees from 10 to 14 weeks (reduced to 90 days in the decision published in the official bulletin), introduce a 3-day paternity leave, and count time-off for child care for retirement benefits. In addition, the new minimum wage of 1880 NIS was enforced starting from 01/01/2022.

Despite a challenging context, the Democracy and Workers' Rights Center continued to support Palestinian female and male workers in organizing and addressing violations of their right to Decent Work and other socio-economic rights, fostering gender equality and seeking to improve domestic legislation in line with international human rights conventions and international labor standards. We continued implementing our Strategic Plan for the period 2020-2023, pursuing our strategic goal of contributing to the emergence of a Palestinian social movement capable of influencing policies and achieving change, with a democratic trade union movement at its core. During 2022, we continued to work towards achieving four strategic objectives, namely strengthening the representative and bargaining power of trade unions, empowering Palestinian women at the economic, political and social levels, social protection, and strengthening DWRC organizational capacity. Notably, DWRC was able to strengthen its interventions and partnerships for achieving its strategic goal of empowering women.

With partner organizations, unions, and official institutions, we were able to benefit 6152 Palestinian workers & citizens, 61% of them women and girls, through our activities and services. We also reached 900 thousand workers & citizens through awareness messages on rights-based issues spread on social media. Our work benefited 2377 men & boys, and 3775 women & girls, among them workers, unionists, youth, women, children, journalists, representatives of governmental and non-governmental organizations, as well as employers and employers' organizations representatives, excluding those reached through media & publications.

In 2022, DWRC continued to develop its collaboration with dozens of women's grassroots organizations and cooperatives and other CSOs in the West Bank and Gaza. We also further developed our dialogue and contacts with governmental and semi-governmental institutions, local authorities, and employers' organizations through our various interventions, with a specific focus on policies, occupational safety and health and gender equality promotion. We pursued our participation in two quadripartite consultative committees presided by the Minister of Labor (the National Committee for Women's Employment, and the National Committee for Occupational Safety & Health in Gaza).

Main achievements in 2022

In relation with **our Strategic Objective 1 “strengthening the representative and bargaining power of trade unions”**, we worked towards the achievement of two outcomes:

- Freedom of association and the right to organize was strengthened (outcome 1)** as 162 workers organized in democratic unions in 2022 (for a total of 4,427 workers since 2016, 40% of them women).
- More unions engaged in dialogue and collective bargaining to defend & promote workers’ rights and interests (outcome 2)**, several unions engaged in bargaining for employees’ rights, including over retirement age (no mandatory retirement age exists according to labor law), length of maternity leave, minimum wage implementation.

Key outputs contributing to these outcomes were:

- Increased awareness about fundamental rights and freedoms (freedom of association and the right to organize; freedom of expression; freedom of assembly) for 168,533 workers and citizens by the end of 2022
- Improved knowledge and skills in organizing, collective bargaining & advocacy of 128 union members by the end of 2022
- 162 female and male workers have organized in unions by the end of 2022
- Alliances and joint advocacy fostered among 35 unions in West Bank and Gaza Strip
- One bargaining effort of a union at workplace monitored and supported

Under **Strategic Objective 2, “Empowering Palestinian women at the economic, political and social levels”**, we worked on achieving progress in four outcomes:

The representative and bargaining power of women workers in the West Bank and Gaza Strip was strengthened (outcome 1). 2013 women have organized in unions since 2016 (accumulated number). 8 women were elected as representatives in newly established unions in 2022 (for a total of 152 women representatives from 2016 until 2022).

Women’s capacity to mobilize and activate the role of CSOs, including unions, in reinforcing the right to equality and non-discrimination in the world of work, has increased (outcome 2), as # trade unions & other CSOs supported amendments to labor law that will improve respect of rights guaranteed by CEDAW. There is also a significant increase in the level of awareness, dialogue & engagement among unionists & other CSO members about gender equality issues

Outcomes under strategic objective 2

Unions take action to address violence and harassment in the world of work, including GBV in response to women’s demands (outcome 3), as In 2022, DWRC pursued its work of raising awareness among unionists and civil society organizations about ILO Convention 190 and recommendation 206, and legal and practical steps required in Palestine to abide with the convention. in addition, 2 organizations in Gaza adopted zero-tolerance policies for violence & harassment, and interventions are underway at Tubas municipality and 4

Better work/life balance & sharing of family/domestic responsibilities between men & women fostered (outcome 4). In 2022, the number of male & female unionists, who are able to advocate for the rights of workers with family responsibilities, increased due to DWRC’s continued work on spreading awareness about work/life balance issues and the rights of workers with family responsibilities.

Key outputs contributing to these outcomes were:

- 199 women unionists trained (accumulated 2018-2022), 48 in 2022.
- Measures that allow combating discrimination against women in workplaces promoted by unions.

- Women CSOs have undertaken local and national joint advocacy initiatives for gender equality, and enhanced protection of women's labour and socio-economic rights.
- 38 CSOs have established monitoring mechanisms of governmental policies, plans and programs related to women's economic rights.
- 220 activists of women CSOs have enhanced their capacities for promoting women's right to decent work (accumulated 2021-2022).
- Women CSOs have stimulated understanding of women's labour and socio-economic rights among their members and their communities, particularly in marginalized areas and sectors.
- 1001 workers and unionists aware about prevention and protection mechanisms from violence and harassment in the world of work, including GBV
- Increased awareness of rights of workers with family responsibilities among 195 workers, unionists, employees and decision-makers' representatives

Under **Strategic Objective 3, "Social protection"**, we worked on several outcomes:

Working towards the **adoption of a Labor Law for private sector workers respecting basic rights (outcome 1)**, no open consultations of the Labor Law reform took place during the year 2022, although partner unions and through DWRC's activities discussed amendments required, and unions in Gaza took some advocacy steps. **The number of workers able to claim their right to end of service indemnities and other rights related to their period of employment has increased (outcome 3)**, as an amount equivalent to 506,246.5 NIS was obtained in compensations and indemnities for workers, whose rights had been violated by employers through cases solved by DWRC lawyers and as a result of legal advice provided to workers. 62% of beneficiaries of legal consultations have been able to obtain their rights based on legal advice obtained through DWRC and 178 workers obtained rights through cases solved and consultations.

Legal and moral duty-bearers' abidance with domestic law & international conventions guaranteeing just & favorable work conditions has been reinforced (outcome 4), the number of workers insured against work injuries in targeted workplaces has increased by 154 in 2022, while 25 workplaces implemented dispositions of the law related to just and favorable work conditions (concerning dispositions on occupational safety and health, leaves and vacations, wages).

Key outputs contributing to these outcomes were:

- 16 female and male workers obtained indemnities equivalent to 506,246.5 NIS by the end of 2022.
- 12,992 Palestinian workers, have benefited from individual and collective legal consultation services about their rights & mechanisms to defend them in the West Bank and Gaza Strip, among them 279 direct beneficiaries of individual consultations, 44% of them women.
- Observatory on trade union rights and equality/non-discrimination in the world of work released 5 reports/case studies.
- The capacities of trade unions to stop violations related to occupational safety and health rights have been strengthened, with 46 unionists & trained by DWRC playing an active role in awareness, education, and/or bargaining for OSH.
- DWRC has contributed to an improvement of the legal framework and partnerships to advance occupational safety and health rights; as DWRC signed 2 MoUs in Gaza; one with Beit Hanoun Municipality, and the other with The Arab Institute for Safety Science.

Under **Strategic Objective 4 "Strengthening DWRC's organizational capacity"**,

In relation to **strengthened operational capacity related to the management of financial resources (incl. accounting, internal financial control and good governance and self-adherence to labor law) and human rights-**

based approach (HRBA) (outcome 1), DWRC staff continued to enhance its professional skills on human rights, and DWRC's General assembly members identified new risks that may affect the organization and mitigation measures, and implications of the overall situation on the mandate of the organization. **DWRC programs and access to resources have been developed (outcome 2)**, as DWRC has gained more followers of its work on social media, and has started cooperating with a new partner.

Key outputs leading to these outcomes were:

- DWRC has up-to-date info on progress in achieving outcomes and outputs.
- 4 staff members have strengthened their skills in digital advocacy and security, social organizing and conflicts management, and organizational development skills.
- DWRC's outreach through its social media pages increased in 2022.

CONTEXT OF WORK

The year 2022 was marked as the deadliest year for Palestinians in the occupied West Bank in 16 years³, as the Israeli occupying forces escalated their repressive policies, and continued to use excessive lethal force against Palestinians. It was noticeable that violations against Palestinian exceeded even more right after the far right in the Israeli government won the latest elections. The Israeli attacks against Palestinians sparked a major escalation in violence across Palestine/Israel, as Israel used violence in the context of military operations to arrest Palestinians from the West Bank. Conflict & armed conflict had risen in the West Bank especially in the northern cities in particular Nablus and Jenin, and Israel carried on daily raids and killings, using firearms against Palestinians on mere suspicion or as a precautionary measure, in violation of international standards.

In 2022, 170 Palestinians were killed in the West Bank & occupied East Jerusalem, including 30 children. At least 9,000 were injured⁴. In addition, 849 were Palestinian were exposed to attacks by settlers in the West Bank, and the Israeli Military undertook 3,437 military search and arrest operations in the West Bank. Israeli authorities also demolished 953 Palestinian-owned structures (about 82% of them in area C), including East Jerusalem (15% of them), displacing 1,031 people⁵.

On May 11th, 2022, Palestinian journalist Shireen Abu Akleh was shot in the head by the Israeli occupying forces, while she was covering an Israeli raid in Jenin (occupied West Bank) for Al-Jazeera channel. Shireen was observing all safety measures, while performing her professional duties of reporting from the field. On 13/05/2022, while thousands of Palestinians gathered for Abu Akleh's funeral, Israeli police stormed Saint Joseph's Hospital, where her body was being held, and attacked with clubs Palestinians participating in the funeral procession, including the pallbearers, and other mourners, injuring 33 and arresting 15 others⁶.

Once again the population of Gaza was exposed to bombing and shelling for three days (between 05-07/08/2022), without being able to take cover in any bomb shelters, which are non-existent. During this attack, Israel killed 49 Palestinians in Gaza, including 17 children and 4 women, and 360 others were injured, including 151 children & 58 women⁷.

The political split between the West Bank and Gaza was not resolved, and the Palestinian government still did not undertake legislative and presidential elections to resolve the political division between the West Bank and Gaza. Consequently, there was no progress in restoring a balance between the executive, legislative and judiciary powers, nor in resolving the divergences between the Palestinian legal frameworks applicable in the West Bank and Gaza Strip respectively.

Overall, the year 2022 witnessed a slowdown in the growth rates of the Palestinian economy, the GDP increase by 3.7% during 2022 compare to 7% during 2021⁸. The total number of employees in Palestine increased from 889 thousand employees in 2021 to 940 thousand employees in 2022. According to PCBS, unemployment rates among labor force participants (15 years and over) decreased

³ United Nations: meetings coverage and press releases: <https://press.un.org/en/2023/sc15179.doc.htm>

⁴ Six Major Developments that Shaped 2022 for Palestinians, Aljazeera, News: <https://www.aljazeera.com/news/2022/12/26/six-major-developments-that-shaped-2022-for-palestinians>

⁵ OCHA – United Nations Office for the Coordination of Humanitarian Affairs: latest developments outside the reporting period: 16/01/2023: <https://www.ochaopt.org/poc/20-december-2022-9-january-2023>

⁶ OCHA – United Nations Office for the Coordination of Humanitarian Affairs: Highlights from the Reporting Period: 04/06/2022: <https://www.ochaopt.org/poc/10-30-may-2022>

⁷ OCHA – United Nations Office for the Coordination of Humanitarian Affairs: highlights from the reporting period 19/08/2022: <https://www.ochaopt.org/poc/2-15-august-2022>

⁸ Palestinian Central Bureau of Statistics (PCBS), press Report on Economic Forecasts for 2023, <https://pcbs.gov.ps/post.aspx?lang=en&ItemID=4392>

to 24% in 2022. The gap between the West Bank and Gaza when it comes to employment continued to be significant, in which the unemployment rate in the Gaza Strip reached 45% in comparison to 13% in the West Bank. Furthermore, salaries in Gaza continue to be extremely low. PCBS indicated that the percentage of wage workers, who do not obtain the minimum wage in Gaza, was 89% in 2022⁹.

For the first time in many years, Palestinian workers employed in Israel declared a strike action in August 2022 and organized sit-ins at various West Bank checkpoints, where they usually wait for hours to cross to their workplaces in Israel. The strike was a collective protest against an Israeli decision to oblige Israeli employers to transfer their wages to bank accounts in Palestinian banks, instead of paying their wages in cash. In a statement made on August 14th, Palestinian Minister of Labor, Nasri Abu Jeish, considered this step as a new arrangement that would contribute in upholding workers' rights, noting that there was no plan for imposing additional taxes. However, many workers involved in the protest expressed their fear that this action may lead to hidden fees and new taxes.

Palestinian women facing marginalization and gender-based discrimination at work

Women's participation in the labor market only increased by 2% between 2021 and 2022, stagnating at 19%, which means that less than 2 women out of 10 were in the labor market. Men's labor market participation rate stood at 71%.

The unemployment rates among female youth graduates aged (19-29 years) who hold an associated diploma certificate and above reached 61% for young women compared to 34% for young men. Even if women do find a job they still face discrimination when it comes to wages, as 50% of women are paid less than the minimum wage of (1,880 NIS). As for maternity rights and according to PCBS, 56% of women were deprived from obtaining a paid maternity leave in 2022.

Women working in the private sector are exposed to discrimination related to maternity leave, as women are entitled to only 10 weeks for maternity leave, while women working in the public sector and according to the decision adopted by the Palestinian Cabinet in 02/03/2022, are entitled to 14 weeks as maternity leave.

Increase in violations of labor rights for private sector workers

Private sector workers continued to have limited access to social benefits through rights guaranteed by the Palestinian Labor Law No. 7 of the Year 2000, such as end of service indemnities, paid maternity leave, paid sick leave and insurance against work injuries, which have to be paid by employers. However, these rights are widely violated by employers, and thus the vast majority of workers have no protection whatsoever. Moreover, the Social Security Law No. 19 of the Year 2016 is still suspended from January 2019, and no further negotiations to amend the law were undertaken.

Based on statistics, a decline in provision of fundamental rights have been noticed during 2022. A large number of workers have been deprived from their labor rights, starting with the right to a work contract, 65% of wage workers do not have work contracts, and 74% are deprived from their right to receive retirement/end-of-service indemnities. After the government raised the amount of the

⁹ Palestinian Central Bureau of Statistics (PCBS), the main findings of labor force survey in 2022: https://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_En_LFSSY2022E.pdf

minimum wage in 2022 to (1880 NIS), the percentage of workers not obtaining the minimum wage increased reaching 40% compared to 29% with the previous minimum wage account of (1450 NIS)¹⁰.

Violations of rights that DWRC monitored through its legal advice and complaints adopted concerned almost all areas of labor rights, with a greater concentration of cases related to non-payment of severance pay and related rights upon termination of services, as well as violations of rights to paid leaves, and arbitrary dismissal.

Status of labor legislation reform/implementation

Despite the commitments to making progress on the labor law reform, no further reforms were made after the latest reform in 2021 concerning the adoption of a new minimum wage that increased from 1450 shekels to 1880 shekels. The implementation started in 01/01/2022.

The Palestinian Cabinet adopted a decision in 02/03/2022 to increase the maternity leave for public sector employees from 10 to 14 weeks, introduce a 3 day paternity leave, and count time-off for child care for retirement benefits, noting that only female employees can take an unpaid leave of absence for child care. This decision constitutes an improvement for workers with family responsibilities, and a step towards promoting gender equality in the governmental sector, and reinforcing women's rights. In addition, the Cabinet decided to take measures for reinforcing monitoring of wage equality (equal wages for work of equal value for men and women).

As for occupational safety and health and in relation to law on safety and health supervisors and committees no. (3) of the year 2019, steps towards fully implementing the law has been slow since its adoption, yet the Ministry of Labor approved three training centers to start training OSH supervisors and committees.

¹⁰ Palestinian Central Bureau of Statistics (PCBS), the main findings of labor force survey in 2022: https://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_En_LFSSY2022E.pdf

OUTCOMES & OUTPUTS OF DWRC'S WORK IN 2022

STRATEGIC OBJECTIVE 1: STRENGTHENING THE REPRESENTATIVE & BARGAINING POWER OF TRADE UNIONS

For outcome 1.1, freedom of association and the right to organize strengthened

- In Gaza, the Ministry of Justice formed a committee to amend the union law enforced by the de-facto government in Gaza, based on the many issues that we raised in past years concerning gaps in the law & issues with its implementation; some of these arguments were backed by the Ministry of Labour as well.
- 162 additional workers organized in democratic unions and workers' committees in 2022;** the accumulated number since 2016 is 4,427 (40% of them women).



Ramallah, 14-15/05/2022 – training course targeting unions about freedom of associations and the right to organize



Ramallah, 18/08/2022 – establishing conference of the General conference of Secretariat & Administrative Workers' Union

Achieved Outputs	Target value for 2022 as per plan	Indicators
1.1.1. Increased awareness about fundamental rights and freedoms (freedom of association and the right to organize; freedom of expression; freedom of assembly) for 168,533 workers and citizens by Dec, 31, 2022	300,000 workers and citizens have received information about their rights	693 workers and unionists, 362 of them women, i.e. 52%, in several sectors have become knowledgeable about their right to organize & labor rights by the end of Dec. 2022 (<i>see Annex 2.1</i>) - About 167,840 workers and citizens have received information about freedom of association and the right to organize through pamphlets, public events and media by Dec 2022
1.1.2. Increased abidance with international standards for freedom of	Law on union organizing and/or labor legislation	A committee to amend the union law enforced by the de-facto government in

Achieved Outputs	Target value for 2022 as per plan	Indicators
association and the right to organize by the Palestinian Authority	amendment are in line with international conventions	Gaza was formed by the Ministry of Justice. This committee has been consulting with DWRC on matters that needs to be changed and took into consideration issues raised by DWRC concerning gaps in the law and issues with its implementation. In the West Bank, two groups of workers connected to the governmental sector tried to establish unions in 2022 with DWRC assistance (<i>see Annex 2.2 for list of workshops on trade union rights</i>).
1.1.3. Improved knowledge and skills in organizing, collective bargaining & advocacy of 128 union members by the end of 2022	80 union members with improved knowledge and skills	- 128 workers and union members, 67% of them women, have been trained by Dec 2022. Trained unionists applied their skills through undertaking organizing and bargaining initiatives (<i>see Annex 2.3 for list of training courses</i>).
1.1.4. 162 female and male workers have organized in unions by the end of 2022	100 female and male workers have organized in unions	- 117 union members (47% of them women) participated in 4 union conferences; during the conferences, they elected new leaderships (<i>see Annex 2.4 for meetings/workshops for unions to prepare conferences & on how to organize</i>) - Four unions were established as follows; Federation of Churches Employees' Union in Gaza (66 members, 26 of them women), Palestinian Electricity Transmission Company Employees' Union (44 members, 2 of them women), Secretariat & administrative workers' union branch in Jerusalem (52 members, 40 of them women), and the General conference of Secretariat & Administrative Workers' Union. Review (<i>Annexes 2.4 – 2.7 for conferences and representatives elected</i>).



Facebook ad about stressing that trade unions are able to make change



Facebook ad about stressing that trade unions obtain their strength from their members

For outcome 1.2, more unions engage in dialogue and collective bargaining to defend & promote workers' rights and interests

- Decent work conditions and circumstances are implemented as a result of negotiations between unions and employers in # workplaces/companies.
- # workers, including # women, obtained rights upon bargaining processes led by their unions;....

The South Electricity Employees' Workers' Union objected to the company's decision to end the service of employees, who reach 60 years of age, based on our legal advice that such a step is illegal (the Palestinian Labour Law does not identify a compulsory retirement age). They negotiated an agreement with the company, according to which a medical examination shall be performed for workers upon reaching age 60 to check if their health condition does allow them to continue working. Thus their services shall not be automatically ended. Ultimately, this should benefit the 175 employees of the company.

The Islamic Charitable Society Employees' Union (representing 200 employees, 60 of them women) inquired about the scope of application of the governmental decision of March 2022 to raise the maternity leave to 14 weeks and introduce a 3-day paternity leave. Upon hearing that it only applies to governmental workers, and thus not to them, they decided to submit a demand to the Society's administration to approve the same leaves for the Society's employees. They expect to have a decision on this matter during the Society's administrative committee's first meeting in 2023.



Gaza, 01-03/11/2022 – a female participant discussing issues faced by workers during the annual trade union forum



Ramallah, 31/12/2022 – workshop for trade union members from various sectors

Achieved Outputs	Target value for 2022 as per plan	Indicators
1.2.1. Alliances and joint advocacy fostered among 35 unions in the Gaza Strip & the West Bank	Common demands identified in at least one sector	- 35 unions (11 in the WB & 24 in the GS) agreed on most pressing issues for the union movement and advocacy needed. In the West Bank, unions focused on main joint issues and challenges of different sectors; perspectives for uniting efforts and building a coordinating body for professional associations, trade unions & CSOs. While in Gaza, unions focused on Rights-based demands of workers and ways to intervene; challenges & opportunities; ways to do advocacy. (See annex 2.8 for annual trade union forum & annex 2.9 for coordinating meetings)
1.2.2. One bargaining effort of unions at workplace & sector levels monitored and supported	Number of unions in elaborating demands/bargaining plans	- At workplace level, the Federation of Churches Employees' Union identified 12 demands to be submitted to the board of directors of their organization for bargaining. These demands would benefit 66 workers if applied. (See annex 2.10 for demands & strategies meetings/workshops)

STRATEGIC OBJECTIVE 2: EMPOWERING PALESTINIAN WOMEN AT THE ECONOMIC, SOCIAL AND POLITICAL LEVELS

Under outcome 2.1, Representative and bargaining power of women workers in the West Bank and Gaza Strip strengthened

- In 2022, women's participation and representation in trade unions has further improved. The number of women organized in unions reached 2013 (accumulated 2016-2022). The target was 2000. This concerned women working in secretary & administrative work, electricity, and organizations.
- The number of elected female union leaders in newly established unions and workers' committees was 8 in 2022. Accumulated numbers from 2016 until 2022 are 152 women union representatives.

Achieved Outputs	Target value for 2022 as per plan	Indicators
2.1.1. Advocacy and networking capacities of women unionists increased	Female unionists/activists trained - Number of elected women union representatives increased	- The number of female unionists and activists, who benefited from additional trainings since 2018, increased to 199 in 2022. During the year, 48 women unionists have improved their knowledge & skills on digital advocacy, gender equality in the world of work & holding conferences. - The number of women unionists elected as workers' representatives increased by 16 by the end of 2022. (See <u>annexes 2.11 for study days for women unionists</u>)

Under outcome 2.2. CSOs, including unions, have contributed in reinforcing the right to equality and non-discrimination in the world of work

- # trade unions & other CSOs, supporting amendments to labor law that will improve respect of rights guaranteed by CEDAW in local labor legislation
- Although we have not reached our target yet of fostering the adoption of equality/non-discrimination policies in workplaces, there is a significant increase in the level of awareness, dialogue and engagement among unionists and other CSO members about gender equality issues



Gaza, 03-04/08/2022 – working group exercise during a training course on gender equality & non-discrimination



Ramallah, 22/09/2022 – during a workshop discussing how to strengthen women's role and combat marginalization

Achieved Outputs	Target value for 2022 as per plan	Indicators
2.2.1. Measures that allow combating discrimination against women in workplaces have been promoted by unions	2 unions at workplace/sector level have signed an MoU or code of conduct for promoting gender equality measures in workplaces	- General Union of Health Service Workers in Gaza established a central women's department and branches in the union, and exchanged views about plans, challenges & needs. - Tourism workers' union in Gaza established a women's committee; members from other unions in Gaza formed a committee to follow-up on women's issues through the media & formulated plans for creating an online radio channel. <i>(See annexes 2.12 & 2.13 for workshops for women's committees/equality committees in trade unions and activities implemented by unions).</i> - 318 Palestinian women have actively participated in training and information and awareness sessions <i>Review (annex 2.14 for consultative meetings & annex 2.15 for awareness meetings).</i> - Some of participants in the training on equality and non-discrimination at work, formulated proposals to change internal regulations (include non-discrimination); others started raising demands related to equality and non-discrimination in workplaces, equality for PWDs, minimum wage implementation, establishing work contracts, providing protection tools for women journalists; others established women's committees, visited workplaces

		& affiliated new members to their union <i>(see annex 2.16 for list of trainings)</i> .
2.2.3. Women CSOs have undertaken local and national joint advocacy initiatives for gender equality, and enhanced protection of women's labour and socio-economic rights	Number of CSOs that undertook joint advocacy & number of local advocacy initiatives	- 65 CSOs, among them 13 women's grassroots CSOs, joined the national coalition for women's right to decent work (by December 2022). - Local coordination committees were formed in Nablus, Tulkarem, Jericho, Tubas, Gaza and Hebron. <i>(See annex 2.17 for details about meetings with coordinating committees)</i>. - In addition 6 organizations (3 in the West Bank & 3 in Gaza) were awarded grants to foster local advocacy initiatives. - In cooperation with the National Coalition "My Right", several advocacy steps took place including: (1) the preparation of a letter of demands addressed to the Palestinian government following their announcement that they decided to increase the maternity leave of governmental employees to 14 weeks and introduce a 3-day paternity leave; (2) a letter addressed to the Minister of Women's Affairs in Gaza asking for urgent intervention from the Ministry to end discrimination against young women seeking to enter certain BA study fields in Gaza universities; (3) a facts and position paper about the challenges of the minimum wage implementation for women workers in the West Bank. <i>(Review annex 2.18 for policy dialogue sessions)</i>.
2.2.4. CSOs have established monitoring mechanisms of governmental policies, plans and programs related to women's economic rights	Number of CSOs & DPOs that contribute in generating data for measuring progress on equality in employment Number of targeted CSOs & DPOs with members/activists trained on data gathering, producing facts sheets and position papers to support their advocacy work	- 38 targeted CSOs and DPOs have knowledge of governmental policies, plans and programs. - 10 CSOs & DPOs have contributed in generating data for measuring progress on equality in employment (gender and disability responsiveness) based on qualitative and quantitative indicators. - 32 targeted CSOs with members/activists trained on data gathering, producing facts sheets and position papers to support their advocacy work. <i>(Review annex 2.19 for thematic seminars & annex 2.20 for workshops to discuss th</i>

[illegible]

Under outcome 2.3, unions take action to address violence and harassment in the world of work, including GBV in response to women’s demands



- In 2022, DWRC pursued its work of raising awareness among unionists and civil society organizations about ILO Convention 190 and recommendation 206, and legal and practical steps required in Palestine to abide with the convention.
- 2 organizations in Gaza adopted zero-tolerance policies for violence & harassment, and interventions are underway at Tubas municipality and 4 other workplaces in the Gaza Strip.

Achieved Outputs	Target value for 2022 as per plan	Indicators
1001 workers and unionists aware about prevention and protection mechanisms from violence and harassment in the world of work, including GBV	200 workers and unionists, at least 50% of them male, acquired knowledge to fight against violence & harassment, including GVB, in workplaces; discussion of zero tolerance policy in 2 workplaces	- 1001 workers and unionists acquired knowledge about C190 to fight against violence and harassment, including GBV, in workplaces, through awareness raising. - 5 awareness messages disseminated on social media during the 16 days of action against GBV, reaching 123,841 persons as indirect beneficiaries. - Two organizations in Gaza adopted zero-tolerance policies. <i>(Refer to annexes 2.25 – 2.27 for related awareness meetings, events, trainings, and workshops).</i>



28/11/2022, Abasan – celebrating the 16 days of action against GBV during an event held in big Abasan in Gaza



11/12/2022, Beit Hanoun – a dialogue session with women talking about violations faced at work and their success stories, during the activity on the occasion of 16 days of action against GBV

Under outcome 2.4, better work/life balance & sharing of family/domestic responsibilities between men & women fostered



Facebook ad about supporting workers in providing child care for their young children



Facebook ad about making special arrangements for maternity protection at establishments

- In 2022, the number of male & female unionists, who are able to advocate for the rights of workers with family responsibilities, increased due to DWRC's continued work on spreading awareness about work/life balance issues and the rights of workers with family responsibilities.

Achieved Outputs	Target value for 2022 as per plan	Indicators
Increased awareness of rights of workers with family responsibilities among 195 workers, unionists, employees and decision-makers' representatives	200 workers and unionists aware of rights of workers with family responsibilities; 10,000 workers and citizens reached on this topic	- 195 workers, unionists, employers and decision-makers' representatives aware of work/life balance issues and rights of workers with family responsibilities. <i>(The accumulated number of workers & unionists aware of rights of workers with family responsibilities for the period 2020-2022 reached 400.)</i> <u><i>(Refer to Annex 2.28 for details about awareness meetings)</i></u> - Posts disseminated on social media about work/life balance and rights/arrangements that affect workers with family responsibilities reached 78,110 persons.



During the implementation of two awareness meetings about work/life balance and sharing family responsibilities in Gaza

STRATEGIC OBJECTIVE 3: ESTABLISHING A SOCIAL PROTECTION SYSTEM

Under outcome 3.1, Labor law for private sector workers respecting basic rights has been adopted

- No open consultations for the Labor Law reform took place during the year 2022, although through DWRC's activities, partner unions discussed amendments required, and unions in Gaza took some advocacy steps.

Achieved Outputs	Target value for 2022 as per plan	Indicators
3.1.1. Campaign on proposed amendments to labor law launched related to workers' social benefits	Number of meetings with unions & other stakeholders to mobilize pressure to amend the law; number of statements issued	- Two coordinating meetings/workshops for campaign on labor law reform held & 5 ads published. <i>See (annex 2.29 for workshops).</i> - 5 ads about key required Labor Law reforms reached an estimated audience of 123,981 persons on social media, 40% of them women, and obtained 3,976 interactions.



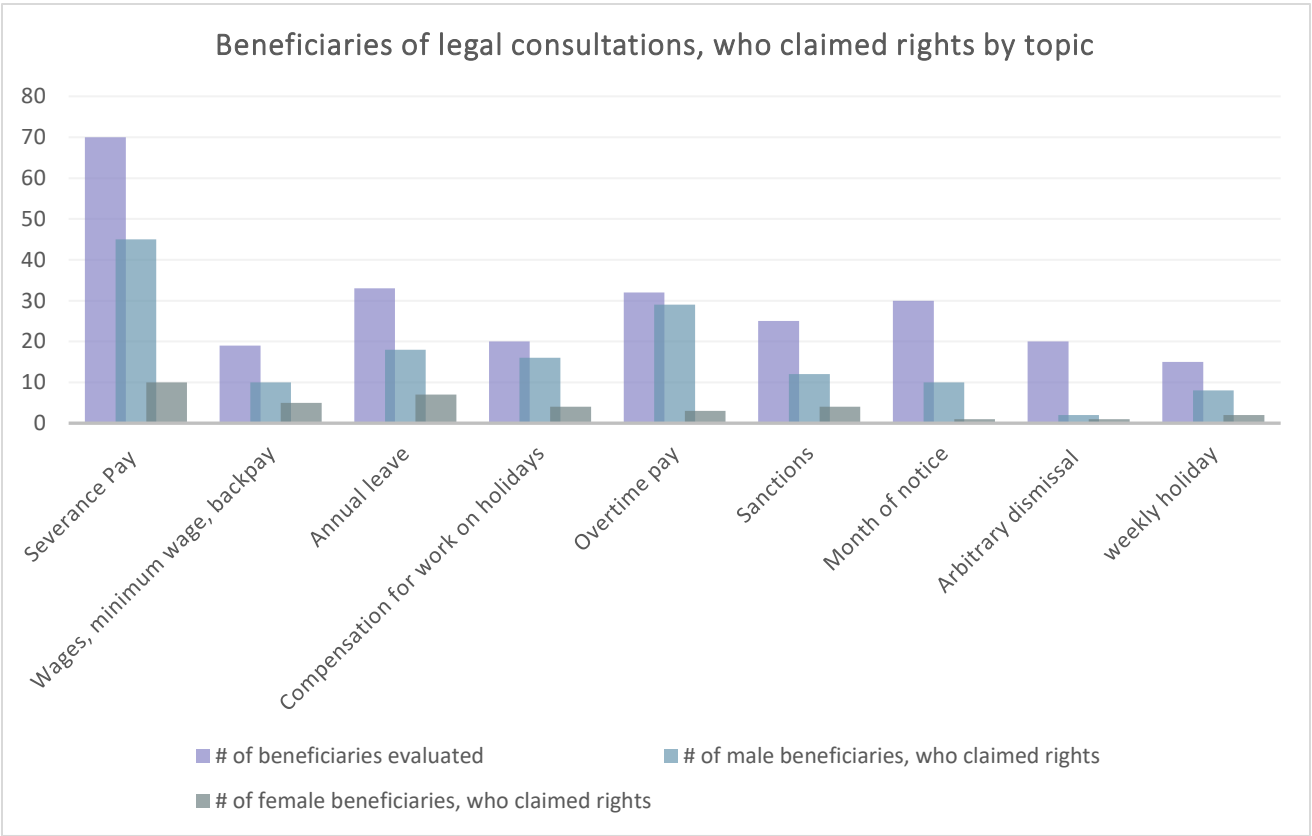
One of the social media ads raising the demand for reforming the Palestinian Labor Law No.(7) of the year 2000



Another social media ad about workers' right to work in an environment that respects their family responsibilities

Under outcome 3.3, the number of workers able to claim their right to end of service indemnities and other rights related to their period of employment has increased

- 62% of workers, who obtained legal consultations, have been able to obtain their rights based on legal advice obtained through DWRC (as per an evaluation with a sample of beneficiaries). This concerned 77% of male beneficiaries surveyed and 23% of female beneficiaries surveyed.
- 178 workers obtained rights and/or took steps to claim them (16 workers obtained rights through cases solved & 162 obtained rights through legal advice (among them, 55 workers obtained severance pay, 15 workers obtained payment of late wages/minimum wage, 25 workers obtained a paid annual leave, 20 obtained paid holidays, 10 obtained a paid weekly leave, 12 obtained the cancelation of penalties imposed by the employer)).
- An amount equivalent to 305,197.5 NIS, 25,000\$, & 24,000 JD, was obtained in compensations and indemnities for workers, whose rights had been violated by employers; this amount was obtained through cases adopted and solved by DWRC lawyers (equivalent to 286,684.5 NIS, 25,000\$, & 24,000 JD, excluding the court decisions that remain to be implemented), and through legal consultations provided which enabled workers to obtain their rights from their employers (185,813 NIS as disclosed by workers surveyed).

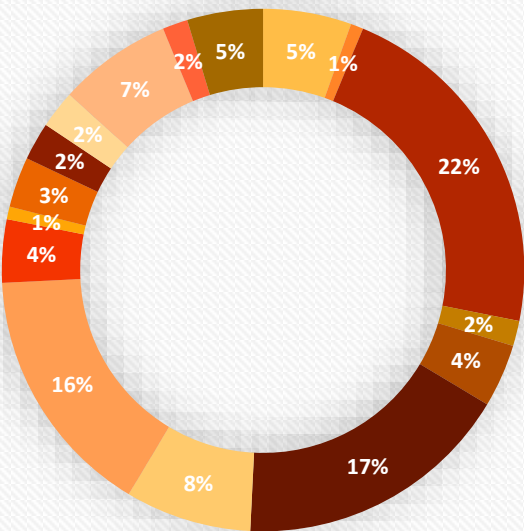


Achieved Outputs	Target value for 2022 as per plan	Indicators
3.1.1. 16 female and male workers obtained indemnities equivalent to 506,246.5 NIS by the end of 2022	Number of female & male workers obtained indemnities amounting to around 100,000 million NIS	- 16 workers obtained legal representation during the year 2022, 6 of them women, through individual and collective cases adopted. 93% of individual and collective cases have been solved through negotiated settlements in 2022, 87% of them were solved in less than a year - 15 cases solved through negotiated settlements with employers - One case solved in courts <i>(see Annex 2.30 for details on cases solved by settlements and court decision)</i>
12,992 Palestinian workers, have benefited from individual and collective legal consultation services about their rights & mechanisms to defend them in the West Bank and Gaza Strip; 279 direct beneficiaries of individual consultations, 44% of them women	400 of direct beneficiaries	- 1442 consultations were provided from 01/01 to 31/12/2022 in the West Bank and Gaza Strip, as follows: - o 497 individual consultations by phone, face-to-face or in writing provided to workers in the Palestinian labor market; 124 out of 279 beneficiaries were women - o 687 consultations during awareness meetings, benefiting 1970 workers; 1169 of them women - o 258 consultations were provided collectively or/and to trade unions, benefiting 12713 workers, 8329 of them women - Out of sample of 259 beneficiaries of consultations surveyed, 62% have claimed their rights based on legal consultations provided <i>(See annex 2.31 for list of meetings for workers on the new minimum wage)</i>

Most prevalent violations of rights in cases adopted were non-provision of Severance Pay (22%), violations related to provision of vacation and leaves (17%), violations related to wages and the right to minimum wage with a percentage of (16%), and issues related to Insurance against work injuries& work injuries compensation (8%).

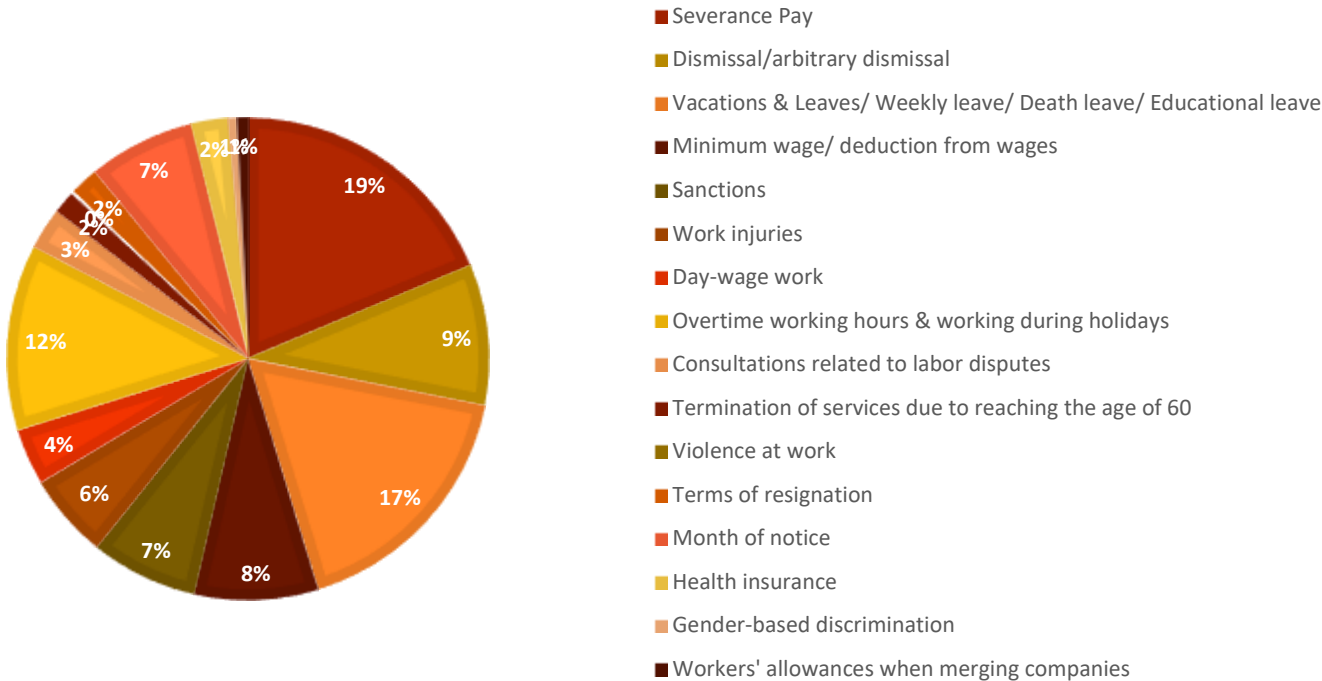
Violations of rights in individual cases adopted in 2022

- Overtime working hours
- Violation related to the right to organize
- Severance pay
- Arbitrary Dismissal
- Month of notice
- Vacations & Leaves
- Insurance against work injuries/work injuries compensation
- Wages/the right to minimum wage
- Certificate of experience
- Restructuring
- Bonuses & allowances
- Rights related to retirement
- Violation of rights for daily-wage workers
- Work during holidays
- Wage discrimination
- Changes in work conditions



In 2022, (19%) of the individual legal consultations provided for workers in Palestinian establishments concerned non-payment of severance pay, (17%) of violations concerned non-provision of vacations & leaves (annual leaves, weekly leaves, and death leave), (12%) were related to overtime working hours & working during holidays, (9%) were related to arbitrary dismissal, and (8%) concerned non-provision of the minimum wage & deduction from wages.

TOPICS OF INDIVIDUAL LEGAL CONSULTATIONS FOR WORKERS IN THE PALESTINIAN LABOUR MARKET IN 2022



Under outcome 3.4, Legal and moral duty-bearers' abidance with domestic law & international conventions guaranteeing just & favorable work conditions has been reinforced

- In 2022, at least 154 workers from various sectors obtained insurance against work injuries including electricity, food manufactories, cosmetics production, bakeries, and NGOs.
- The number of workplaces, where implementation of dispositions of the labor law have been obtained (concerning dispositions on occupational safety and health, leaves and vacations, wages) in 2022 was 25 based on evaluations and follow-up.



18/04/2022, Gaza – during the field visit to Rozan Company for Chemical Manufacturing (left), and Shomar Company for Food Manufacturing and Biscuits Factories (right)

Achieved Outputs	Target value for 2022 as per plan	Indicators
3.4.2. Observatory on trade union rights and equality/non-discrimination in the world of work released three reports and two case studies	1 annual report & 2 case studies	DWRC completed one annual report on violation of labor & trade union rights for the year 2021, and issued 2 case studies concerning challenges and issues faced by women unionists in Palestine, and a case study on women's rights situation in local authorities. We also launched a survey with women workers on the implementation of the new minimum wage, and used the data collected in the facts & position paper produced at the end of the year with the "My Right" coalition. In addition to writing an article on child labor in Palestine based on a former study by the Center, published by our Spanish partner CCOO in a booklet about the struggle to eradicate child labor in the Mediterranean region. <i>(See annex 2.32 for roundtables/workshops with stakeholders)</i>

3.4.3. Employers demonstrably comply with occupational safety and health legislation in the West Bank and Gaza Strip	Law implementation monitored in at least 17 Palestinian workplaces	- By Sept. 2022, 25 out of 60 workplaces (i.e. 59% of workplaces) to abide with occupational safety and health legislation targeted during awareness meetings & workplace visits, where there were issues with OSH regulations implementation, measures have been taken to abide with OSH legislation in WBGS. <i>Please review (Annex 2.33 for consultative workshops with stakeholders & Annex 2.34 for awareness meetings on OHS)</i> - Measures have been taken to significantly improve working conditions in 4 workplaces. <i>See (Annex 2.35 for trainings for labor inspectors and employers).</i>
3.4.4. The capacities of trade unions to stop violations related to occupational safety and health rights have been strengthened	20 unionists have become knowledgeable about risk assessment and management, and legislation on OHS rights	- 46 unionists and workers in West Bank and Gaza Strip have become knowledgeable about risk assessment and management, and legislation on occupational safety and health rights. - 2 occupational safety and health committees have been formed by unions, in Kindergarten, Private Schools & Day Care Workers' Union in Bethlehem, and Secretary and Administrative Work Workers' Union. <i>Review (annex 2.36 for list of training courses on OHS targeting workers and unionists & follow up meetings).</i>
3.4.5. DWRC has contributed to an improvement of the legal framework and partnerships to advance occupational safety and health rights	2 MOUs signed with NCOSH members + By Sept 2024, at least 3 amendments to the Labour Law in relation to OHS rights and/or a revised version of the social security law, have been approved by the Cabinet	- DWRC signed two MoUs in Gaza; one with Beit Hanoun Municipality & the other with the Arab Institution for Safety Sciences. The MOUs aim to improve joint cooperation through implementing programs & activities related to OSH, improve the enforcement of OSH regulations at workplaces, and contribute in building the capacities of the workers at Beit Hanoun Municipality & at the Arab Institution for Safety Sciences. - DWRC monitored progress concerning the OSH committees and supervisors law, as the Labor Ministry developed a training manual for the law of OHS Supervisors and committees and chose two training

institutions to start implementing specialized trainings in relation to the law. A number of big factories assigned supervisors and started training them, in addition to training labor inspectors.

Please review (annex 2.37 for public events & annex 2.38 for advocacy activities).



Gaza, 19/05/2022 – Public event on the occasion of the international OSH day & May Day

STRATEGIC OBJECTIVE 4: STRENGTHENING DWRC'S ORGANIZATIONAL CAPACITY

Under outcome 4.1, strengthened operational capacity related to the management of financial resources (incl. accounting, internal financial control and good governance and self-adherence to labor law) and human rights-based approach (HRBA)

- We gathered M&E data for activities undertaken during the reporting period.
- The percentage of staff with enhanced professional skills did not increase; however, 4 female staff members developed their professional skills in digital advocacy and security, social organizing and conflicts management, and organizational development skills.
- General assembly members identified new risks that may affect the organization and mitigation measures, and implications of the overall situation on the mandate of the organization.

Achieved Outputs	Target value for 2022 as per plan	Indicators
4.1.1. Robust monitoring and evaluation system in place	Information available on a quarterly basis	- M&E data for activities took place during the reporting period
4.1.3. Staff trained in management of financial resources, RBM, HRBA and	14 staff trained (accumulated 2018-2022)	- 10 (accumulated 2018-2022) Staff trained in management of financial resources, RBM, HRBA and related technical skills on

related technical skills on reporting, evaluation, advocacy		reporting, evaluation, advocacy, digital advocacy and security, social organizing and conflicts management, and organizational development skills. - In 2022, 4 female staff members developed their professional skills in digital advocacy and security, social organizing and conflicts management, and organizational development skills.
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Outcome 4.2, organization programs and access to resources have been developed

- DWRC's outreach through social media has increased.
- DWRC started cooperating with a new partner, the CCOO fundacio pau I solidaritat.

Achieved Outputs	Target value for 2022 as per plan	Indicators
4.2.1. Number of persons & organizations at the local, Arab & international level, who follow DWRC work, read its publications & interact with the Center has increased by Dec. 2022	Development of communication & outreach tools & interaction with international network + Recruitment of 1 additional donor	- Number of persons following our work through our Facebook page increased from 14,475 by the end of 2021, to 15,224 followers by the end of 2022. Our twitter account has 271 followers, and our Instagram account has 326 followers at the end of 2022. - DWRC participated in a MENA network meeting in Istanbul, organized by the Olof Palme International Center; this meeting allowed DWRC team members to exchange information with counterparts about labor and union situations in Turkey, Somalia, Sweden and Palestine and seek ways to collaborate. DWRC also contributed in developing ESCR-Net's report on transforming conflict-affected situations for women. - DWRC recruited one additional partner/donor in 2022.

MAIN CHALLENGES & OBSTACLES

ENCOUNTERED IN 2022

- The year 2022 witnessed a significant collapse in the political situation, which affected all aspects of life. Many Palestinian cities especially in the north area were under siege, got exposed to a number of Israeli military operations, not forgetting to mention the ongoing settlers' attacks. These measures had a huge impact on the right to movement, as many of our target groups were unable to reach our activities. In addition Gaza was exposed to bombing and shelling for three days (between 05-07/08/2022). Due to these political circumstances, DWRC had to amend/ postpone some of its activities that were planned to be implemented in the affected areas.
- Despite the enforcement of the new minimum wage in Palestine reaching 1880 NIS, many workers were deprived from this right especially women. Indeed the percentage of women not obtaining the minimum wage increased reaching 50% in 2022 compared to previous years. The government has previously announced that they will be taking measures to ensure the implementation of the law especially on marginalized sectors but to progress has been documented.
- Discrimination between workers working in the private & public sector was noticed as well, when the Palestinian Cabinet adopted a decision to increase the maternity leave for public sector employees from 10 to 14 weeks, introduce a 3 day paternity leave, and count time-off for child care for retirement benefits. This is a good step for women workers in the public sector, but at the same time it widens the legislative gap between them and women working in the private sector, especially that the Palestinian Labor Law provided a paid maternity leave for 10 weeks only.

LESSONS LEARNED

- The government decision concerning the increase of the maternity leave and the adoption of a paternity leave for governmental employees created some confusion among workers and unionists, as some thought that it might also apply to the private sector. In one case, this confusion ultimately led a union to submit demands to their employer to make the same changes to the organizations' internal statute, and we hope that other unions might follow in their footsteps. It also raised expectations for the amendments to the labor law in this regard, and can be exploited for the labor law reform campaign, as well as in any future discussion of the frozen social security law reform.

CONCLUSIONS & RECOMMENDATIONS

- After the enforcement of the new minimum wage of 1880 NIS starting from January 2022, many challenges occurred in its implementation and an increase of the percentage of workers not obtaining the new minimum wage especially in many feminized sectors was monitored. Thus, DWRC needs to develop advocacy initiatives with rights-holders to further monitor and ensure that workers are paid at least the minimum wage.
- The reforming of a Labor Law that guarantees & protects the rights of all category of workers, and trade union rights, with a focus of protection from discrimination for workers and unionists in all sectors.
- New strategies should be developed to deliver the voice of rights-holders to decision makers, and to improve dialogue among these two parties.
- DWRC has further developed its collaboration with women's grassroots organizations in many areas of the West Bank and Gaza Strip and contributed in forming a national coalition "My Right" that has more than 60 cooperatives/CSOs/CBOs, in addition to providing 6 grants to 6 organizations in the WB & GS to work and advocate for gender equality. This opens wider perspectives for advocacy on gender equality issues at local and national levels.

ANNEX 1:

SOME OF OUR SUCCESS STORIES IN 2022

In support of women workers: DWRC obtained 15,000 NIS as indemnities for a woman worker at a local municipality

(SH.A.) is a 40 year old woman worker and a mother of five children, who worked as an office housekeeping agent for three years at a municipality in the Ramallah governorate, but was never paid the minimum wage.

At the beginning of 2022, the worker decided to leave her current job due to delays in paying her wages. It was not an easy decision for her, especially since she supports her husband in providing basic needs for their family. (Sh.A.) asked the municipality's administration to provide her legal rights, but the administration rejected her request on the pretext that she is a day-wage worker, and thus has no labor rights.

Four months after leaving her job, the worker had not received any of her rights. In addition, she lacked knowledge about the right to a minimum wage, which was raised to 1,880 shekels from January 1st, 2022, and was not aware that her wage (about 900 shekels per month) was well below the legal minimum.

During a discussion with one of her friends, (SH.A.) learned about the Democracy & Workers' Rights Center and its work in defending workers' rights. As a result, she sought legal advice from DWRC's Legal Aid and Human Rights Unit. DWRC's legal consultant, Mrs. Samah Farakhneh, confirmed that the status of "day-wage worker" does not apply to (SH.A.), since she was paid a monthly wage, although day-wage workers are also guaranteed basic labor rights under the Palestinian Labor Law. She was also advised to demand her labor rights guaranteed by the law, including: *severance pay, the minimum wage difference, and a work certificate.*

During the first stage of negotiations, the municipality offered to pay 8,000 NIS as compensations for (SH.A.), which was not a fair amount. Through a number of dialogue sessions and negotiations that lasted for two months, the worker was able to obtain an amount of 15,000 NIS. She said: *"I am unable to go to courts to demand my rights. This way I obtained my rights and it was more than I expected".*

If the worker had decided to file a case with the judiciary, she may have been awarded a higher amount than the one she obtained through negotiations. However, due to the lack of specialized labor courts in Palestine, the length, difficulty and complexity of the legal procedures (which may last for more than 5 years), many workers prefer to accept a negotiated settlement that they consider to be fair in many cases.

Three female employees obtain their end of service indemnities & unpaid wages

After being dismissed by a telecom company on grounds that the company is facing a financial crisis, three female employees requested a legal consultation from DWRC's Legal Aid Unit about their end of service indemnities. The company was undertaking restructuration due to financial losses, and intended to calculate the end of service indemnities on the basis of resignation, which does not apply in this case since the company dismissed them and the indemnities would have been one-third less than what they are entitled to according to the Labor Law. The Unit informed them about the procedures that need to be followed in such cases, referred them to the Ministry of Labor to check if the company informed the Ministry that they were undertaking restructuration due to financial losses, and explained how their indemnities should be calculated. The employees were able to reach an agreement with the management on payment of their full end of service indemnities (not on the basis of resignation), in addition to unpaid wages of a total amount of 10,200 shekels for the three of them.

Anabta Women's Cooperative leader supports women in her cooperative and her community in improving work conditions

In 2021 and 2022, Mrs. Salma Barqawi, the treasurer of Anabta Women's Cooperative, participated in training courses organized by the Democracy and Workers' Rights Center in Palestine through the EU-funded "Gender Equality in the Economic Sphere: Our Right, Our Priority" project. Through these courses, Salma developed her knowledge for promoting labor rights and her advocacy skills, and became committed to improving the situation of her cooperative's members involved in production activities, as well as supporting women in her community in obtaining their labor rights. When women workers employed by a nearby chocolate factory submitted a complaint at Anabta Women's Cooperative about not obtaining the minimum wage, she decided to intervene on their behalf. She engaged negotiations with the management of the factory, urging them to abide with the labor law, and was able to reach an agreement with the management to start providing the minimum wage to women workers.

Likewise, she was able to convince the manager of a garment workshop to raise employees' wages to reach the minimum wage. Thanks to her engagement on their behalf, 15 women factory workers and 8 garment workers obtained the minimum wage. Salma also worked on improving the working conditions of eleven members of her cooperative, by ensuring that they are covered by an insurance policy against work injuries, and raising wages to the minimum wage.

Since this is a productive cooperative, she led efforts for improving the overall working environment at the cooperative in line with occupational safety and health standards. Members of the cooperative organized the working space, and Salma ensured that there is a changing area, adequate sanitary facilities, and a rest area for members, in addition to a fully equipped first aid box.

“My Right” Coalition members in Gaza foster adoption of local agendas and initiatives for supporting women’s economic empowerment



New Abasan municipality agreement signature (left) & a meeting with Khan Younis mayor (right)

In 2021, through the EU-funded “Gender Equality in the Economic Sphere: Our Right, Our Priority” project, the Democracy and Workers’ Rights Center in Palestine started bringing grassroots civil society organizations together for joint planning and advocacy towards improving opportunities for women’s integration in the labor market, and creating an enabling environment for women’s work, including women with disabilities. These CSOs formed a local coordination committee in the Gaza Strip, and participated in the creation of the National Coalition for Advocating for Women’s Right to Decent Work and Economic Rights “My Right” with their West Bank counterparts. Nowadays, the coalition counts 57 member institutions in Gaza, including women’s organizations, cooperatives, trade unions, DPOs, youth organizations and other CSOs.

In 2023, “My Right” Coalition members in Gaza started organizing a series of meetings with local authorities and institutions. They signed two agreements, one with the New Abasan municipality, and the other with the Journalism’s House Institution, with the aim of enhancing joint cooperation on several issues: contributing to strengthening the legal framework, promoting and supporting women’s rights and demands, and their economic empowerment, especially for women with disabilities; working to improve the work environment to make it accessible for women with disabilities; and focus on keeping workplaces free from discrimination & violence, especially gender-based violence. Coalition members also met with eight additional municipalities to introduce their work and discuss future cooperation, aiming to sign additional agreements with all municipalities.

During its meeting with coalition members, the municipality of Gaza committed to fostering women’s economic empowerment, and expressed its willingness to launch a periodic fair for enabling women to market their products, and support women entrepreneurs through fee exemption for licenses, when applicable. As a result of another meeting with the coalition, Abasan municipality formed a women’s committee at the municipality and organized an exhibition of women’s products for the first time.

Coalition members have also been facilitating women’s access to services and facilities. In Rafah, women kindergarten workers faced issues in obtaining free health insurance, because they were registered as “employed” by the Labor office, although they earn less than 600 shekels per month and thus they should not be deprived from access to certain forms of assistance on the basis of their employment status. Coalition members intervened with the Labor office, so that their data is amended, and the workers can apply for free health insurance. Four women, who participated in our IWD’s day event, and had no place to permanently showcase their products were hosted by a coalition member, the Women’s Programs Center in Al-Brej, who is also helping them with marketing.

10 workers obtain indemnities for arbitrary dismissal and severance pay

Ten Palestinian workers were arbitrary dismissed from a company that provides services to an international consulate in Palestine, under the context of financial crises. These workers have been dismissed from their jobs even before the end of the project that they have been working under with no legal backgrounds.

After obtaining a consultation from the legal unit at DWRC they requested the management to provide arbitrary dismissal indemnities and their right to severance pay.

The legal aid unit provided a legal brief with all the rights guaranteed by the labor law to these workers in which they submitted to their employer. These workers were able to obtain their full labor rights after receiving the consultation.

Progress in the adoption of workplaces policies prohibiting violence and harassment

In the framework of a cooperation agreement with a company, we implemented an awareness meeting on ILO convention C190 and the importance of preventing and addressing violence and harassment in the workplace at the Middle East Pharmaceuticals & Cosmetics Company, in Gaza, which then adopted the model zero tolerance policy against violence and harassment promoted by DWRC.

This should benefit the 47 company employees. We also reviewed the company's internal regulations, and the company has committed to abide with the Labour Law and provide all safety and health regulations, as well as adopting a training schedule for advancing employees' skills.

ANNEX 2:

DETAILS ABOUT ACTIVITIES & BENEFICIARIES

REACHED IN 2022

➤ **Annex 2.1.: List of awareness meetings about the right to organize & other labor rights and mechanisms to defend them**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	09/02/2022	Tubas	Kindergarten & secretariat workers	0	10	10
2	13/02/2022	Tulkarem	Secretariat and food production union members	4	10	14
3	22/02/2022	Gaza	Women workers from various professions, PGFTU women's department members	0	27	27
4	23/02/2022	Al-Brej	Women workers from various sectors and members of unions	0	26	26
5	27/02/2022	Gaza	Workers in various professions (construction, fishing, garment)	12	4	16
6	12/04/2022	Nablus, university hall	Establishing committee members for Nablus university employees' union	10	15	25
7	19/05/2022	Jenin	Graduates in hair dressing / beauty salons	0	17	17
8	24/05/2022	Ramallah	Private schools workers' union members	5	4	9
9	25/05/2022	Tubas	Secretariat, kindergarten, garment, construction and municipalities workers	3	10	13
10	29/05/2022	Khan Younis, Al-Karama Association	Women workers from various sectors (garment, agriculture, association)	0	21	21
11	30/05/2022	Gaza, Federation of Industries	Male workers and representatives of construction companies	39	0	39
12	31/05/2022	Al-Brej, Women's action center	Women workers from various sectors and union members	0	25	25
13	8/06/2022	North Gaza, Bint Al-Balad Association	Food production workers	0	24	24
14	15/06/2022	Ramallah, zoom meeting	Employers invited through Chambers of Commerce	53	14	67
15	16/06/2022	Jenin, Youth Empowerment Center	Electricity, painting and tiling professionals	14	0	14

16	26/06/2022	Gaza, Journalist's syndicate	Members of the journalists' syndicate	20	8	28
17	27/06/2022	Bethlehem	Kindergarten workers' union members	0	10	10
18	28/06/2022	Gaza, DWRC office	Tourism sector workers' union members	14	3	17
19	28/06/2022	Ramallah	Administrative committee members of newly established Palestinian Electricity Transfer Company	7	1	8
20	30/06/2022	Middle East Pharmaceutical Company, North Gaza governorate	Company employees	34	11	45
21	4/08/2022	Qabatia municipality	Municipal workers union members	19	1	20
22	25/08/2022	Tayaseer, Tubas governorate	Male and female workers in secretariat, garment, construction and agricultural sectors	6	11	17
23	1/09/2022	Al-Nuseirat, PGFTU office		21	4	25
24	21/09/2022	'Aqaba	Female and male workers from various sectors	7	6	13
25	13/10/2022	Tubas municipality hall	Various sectors (secretariat, garment, kindergarten, agriculture, local authorities, public service)	2	14	16
26	13/10/2022	Palestinian female graduates association office, Gaza	Workers from various professions employed through various projects	8	14	22
27	24/10/2022	Bethlehem, Bethlehem Start Charitable Society	Women workers from various sectors	0	35	35
28	25/10/2022	Khan Younis, Al-Qarara, Small Scientists Kindergarten	Kindergarten workers	0	19	19
29	5/11/2022	East Sawahra	Members of secretariat union and other sectors	7	14	21
30	24/11/2022	Betunia municipality	Establishing members for Betunia municipality employees' union	46	4	50
				331	362	693

➤ **Annex 2.2.: List of workshops on trade union rights**

#	Topics	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Trade union rights in the Gaza Strip	20/04/2022	Gaza	Heads and representatives of trade unions in the Gaza Strip	20	11	31
2	Trade union rights in the West Bank	19/12/2022	Ramallah	Representatives of trade unions in the West Bank	10	4	14
					30	15	45

➤ **Annex 2.3: List of training courses on organizing & mobilizing skills, collective bargaining and/or advocacy**

#	Topics	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Organizing skills	3-5/02/2022	Ramallah	Newly elected union representatives of construction, kindergarten, secretariat, CSOs and garment workers' unions	6	10	16
2	Collective bargaining skills	3-5/03/2022	Ramallah	Newly elected union representatives	11	6	16
3	Organizing and mobilizing skills	14-15/05/2022	Ramallah	Unionists from garment, secretariat, food production unions, municipality, university, association	7	5	12
4	Organizing, mobilizing and advocacy skills	1-2/08/2022	Gaza	Representatives of various unions	8	21	29
5	Advocacy and collective bargaining skills	10-12/10/2022	Gaza	Unionists and workers from various sectors	9	21	30
6	Advocacy and collective bargaining skills	12-14/11/2022	Gaza, Al-Salam Abu Hassira Restaurant	Unionists and workers from various sectors, CSO members	2	23	25
					43	86	128

➤ **Annex 2.4: List of meetings/workshops for unions to prepare conferences & workshops on how to organize**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Preparatory meeting for a union of bus drivers (transport workers and mechanics)	30/01/2022	Ramallah	Establishing committee for transport workers and mechanics	16	0	16
2	Transitioning from labor union to professional association; various issues related to the union's management	2/01/2022	Ramallah	Emergency Medical Service Union administrative committee	8	0	8
3	How to organize – Beauty and Hairdressers Workers Union	24/01/2022	Gaza	Beauty and Hairdressers Workers Union members	6	14	20
4	How to organize workshop for kindergarten workers' union	30/01/2022	Gaza	Kindergarten & Day-Care Workers' Union – Gaza Strip members	4	21	25
5	Duties, competences and roles of administrative committees members; union activities during the pandemic; minimum wage	26/02/2022	Ramallah	Administrative committees of construction and garment workers' unions	7	7	14
6	How to organize workshop – role of admin committees members & situation of general unions	19/03/2022	Tulkarem	New Unions Fed. administrative committee members from general unions (construction, garment, secretariat, food industries)	7	6	13
7	PPSWU administrative committee meeting	19/03/2022	Ramallah	Members of PPSWU administrative committee	7	0	7
					55	48	103

➤ **Annex 2.5: List of general conferences to elect new leaderships of unions**

#	Conference of..	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	the garment and textile workers' union (New Unions)	17/02/2012	Ramallah	Conference delegates from garment branch unions in Tulkarem, Tubas, Qalqilia, Bethlehem and Hebron)	2	22	24
2	the construction workers' union (New Unions)	19/02/2022	Ramallah	Conference delegates from branch unions (Tubas, Qalqilia,	35	0	35

#	Conferenece of..	Date	Location	Target group	Number of participants		
					Male	Female	Total
				Tulkarem, Bethlehem, Hebron)			
3	kindergarten workers' union – Bethlehem branch	26/02/2022	Bethlehem	Union members	0	28	28
4	food and agricultural production workers' union (New Unions)	26/02/2022	Ramallah	Conference delegates from food and agricultural production sector	25	5	30
Total number of union members, who participated in conferences					62	55	117

➤ **Annex 2.6: List of establishing conferences for new unions/ representative bodies**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Federation of Churches Employees' Union	23/05/2022	Gaza	Employees of the Federation of Churches in Gaza	40	26	66
2	Palestinian Electricity Transmission Company Employees' Union	11/06/2022	Ramallah	Company employees	30	2	32
3	Secretariat & administrative workers' union branch in Jerusalem (New Unions)	03/08/2022	Al-Sawahra	Secretariat and administrative workers	9	20	29
4	General conference of Secretariat & Administrative Workers' Union	18/08/2022	Ramallah	Secretariat and administrative workers branch delegates	6	22	28
					85	70	155

➤ **Annex 2.7: List of union conferences and number of elected leaders (workers' representatives)**

#	Date	Location	Target group	Number of elected representatives		
				Male	Female	Total
1	17/02/2012	Ramallah	Garment branch unions in Tulkarem, Tubas, Qalqilia, Bethlehem and Hebron	0	7	7

#	Date	Location	Target group	Number of elected representatives		
				Male	Female	Total
2	19/02/2022	Ramallah	Construction branch unions (Tubas, Qalqilia, Tulkarem, Bethlehem, Hebron)	11	0	11
3	26/02/2022	Bethlehem	Bethlehem kindergarten union members	0	7	7
4	26/02/2022	Ramallah	Food and agricultural production sector workers	10	1	11
5	23/05/2022	Gaza	Employees of the Federation of Churches in Gaza	5	2	7
6	11/06/2022	Ramallah	Employees at Palestinian Electricity Transmission Company Employees' Union	8	1	9
7	03/08/2022	Al-Sawahra	Secretariat & administrative workers' union branch in Jerusalem	2	5	7
8	18/08/2022	Ramallah	Secretariat and administrative workers branch delegates (general conference)	2	9	11

➤ **Annex 2.8: Details about the annual trade union forum**

#	Topics	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Towards an active role in influencing policies: introducing DWRC; open discussion on main joint problems and challenges of different sectors; perspectives for uniting efforts and building a coordinating body for professional associations, trade unions & CSOs	28-30/07/2022	Jericho, Syran hotel	Heads of professional associations (Engineers' Union, Physician's Union, trade unions (Ahli hospital union, PRCS union, private schools unions, New Unions Federation, Palestinian Electricity transmission company union, Fed of University Professors and Employees Trade Unions), PNGO network & Masarat representatives, DWRC BOD members, political activists & researchers	13	10	23
2	Rights-based demands of workers and ways to intervene; challenges & opportunities; ways to do advocacy	01-03/11/2022	Gaza, Milano House Restaurant	Representatives of trade unions and CSOs	26	20	46

➤ **Annex 2.9: list of coordinating meetings**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Presenting recommendations of forum and discussion on how to transform them into action plans; defining priorities for joint work	05/11/2022	Gaza	Representatives of trade unions and CSOs	12	13	25
2	Evaluation of activities and needs of unions	31/12/2022	PRCS, Al-Bireh	Members and representatives of unions	11	14	25
					23	27	50

➤ **Annex 2.10: List of meetings/workshops with unions about bargaining**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Demands and provision of legal consultations; management of union meeting	15/08/2022	Gaza	Union members	18	13	31
2	Follow-up meeting regarding progress in obtaining recognition of union	26/12/2022	Nablus	Establishing committee members	2	1	3
					20	14	34

➤ **Annex 2.11: List of study days for women unionists**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Digital advocacy for women's rights in the world of work	20-21/06/2022	Gaza	Women unionists, WWDs and women activists in other CSOs (PGFTU women's department, Kindergarten workers' unions, Beauty and Hairdressers Workers' Union, cooperatives and associations)	0	27	27
2	Preparing union conferences	6/07/2022	Al-Bireh, PRCS	Union representatives of the Kindergarten workers' union	0	14	14
3	Situation of women workers in Palestine and	5/10/2022	Ramallah	Kindergarten workers' union, Khadouri university employees' union, Qalqilia	0	17	17

	role of women's committees			municipality employees' union, garment, secretariat workers' unions, day-care and educational centers employees' union Jenin, Al-Isra hospital employees' union			
					0	58	58

➤ **Annex 2.12: List of workshops with women union committees/ equality committees**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Equality in unions	24/03/2022	Gaza	Members of the General Union of Health Service Workers	5	22	27
2	Strengthening women's role and combating marginalization	22/09/2022	Ramallah	Members of Qalqilia municipality union, Administrative services union, secretariat workers' union, Ahli hospital workers' union, social and psychosocial workers' union, Palestinian farmers' associations federation	0	13	13
					5	35	40

➤ **Annex 2.13: Activities implemented by unionists on gender equality**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Activity on fighting discrimination against women	19/03/2022	Ein Al-Beida area, Northern Jordan Valley	Female & male workers from secretariat, agriculture, food industries, garment	5	18	23
2	Training day on equality at work	22/08/2022	Gaza	Members of General Union of Health Services Workers, Journalists Syndicate, NGOs workers union and Psychosocial workers	10	21	31
3	Training day on gender equality at work for tourism workers' union	29/10/2022	Gaza, Maldiva Restaurant	Male and female workers in tourism and restaurants sector	13	9	23

4	Activity to combat discrimination organized by the administrative committee members of the kindergarten workers union	28/12/2022	Bethlehem, Al-Nijma Association	Kindergarten workers from Bethlehem, Beit Sahour, Beit Jala, Al-Doha, Al-Khader, Al-Dheisheh, Beit Umar, Jericho and Al-Obeidiyeh	0	14	14
					28	62	91

➤ **Annex 2.14: List of consultative meetings**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	24/10/2022	Al-Dar Restaurant, Gaza	Women activists and CSOs from targeted areas	3	13	16
2	08/11/2022	Al-Bireh, PRCS	Union representatives (hospitals, municipalities, secretariat, garment, postal, kindergarten, food and agriculture, associations, psychosocial workers)	9	7	16
				12	20	32

➤ **Annex 2.15: List of awareness meetings on human rights at work for women workers**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	09/11/2022	Tubas	Secretariat, garment and food production unions members	0	11	11
2	21/11/2022	Tamoun Women's Center	Women's Center members and members of the New Unions Federation	0	8	8
3	21/11/2022	Al-Far'a Women's Center	Members of New Unions Federation,	0	15	15
4	22/11/2022	Deir Al-Balah, Women's Programs Center	Women workers in various professions (cosmetics, embroidery, food production)	0	21	21
5	29/11/2022	Rafah, Palestine Development and Justice Association	Women workers in various professions (cosmetics, kindergartens, agriculture, food production)	0	26	26
6	12/12/2022	Big Abasan, Building Abasan Association, Khan Younis	Women workers in various professions (cosmetics, kindergarten, agriculture, food production)	0	39	39
7	22/12/2022	Beit Hanoun, Family Development Society	Women workers from various professions (Indomi factory workers, embroidery, food production)	0	17	17
				0	137	137

➤ **Annex 2.16: Details about the training course on equality and non-discrimination in the world of work**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	03-04/8/2022	Gaza	Representatives of unions and CSOs	7	25	32
2	20-22/12/2022	Gaza, Al-Salam Abu Hassira hall	Members of the Journalists Syndicate and General Union of Media and Printing Workers	17	18	35
				24	43	67

➤ **Annex 2.17: List of meetings with coordinating committees**

#	Type of meeting	Topic	Date	Location	Target group	Number of participants		
						Male	Female	Total
1	Second meeting of Hebron coordinating committee	Advocacy plans	9/03/2022	Hebron	Women's cooperatives and associations	0	19	19
2	First meeting of Tubas coordinating committee	Forming the committee, advocacy needs and plans	16/03/2022	Tubas	Women's cooperatives and centres, union	1	16	17
3	First meeting 2022 / Gaza coordinating committee	2 sub-committees were established: a legal committee and an intervention & empowerment committee	23/03/2022	Gaza	Representatives of women CSOs including unions	6	14	20
4	Workshop of coordinating committee	Preparing work plan for areas, discussing activities	18/04/2022	Gaza	Representatives of partners organizations and trade unions	6	19	25
5	Workshop with coordinating committee in Hebron	Presentation and discussion of work plan for the committee, distribution of roles	31/05/2022	Hebron, As'ad Al-Tufula Center hall	Representatives of Al-Shioukh Women's Center, Beit Awa Rural Women Development Center, Al-Wiam Women's Center, General Union of PWDs, Thahariyeh Ladies Society, Old City Women's Society, Al-Shioukh Coop	0	14	14
6	Workshop with coordinating	Campaign focus change through	19/06/2022	Tubas	Representatives of 9 CSOs (4 cooperatives,	0	16	16

	committee Tubas	impulse of new participants, to focus on demanding women's rights			4 associations, 1 union federation branch) and Tubas municipality			
7	Workshop with national coalition	Coalition aims & priorities of action, steering committee	16/08/2022	DWRC office, Ramallah	Representative of CSOs and unions	0	23	23
8	Workshop with national coalition	Work program & advocacy steps, 16 days of action & coalition's role; Gaza policy dialogue session	20/10/2022	Gaza	Representative of CSOs and unions	8	29	37
9	Workshop with Gaza coordinating committee members	Sub-grants presentation and how they interact with the coalition plan, remaining coaching & capacity building needs	17/11/2022	Gaza	Representatives of partner CSOs and unions	10	17	27
10	Workshop for Hebron committee	Plan to launch campaign for fees reduction	4/12/2022	Hebron	Representatives of local women's organizations and cooperatives	0	10	10

➤ **Annex 2.18: List policy dialogue sessions with the National Coalition "My Right"**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Women with disabilities and work opportunities	04/12/2022	Wing's restaurant and hall, Gaza	Representatives of the Ministry of Labor, Social Development, Employees' Bureau, General Union of Persons with Disabilities, ICHR, CSOs, trade unions, social figures, researchers on issues related to women with disabilities	27	53	80
2	Minimum wage implementation	15/12/2022	PRCS, Al-Bireh	Representatives of ministries, NCWE, CSOS, unions, National Coalition "My Right"	22	28	50
					49	81	130

➤ **Annex 2.19: List of thematic seminars**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total

1	Employment policies and decent work (SDG 8)	25/07/2022	Al-Bireh, PRCS	NGOs, grassroots women's organizations from Hebron and Jericho/Jordan Valley, official institutions (Ministry of Labor, Women's Affairs, Finance, Employment Fund, Public Works, Economy)	4	23	27
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➤ **Annex 2.20: List of workshops to discuss the indicators and data for the participatory monitoring**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	17/02/2022	Al-Bireh, PRCS	CSOs (Anabta cooperative, Al-Auja cooperative, Al-Thahariyeh Ladies Society, Bint Al-Reef Association, Nursan Center), PNA Employees' Bureau, MOWA, MOL, Stars of Hope, PCBS, RWDS, UCASC, General Union of PWDs, New Unions Federation, Ministry of Finance	9	32	41
2	17/02/2022	Gaza, Tailandi restaurant	Representatives of partner CSOs and unions	12	17	29
3	31/10/2022	PRCS Al-Bireh and on zoom	CSO and ministries and official institutions	7	13	20
4	31/10/2022	Gaza, Salam Restaurant	Representatives of partner CSOs and unions	3	14	17

➤ **Annex 2.21: List of training courses for activists of women CSOs on advocacy skills**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	01-03/02/2022	Gaza	Representatives of targeted grassroots organizations and unions	5	19	24
2	06-08/02/2022	Ramallah	8 organizations (1 cooperative, 1 union)	1	13	14
				6	32	38

➤ **Annex 2.22: Details about technical assistance to trainees**

DWRC provided further coaching in Gaza and the West Bank to targeted CSOs, on advocacy skills and on media and life skills. This included:

- 1 coaching session in Gaza of 6 hours on 20/04/2022 to assist organizations in developing their own advocacy plans of a duration of 6 hours, in which 10 trainees from Beesan Charitable organization, Kindergarten workers' union, Nebras association, Women's department PGFTU, Juzoor Al-Zeitoun Association, and the Rural Women Development Association participated, 2 of them men.
- 4 coaching sessions of a total of 12 hours on media skills, focused on managing social media platforms, provided by trainer Sultan Jaha to trainees and members from 4 organizations in Gaza, held on 18/12/2022 in Deir Al-Balah, with 10 participants, 1 of them a man, from the Nebras Association for Social Development, on 19/12/2022 in Rafah with 12 participants, 9 of them women, from the United Cultural and Social Society, on 20/12/2022 in Al-Mawassi with 5

participants, 3 of them women, from the Mawassi Families Association, and on 20/12/2022, in Qa' Al-Qureen, Khan Younis, with 7 participants from Beesan Benevolent Association members.

- Staff and members of Beesan Benevolent Association, Nebras Association and the United Cultural and Social Society in the Gaza Strip also benefited from a total of 36 hours of technical assistance to establish websites, which the organizations did not have previously, and produce and upload content.
- Coaching sessions on media skills that benefited 4 organizations in the West Bank, Al-Shiouxh women's club (12 hours), Anabta cooperative (18 hours), Al-Shiouxh Cooperative for Animal Husbandry (18 hours), and the Old City Women's Society in Hebron (18 hours).

➤ **Annex 2.23: List of awareness meetings with women CSOs**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Women's labor and economic rights (decent work, women workers' rights)	18/01/2022	Tulkarem Handicrafts cooperative	Employees of the garment workshop of the cooperative and members	0	22	22
2	Women's labor and economic rights (women workers' rights, violence & harassment, C190 & R206	12/06/2022	Anabta, Anabta Cooperative	Cooperative members	0	11	11
3	Women's labor rights	18/07/2022	Ein Al-Sultan Women's Center, Jericho	Members of the women's center, workers in various sectors	0	11	11
4	Women's labor rights	03/09/2022	Al-Thahariyeh	Members of Al-Thahariyeh Ladies Association, municipal workers and kindergarten workers	0	15	15
5	Women's labor rights	05/09/2022	Al-Shiouxh women's club		0	14	14
6	Women labor rights	02/11/2022	Ein Al-Sultan Women's Center, Jericho	Members of the women's center	0	11	11
7	The right to decent work, working women's rights, rights of PWDs	20/11/2022	Nablus, Women's Center	Garment workers, members of associations	0	27	27
8	The right to decent work, working women's rights	30/11/2022	Beit Fourik, Nablus	Association members, school cafeteria workers, kindergarten workers	0	16	16
9	The right to decent work, working women's rights	05/12/2022	Kufr Jamal	Association members, school cafeteria	0	18	18

				workers, kindergarten workers			
10	The right to decent work, working women's rights	13/12/2022	Tubas, Tubas Charitable Association	Workers, university and college graduates, members	0	19	19
11	The right to inheritance and education, labor rights	20/12/2022	Bardala, Northern Valley Women's Center	Women agricultural workers	0	15	15
12	GBV and protection from harassment in workplaces	27/12/2022	Nebras association	Women workers in various professions	0	22	22
13	Right to work of workers with disabilities	28/12/2022	United Cultural Society, Rafah	Workers from various professions	4	16	20
14	Women's labor rights	29/12/2022	Gaza, Amjad association	Kindergarten, hairdressers, garment workers and graduates	0	22	22
15	The right to decent work, working women's rights	31/12/2022	Hijja, Al-Nama association	Members of the association and female workers	0	14	14
					4	253	257

➤ **Annex 2.24: List of local events/ festivals organized by DWRC**

#	Topic	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Theater performance & discussion	99/03/2022	Gaza, PRCS theater	Representatives of CSOs, unions, community leaders	83	99	182
2	Tour & walk in Northern Jordan Valley – Bardala	29/03/2022	Bardala, Beit Al-Diafa, Northern Valley Women's Center, Khirbet Al-Hama	Representatives of CSOs, unions, MOL, ministry of agriculture, municipalities, PWDs	19	94	113
3	Local event on women's right to integrate the labor market	27/09/2022	Qalqilia, governorate hall	Representatives of governorate, Qalqilia municipality, Labor office in Qalqilia, CBOs	3	52	55
	Videos of theater performance shows and discussion	9, 10, 11 & 12/2022	Rafah, United Cultural Society, Beesan, Khan Younis, Nebras, Zeina Cooperative Um Al-Nasser village,	Women workers in various professions	47	323	370
					152	568	720

In addition, our partner PWWSO implemented one event in Tulkarem.

➤ **Annex 2.25: List of awareness meeting on ILO C190, GBV in workplaces and ways to prevent and address it + list of public events during the 16 days of action against GBV**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	24/03/2022	Bethlehem, Dheisheh refugee camp, Ibda' Center	Lawyers, kindergarten, psychosocial workers	0	10	10
2	27/06/2022	Bethlehem, Bethlehem Star Cultural Center	Members of the association and workers from various sectors	0	18	18
3	25/07/2022	Al-Brej, Al-Brej Cultural Forum	Women workers from various sectors (beauty, kindergartens, food production, embroidery)	0	26	26
4	08/08/2022	Tulkarem, New Unions	Members of Journalists Syndicate, Secretariat Union, Kindergarten workers' union, Women's Development Center, municipal workers, lawyers	4	10	14
5	21/08/2022	North Gaza, Hope and life society	Female and male workers from various sectors	6	17	23
6	05/09/2022	Gaza, PGFTU office	Female and male workers from various sectors	15	10	25
7	06/09/2022	DWRC, Ramallah	Male and female union members from various sectors	8	2	10
8	14/09/2022	Gaza, Al-Awda hospital	Hospital employees	7	23	30
9	17/09/2022	Dheisheh refugee camp, Bethlehem	Members of the garment and textile workers' union	2	8	10
10	19/09/2022	Jenin, Tatwer association	Workers at the Rural Women Development Association	0	19	19
11	27/10/2022	Middle East Pharmaceutical Company,	Company employees	27	10	37
12	29/10/2022	Rafah	Male and female workers of various sectors	12	18	30
13	01/11/2022	Bader Development Association, Gaza	Workers from various professions	25	13	38
14	17/11/2022	Deir Al-Balah, Nebras Association	Workers from various professions	5	23	28
15	23/11/2022	Big Abasan municipality, Khan Younis	Municipal employees and workers from various professions	0	17	17
16	26/11/2022	Rafah, Al-Masri farm	Agricultural and food production workers	14	12	26
17	14/12/2022	Tubas, Tubas Charitable Society	Women workers from various sectors (associations, psychosocial workers, garment, lawyers, accountants, secretariat workers)	0	20	20

18	15/12/2022	Beit Hanoun, Al-Ata Association	Women workers in various professions	0	38	38
19	21/12/2022	Jenin, Youth empowerment society	Female workers in marketing, secretariat, social work and civil society	0	8	8
20	22/12/2022	Gaza, Al-Beit Al-Samed Association	Women from various professions	0	22	22
21	25/12/2022	Tubas, Rural Women's Society	Women workers in various professions	0	14	14
22	26/12/2022	Tulkarem, Palestinian Women's Development Center	Workers and members in associations, handicrafts, food production, secretariat, garment, electronic marketing	0	16	16
23	27/12/2022	Kufr Thulth, Tulkarem governorate	Workers in various professions	0	14	14
24	29/12/2022	Al-Far'a, Tubas governorate	Kindergarten workers, accountants, secretariat, garment workers, health administration, local community development	0	14	14
				125	382	507

➤ **Annex 2.26: List of events during the 16 days of action against gender based violence**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	24/11/2022	Gaza, Rafah beach	Women workers, CSOs, unions, cooperatives from targeted areas	17	62	80
2	27/11/2022	Tubas municipality	Representatives of municipalities, official institutions, CSOs and union members	19	43	62
3	28/11/2022	Big Abasan, Gaza	Women workers, CSOs, unions, cooperatives from targeted areas	13	69	82
4	03/12/2022	Deir Al-Balah municipality park and hall	Women workers, CSOs, unions, cooperatives from targeted areas	16	66	82
5	10/12/2022	Tulkarem municipal hall	Representatives of several unions, women's organizations, Tulkarem municipality, Labor Ministry	21	23	44
6	11/12/2022	Beit Hanoun, Poppy Anemone hall	Women workers at Beit Hanoun industrial city, CSOs, unions, and cooperatives members	15	80	95
				101	343	445

➤ **Annex 2.27: List of workshops about adopting zero tolerance policy on violence & harassment in workplace**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total

1	16/11/2022	Al-Isra hospital, Tulkarem	Heads of departments /supervisors, union representatives	9	4	13
2	28/12/2022	Al-Razi hospital, Jenin	Workers from various departments, administrative committee members of the union	24	3	27
				33	7	40

➤ **Annex 2.28: List of awareness meetings and workshops on work/life balance & rights of workers with family responsibilities**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	24/02/2022	Bethlehem	Women workers in various sectors	0	29	29
2	31/03/2022	Bethlehem	Kindergarten workers	0	10	10
3	31/05/2022	Khan Younis, Yafa Youth Center	Women workers from various sectors	3	18	21
4	02/06/2022	Deir Al-Balah, Women's Action Center	Women workers from various sectors and union members	0	23	23
5	28/06/2022	Ramallah, Palestinian Volunteers Association	Workers from various sectors	7	6	13
6	04/08/2022	Jenin, Tatwer association	Members of Rural Women Development Association, National Unions, Mothers' Society, Kindergarten workers' union, municipal workers, governmental workers	1	9	10
7	04/09/2022	Gaza, PGFTU office	Female and male workers from various sectors	12	23	35
8	19/09/2022	Gaza	NGO employees	17	4	21
9	25/10/2022	Khan Younis, Al-Mawassi, Al-Rabwat association for development	Female workers from various professions	0	33	33
				40	155	195

➤ **Annex 2.29: List of workshops on amendments to labor law campaign**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	15/01/2022	Ramallah	Electricians union in Jenin, Qalqilia municipality workers' union, Kindergarten workers' union, South Electricity Distribution Company workers' union, New Unions Federation, PPSWU	6	2	8
2	16/11/2022	Gaza	Representatives of unions and CSOs	12	17	29
				18	19	37

➤ **Annex 2.30: List of labor cases solved during the year 2022 through negotiated settlements & amounts obtained**

#	Complaint date	Name	Sex	Settlement & amounts obtained		JD	Date solved	Location	Employer
				NIS	USD				
1	2021	M.A.	F		25,000		05/2022		Association
2	2019	S.M	M	50,000			05/2022		
3	10/10/2021	F.AM	F	9,000			05/2022	Ramallah	Cleaning company
4	10/2021	J.I.	M	5,000			05/2022	Ramallah	Trade company
5	25/07/2017		M	15,490.5			18/05/2022	Ramallah	Wood company
6	09/06/2022	Y.A.S	M	16,000			06/2022	Gaza	Association
7	09/06/2022	Y.B	F	0		24,000	07/2022	Kober	Pharmaceutical company
8	05/06/2022	S.F.	F	15,000			08/2022	Atara	Local government
9	09/06/2022	M.Z.	M	70,000			08/2022	Deir Jrir	Supermarket
10	08/2022	D.M.	F	89,848.5			14/08/2022	Ramallah	International
11	03/10/2022	M.'R	M	1,000			10/2022	Gaza	Company
12	17/10/2022	A.A'	M	3,500			10/2022	Gaza	Company
13	12/08/2022	M.AR.	M	4,500			11/2022	WB	Furniture company
14	19/09/2022	W.R.	M	5,020			12/2022	WB	Company
15	25/09/2022	M.R.	M	1,526			12/2022	WB	Company
16	16/06/2022	H.B.	F	17,000			12/2022	WB	Company

➤ **Annex 2.31: List of meetings with workers on the new minimum wage implementation**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	02/11/2022	Ein Al-Sultan Women's Center	Services, kindergarten, social workers	0	13	13
2	07/11/2022	Bethlehem, Bethlehem Star Charitable Society	Beauty Salons, services and vocational training graduates	0	20	20
3	07/11/2022	Bethlehem, Bethlehem Star Charitable Society	Kindergarten, services, secretariat and vocational training graduates	0	13	13
				0	46	46

➤ **Annex 2.32: List of roundtables held to discuss the situation of workers' rights violations based on annual monitoring reports**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	22/12/2022	Ramallah	Representatives of trade unions, lawyers, MOL	9	9	18
2	26/12/2022	Gaza, DWRC	Representatives of trade unions and lawyers	13	8	21
				22	17	39

➤ **Annex 2.33: List of consultative workshops with stakeholders:**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	17/08/2022	Ramallah	Representatives of New Unions Federation, Kindergarten workers' union, Qalqilia & Qabatia municipalities, governmental universities employees' union, Emergency Medical Service Union, PPSWU, Ahli hospital workers' union	8	9	17
2	30/10/2022	Gaza	Representatives of NCOSH (MOL, MOH, Palestinian Industries Federation & specific industries, Contractors' Union, OSH experts, Gaza community training center, DWRC staff)	16	2	18
				24	11	35

➤ **Annex 2.34: List of awareness meetings on occupational health and safety**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	09/06/2022	Gaza, DWRC office	Women from various sectors, unionists (members of women's department at PGFTU)	1	23	24
2	12/06/2022	Anabta, soap factory of association	Soap factory workers	0	11	11
3	12/06/2022	Rafah, Hassouneh garment factory	Factory workers	20	11	31
4	13/06/2022	Khan Younis, Eskimo Al-Arees factory	Factory workers	25	2	27
5	15/06/2022	Khan Younis city, Al-Qal'a bakery	Bakery employees	15	2	17
6	16/06/2022	Rafah, SOS village for orphans	SOS village employees	8	18	26
7	23/06/2022	Al-Nuseirat, Hamada Ice-cream factory	Factory employees	17	1	18
8	27/06/2022	Gaza, Al-Yazeji factory	Factory employees	16	1	17
9	28/06/2022	Ramallah, post office	Postal workers (contract-based and day wage workers)	7	3	10
10	29/06/2022	Nablus, post office	Postal workers	2	4	6

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
11	23/08/2022	Nablus,	Engineers, labor inspectors, civil defense, factories and company employees	22	22	44
12	01/09/2022	Anabta, Tulkarem, Hijaz chocolate factory	Factory employees	25	8	33
13	01/09/2022	Anabta, Tulkarem, Hijaz chocolate factory	Factory employees	0	22	22
14	06/09/2022	Kufr Sour, Aziza poultry company branch	Branch employees in Kufr Sour	10	5	10
15	18/09/2022	Gaza, PARC	Agricultural workers raising poultry & working in greenhouses	9	6	15
16	19/09/2022	Beit Hanoun municipality	Sanitary and waste disposal and administrative municipal workers	26	0	26
17	22/09/2022	Nebras association	Workers in various occupations (garment, coordination, specialists)	7	18	25
18	26/09/2022	Khan Younis, Otor Al-Sham association	Workers in various occupations (garment, embroidery, agriculture, journalists)	13	16	29
19	30/09/2022	Khan Younis, Al-Mawassi, Farmers committees in Al-Mawassi	Agricultural workers and animal husbandry workers	24	1	25
20	14/11/2022	Al-Razi hospital, Jenin	Female and male hospital employees	23	8	31
21	24/11/2022	Rafah, petrochemicals workers union office	Workers in petrochemical sector, soap and detergents production, gas and petrol stations	34	1	35
22	27/11/2022	Gaza, DWRC office	Female and male workers in the restaurants and tourism sector	9	3	12
23	28/11/2022	Gaza municipality	Workers and heads of health, environment, construction, supervision and maintenance sections in the municipality	16	8	24
24	19/12/2022	Middle governorate, agricultural association	Female agricultural workers in farming and poultry raising	0	31	31
				329	225	549

➤ **Annex 2.35: List of training course for inspectors & follow-up meeting**

#	Topics	Date	Location	Target groups	Number of participants		
					Male	Female	Total
1	Definition of OSH (ILO & ALO standards and conventions), hazards at work & inspection procedures, with a focus on electrical, mechanical, physiological hazards, how to analyze them & mechanisms for inspectors intervention; presentation of fires, fire extinguishers, hazardous materials & OSH for handling these materials	29-31/03/2022	Gaza	Labor inspection department, Health ministry inspection department, Civil defense inspection department, inspection department in Gaza Strip municipalities (Khan Younis, Gaza, Al-Nuseirat, Al-Brej, Beit Lahia and Jabalia municipalities)	25	5	30
2	Follow-up meeting for training with labor inspectors (review of training course topics, continuation of practical training day on using measurement equipment & registering values for lightning, heat, noise & humidity & comparing with standards)	08/06/2022	Gaza	As above	25	5	30

➤ **Annex 2.36: List of training courses on OSH for employers**

Annex 2.36: List of training courses on CSR for employers						
#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	27 & 28/12/2021	Gaza	Representatives of Industries Federation, Bakeries Owners' Association, Contractors' Union, Gas and Petrol Owners' Association, Safety Committee of Civil Defense	25	0	25
2	21 & 22/03/2022	Gaza		20	0	20
Total number of trainees				45	0	45

➤ **Annex 2.37: List of training courses for unionists and labor representatives**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	13-15/06/2022	Gaza	Union representatives	10	18	28
2	19-21/07/2022	Al-Bireh	Union reps from New Unions Federation, South Electricity Company Employees' Union, Al-Isra Hospital Employees' Union, Qalqilia and Qabatia municipalities employees' unions, Kindergarten workers' union, National	9	9	18

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
			Unions Federation, Governmental Colleges and Universities Union			
3	27/07/2022 (follow-up meeting)	Gaza, Al-Salam Restaurant	Union representatives and health inspectors	9	13	22
4	29/08/2022 (follow-up meeting)	Ramallah, DWRC office	Administrative services union, secretariat union, kindergarten workers union, Qalqilia and Qabatia workers' union members	6	5	11

➤ **Annex 2.38: List of policy dialogue workshops with the National Committee for Occupational Safety & Health (NCOSH) in Gaza**

#	Topics	Date	Location	Target group	Number of participants		
					Male	Female	Total
1	Dialogue workshop with NCOSH in Gaza	Gaza	3/01/2022	NCOSH members	8	12	20
2	Dialogue workshop on Law by Decree on OSH supervisors and committees, periodical medical examinations and occupational medicine in Palestine	Al-Bireh, PRCS	8/09/2022	Representatives of Ministry of Labor, Ministry of Health, trade unions, employers' organizations, companies and factories of private sector	22	14	36

➤ **Annex 2.39: List of training courses on OSH targeting journalists & media workers**

#	Date	Location	Target group	Number of participants		
				Male	Female	Total
1	27-29/03/2022	Ramallah	Journalists and media workers	1	6	7
2	13-15/06/2022	Ramallah	Media workers	10	6	16
3	19-21/07/2022	Gaza, Al-Salam Restaurant	Journalists Syndicate members (journalists & media workers)	10	12	22
				21	24	45

➤ **Annex 2.40: Details about public events**

#	Topics	Date	Location	Target group	Number of participants		
					Male	Female	Total

1	Event on the occasion of International Occupational Safety and Health Day and May Day	19/05/2022	Gaza, PRCS theatre, Tel Al-Hawa	Representatives of federations of industries, bakeries owners' association, contractors' unions, fuel and gas owners' association, representatives of security and safety	97	118	215
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➤ **Annex 2.41: List of advocacy activities**

#	Date	Location	Topics	Participants	Number of participants		
					Male	Female	Total
1	27/03/2022	Gaza	Workshop on hazards at work in bakeries in Gaza and mechanisms of licensing and role of competent authorities	Representatives of Ministries of Labor, Local Government, Health, Civil Defense, and bakeries owners	34	1	35
2	18/04/2022	Middle governorate, Gaza Strip, Rozan Company for Chemical Manufacturing, Gulf Company for Food Manufacturing, Bahloul and Salah for Fuel and Gas, 'Akeela Gas Company, Shomar Company for Food Manufacturing and Biscuits Factories, Al-Radisi Plastics Company, Eskimo Al-Aris Factory	Field visits in cooperation with Civil Defence to monitor changes in workplaces	Employers, who participated in training course			
3	22/06/2022	Al-Nuseirat	Field visit	Yasin automatized bakery workers	14	0	14
4	22/06/2022	Gaza	Field visit	Golden Sweets Factory workers	26	4	30
5	20/06/2022	Jericho, Nablus Restaurant & Sweets	Field visit	Restaurant employees	2	1	3
6	20/06/2022	Jericho, Samar Restaurant	Field visit	Restaurant employees	22	10	32
7	20/06/2022	Jericho, Abu Sultan Restaurant	Field visit	Restaurant employees	4	0	4
8	20/06/2022	Jericho, Al-Salam Bakery and restaurant	Field visit	Restaurant employees	6	0	6
9	29/06/2022	Nablus, Abu Salha Sweets and Restaurant	Field visit	Restaurant employees	20	0	20

#	Date	Location	Topics	Participants	Number of participants		
					Male	Female	Total
10	29/06/2022	Nablus, Al-Alameen Restaurant	Field visit	Restaurant employees	18	0	18
11	29/06/2022	Nablus, Sharaf Sandwiches restaurant	Field visit	Restaurant employees	2	0	2
12	18/07/2022	Gaza, Al-Dar restaurant	Workshop to discuss the draft guidance booklet for Health Ministry inspectors	Representatives of the ministries of Health, Labor, Local Government, Tourism, Economy, OSH experts	30	1	29
13	19/10/2022	Gaza, Scientific Conferences Hall, Islamic University	Workshop on OSH in managing medical waste	Representatives of the Ministries of Health, Labor, Local Government, Tourism, researchers, OSH experts, lawyers, workers	84	47	131

➤ Annex 2.42: Media & press releases during 2022

The Democracy and Workers' Rights Center issued 31 new items & press releases about its activities and matters related to several rights that were published by local media and websites (Ammad News Agency, Nisaa FM, Jinha Agency, Al Hadath News Agency, Al Quds Net, Pngo portal, Wattan, Al Watan Voice, Raya FM, Al Jadeed Newspaper, Nabd News, Palestine Economy, Sawa News, Dooz News, Msdr News).

2 video reports were produced and issued by Wattan News Agency, one concerning violations of labor rights related to daily wage workers working at municipalities and local authorities, another video report on the implementation of the minimum wage. DWRC also participated in a TV interview on Al Arabi TV to discuss the economic situation of women workers and mechanisms to empower women economically.

DWRC participated in a number of radio episodes and interviews including:

- An interview at Palestine Voice Radio about occupational safety and health at work.
- An interview at Al Alam Radio about the law related to supervisors and occupational safety and health committees.
- An interview at Fajer FM about policies to combat violence and harassment at work.
- An interview at Palestine Voice Radio to talk about DWRC's activities on the occasion of 16 days of action against GBV.
- An interview at Wattan concerning amendment of the Palestinian Labor Law.
- An interview at Al Shab Radio about violations of labor rights in Gaza.
- An interview at Al Shabab Radio about child labor in Gaza.
- An interview at Al Shabab Radio about the situation if the minimum wage in Gaza.
- An interview at Maan News Agency concerning delivery workers and labor legislations related to their work in Gaza.
- An interview at Al Shabab Radio on the occasion of International Labor Day.
- A radio episode on Zaman Radio about the situation of women workers in the labor market.
- Three radio interviews at Zaman Radio about the situation of women workers in Gaza.
- Three interviews at Al Shab Radio about Palestinian workers working at the Israeli labor market and work permits.
- An interview at Al Kofeya Radio about rights related to Palestinian workers working at the Israeli labor market.

- An interview at Al Shab Radio about the situation of Palestinian workers in Gaza.
- An interview at Al Shab Radio about occupational safety and health in Gaza and work injuries.
- An interview at Zaman Radio about the national coalition “my right”.
- An interview at Zaman FM on the occasion of the 16 days of action against GBV.
- An interview at Zaman FM to discuss the situation of workers with disabilities.
- An interview at Al Shab Radio addressing work injuries, compensations in case of a work injury, and DWRC’s role.

➤ **Annex 2.43: List of DWRC reports, studies and other publications prepared and/or issued in 2022**

- A report about the situation of workers’ occupational safety & health rights in Palestine for the year 2021.
- The annual report about the situation of labor and trade union rights, equality and non-discrimination in Palestine for the year 2021.
- A study on medical examination and occupational diseases.
- A case study about women working in local authorities.
- A case study about the situation of women in trade union action.
- A poster about occupational safety and health procedures for electricity workers.
- 6 e-newsletters about labor and trade union news, Arabic & English.
- Annual trade union magazine for 2022.

DWRC also reprinted several former publications.

- Booklet: the Palestinian Labor Law No. (7) of the year 2000.
- Guideline for women workers.
- Guideline for vacations and leaves.
- Guideline for the right to wages and the minimum wage.
- A brochure about ILO C. 190.

➤ **Annex 2.44: Beneficiaries reached during the year 2022**

During the year 2022, our work benefited 2377 men & boys, and 3775 women & girls, for a total of 6152 Palestinian workers, unionists, youth, women, children, journalists representatives of governmental and non-governmental organizations, as well as employers and employers’ organizations representatives through our activities, excluding those reached through media & publications. Women constituted 61% of all beneficiaries.

	Male	Female	Total
Freedom of association & organizing beneficiaries			
Beneficiaries of awareness meetings	331	362	693
Participants in training courses (trade union skills)	43	86	128
Participants in workshops/ meetings on how to organize, trade union rights & to prepare for union conferences	85	63	148
Union delegates participating in trade union conferences	147	125	272
Participants in annual union forum	39	30	69
Participants in coordinating meetings	23	27	50
Participants in meetings/workshops on bargaining	20	14	34
<i>Subtotal freedom of association and organizing objective beneficiaries</i>	687	707	1394
Women’s empowerment beneficiaries			

Participants in study days for women unionists	0	58	58
Participants workshops for women committees in unions	5	35	40
Participants in activities implemented by unionists on gender equality	28	62	91
Participants in consultative meetings	12	20	32
Participants in awareness meetings in human rights at work for women workers	0	137	137
Participants in training course on equality and non-discrimination at work	24	43	67
Participants in meetings with coordinating committees	19	81	100
Participants in policy dialogue sessions with the National Coalition “My Right”	49	81	130
Participants in the thematic seminar	4	23	27
Participants in workshops to discuss the indicators & data for the participatory monitoring	31	76	107
Participants in trainings for activists of women CSOs on advocacy skills	6	32	38
Participants in awareness meetings for members of women grassroots organizations	4	253	257
Participants in the local events/festivals during the annual thematic awareness campaign	152	568	720
Participants in awareness meetings on C190, violence and harassment in the world of work, and 16 days of activism against violence against women activities	125	382	507
Participants in events during the 16 days of activism against GBV	101	343	445
Participants in workshops about adopting zero tolerance policies at work	33	7	40
Participants in awareness meetings on work/life balance and rights of workers with family responsibilities	40	155	195
Participants on amendments to labor law campaign	18	19	37
<i>Subtotal women's empowerment objective beneficiaries</i>	651	2375	3026
Social protection beneficiaries			
Beneficiaries of labor complaints adopted in 2022 (individual & collective)	10	6	16
Beneficiaries of individual legal consultations (discounting beneficiaries of consultations during awareness meetings)	155	124	279
Participants in meeting about minimum wage implementation	0	46	46
Participants in roundtables to discuss violations of workers' rights based on the annual monitoring report	22	17	35
Participants in occupational safety and health (OSH) consultative workshops	24	11	35
Participants in OSH awareness meetings	329	225	549
Trainees in training courses on OSH (labor inspectors, unionists, workers, journalists, and representatives of other stakeholders)	110	56	166
Participants in OSH workshops, conferences and beneficiaries of field visits campaigns	389	208	597
<i>Subtotal social protection objective beneficiaries</i>	1039	693	1732
Grand total	2377	3775	6152