



وزارة شؤون المرأة
Ministry of womens Affairs

The Cross-Sector National Strategy for Achieving Gender Equality and Women's Empowerment 2025 - 2027

“Equality, Development, Security, and Peace”

December 2025

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List of Abbreviations/ Acronyms

AI	Artificial Intelligence
CBOs	Community-based organization(s)
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CoM	Council of Ministers
CRC	Convention on the Rights of the Child
CSOs	Civil society organisation (s)
CWA	Cooperative Work Agency
CWRC	Colonization and Wall Resistance Commission
EQA	Environment Quality Authority
ESCWA	Economic and Social Commission for Western Asia
FPU	Family Protection Unit
GCC	Government Communication Centre
GBV	Gender-based violence
GDP	Gross domestic product
GPC	General Personnel Council
GSWG	Gender Sector Working Group
GUPW	General Union of Palestinian Women
HCYS	Higher Council for Youth and Sports
ICCPR	International Covenant on Civil and Political Rights
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination
ICT	Information and communication technology
LACS	Local Aid Coordination Secretariat
LGUs	Local Government Units
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoEHE	Ministry of Education and Higher Education
MoFA	Ministry of Foreign Affairs and Expatriates
MoH	Ministry of Health
MoJ	Ministry of Justice
MoL	Ministry of Labour
MoLG	Ministry of Local Government
MoPIC	Ministry of Planning and International Cooperation

MoSD	Ministry of Social Development
MoWA	Ministry of Women's Affairs
MSMEs	Micro, small, and medium enterprises
NGO	Non-governmental organisation
NPDR	National Program for Development and Reform
PACC	Palestinian Anti-Corruption Commission
PASF	Palestinian Security Forces
PCBS	Palestinian Central Bureau of Statistics
PCC	Palestinian Central Council
PCMA	Palestine Capital Market Authority
PCU	Palestinian Contractors Union
PEF	Palestinian Employment Fund
PLC	Palestinian Legislative Council
PLO	Palestine Liberation Organisation
PMO	Prime Minister's Office
PNC	Palestinian National Council
SDGs	Sustainable Development Goals
SSE	Social and Solidarity Economy
STEM	Science, technology, engineering, and mathematics
TVET	Technical and Vocational Education and Training
TVT	Technical and vocational training
UNCT	United Nations Country Team
UNCTAD	United Nations Conference on Trade and Development
UNDRR	United Nations Office for Disaster Risk Reduction
UNSC	United Nations Security Council
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VTCs	Vocational Training Centres
WPS	Women, Peace and Security

Section I: Introduction, Obligations, and Partners

1.1. Preface: Promotion of Gender Equality and the Empowerment of Women are a National, Regional, and UN Right and Obligation

The Palestinian Declaration of Independence of 1988 stipulates that the State of Palestine shall be for Palestinians, wherever they may be therein, to develop their national and cultural identity and therein to enjoy full equality of rights. Their religious and political beliefs and human dignity shall therein be safeguarded under a democratic parliamentary system based on freedom of opinion and the freedom to form parties, on the heed of the majority for minority rights and the respect of minorities for majority decisions, on social justice and equality, and on non-discrimination in civil rights on grounds of race, religion or colour or as between men and women, under a Constitution ensuring the rule of law and an independent judiciary and based on true fidelity to the age-old spiritual and cultural heritage of Palestine with respect to mutual tolerance, coexistence and magnanimity among religions.

The Basic Law of the State of Palestine asserts public rights and liberties and stipulates that Palestinians shall be equal before the law and the judiciary, without distinction based upon race, sex, colour, religion, political views, or disability. It also stipulates that basic human rights and liberties shall be protected and respected, and that work will be undertaken without delay to accede to regional and international declarations and covenants that protect human rights. It also stipulates that no person shall be subject to any duress or torture and that inductees and all persons deprived of their freedom shall receive proper treatment. It also asserts that every citizen shall have the right to education, work, participate in political life, litigate cases before courts, and that work relations shall be organised in a manner that guarantees justice to all and provides workers with welfare, security, and health and social benefits. It also guarantees the right to the organisation of unions and stipulates that maternal and childhood welfare shall be national duties.

Represented in the General Union of Palestinian Women (GUPW), as well as in women's organizations, institutions, and centers, and supported by the Ministry of Women's Affairs (MoWA), Palestinian women, both in the homeland and in the diaspora, share the consensual view on the need to eliminate all forms of discrimination and ensure equality in all Palestinian laws and legislation. This vision is grounded in the Palestinian Women's Bill of Rights, which serves as a baseline reference for all. The bill identifies a set of demands related to political rights, economic and social rights, criminal rights, and rights concerning civil capacity and personal status.

The State of Palestine is firmly committed to promoting gender equality and women's empowerment through the adoption of a set of international conventions and standards to achieve gender justice and equality. This set of international conventions and standards includes the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and Platform for Action (1995). In the global context, the State of Palestine is voluntarily committed to the United Nations' Sustainable Development Goals (SDGs), particularly SDG 5, which is aimed at achieving a set of specific targets concerning promoting gender equality across various fields, particularly the reduction of violence against women, promoting their political participation, and enhancing their economic empowerment.

The State of Palestine took part in the high-level conference, held in Muscat, Oman, on January 9, 2024, which gave rise to the Muscat Declaration on Progress in Implementation of the Beijing Declaration and Platform for Action in the Arab Region after Thirty Years. The State of Palestine has committed itself to the declaration, which outlines four key priorities to promote gender equality and women's empowerment over the next five years. These priorities are listed as follows:

- Promote the role of Arab women in leading positions and enhance women's effective participation in the decision-making process, paving the way for comprehensive and sustainable political empowerment.

- Reaffirm the commitment to prevent violence against women in the Arab region and strengthen efforts to access comprehensive responses to address all forms of violence against women.
- Strengthen the enabling environment for gender equality and improve women's access to justice and empowerment.
- Improve Arab women's roles in economic development as a catalyst for inclusive change and sustainable growth.

1.2. Participatory and Consensual Approach in the Development of the Strategy

The Planning and Budget Group, the General Administration of Planning, Policy, and Gender Research, along with advisers at the MoWA, adopted the second draft of the Cross-Sector National Strategy for Achieving Gender Equality and Women's Empowerment 2024–2029. Developed at the end of 2023, before the suspension by the Council of Ministers (CoM) of work on national strategies, the draft serves as the basis for the planning process for the period 2025–2027, pursuant to the assignment by the CoM and the directives issued by the Ministry of Planning and International Cooperation (MoPIC).

Following the guidance of the Planning and Budget Group, the General Administration of Planning, Policy, and Gender Research at the MoWA developed the draft based on a review of recent reports and studies, particularly those issued by the Palestinian Central Bureau of Statistics (PCBS), the MoWA, and partner organisations. The work of the administration in the development of the draft was also based on five consultative meetings held with partners to review key issues and priorities, reach consensus on policy interventions across courses of action, and identify outcomes and responsibilities. The following workshops and discussion groups were organised as part of this process:

- A workshop entitled "Women in Entrepreneurship and Building the Economy", which was attended by more than 200 representatives from government partners, the private sector, civil society organizations (CSOs), and international institutions, in addition to a workshop on "Inclusive Economy", which was attended by 86 representatives from government institutions, the private sector, CSOs, and international organizations.
- A special workshop that focused on the three tracks, namely (1) reducing violence against women, (2) institutionalising and mainstreaming gender equality issues, and (3) promoting the political participation of women. It was intended to review priority outcomes and policy interventions and agree on outputs and responsibilities. It was attended by 29 representatives from partner institutions.
- A special round of consultations with the Committee on the Implementation of the Security Council Resolution 1325 (2000) on WPS. Attended by 27 participants, the round of consultations addressed interventions and outcomes relevant to this track.
- A special meeting with the Gender Sector Working Group (GSWG) – the Local Aid Coordination Secretariat (LACS). Attended by 27 representatives from member international and national institutions, as well as United Nations organisations of the GSWG, the meeting addressed the strategy tracks and the course of action.
- A consultation meeting with the Security Advisory Committee, which encompasses Gender Units and heads of gender focal points. Attended by 16 participants, the meeting addressed priorities and the strategic course of action.
- Development of the first draft of the Cross-Sector National Strategy for Achieving Gender Equality and Women's Empowerment 2024–2029, in accordance with the guidelines contained in the manual issued by the Prime Minister's Office (PMO).

- An examination of the cross-cutting intersections and obligations towards the promotion of gender equality and women's empowerment as per relevant agreements, plans, and recommendations at the United Nations, Arab, and national levels, as well as nationally adopted sub-strategies, including the National Strategy for Enhancing the Political Participation of Palestinian Women 2023-2030, approved by the CoM, the National Strategy to Combat Violence against Women in Palestine for the Years 2022-2030, and the Second National Plan for Women, Peace, and Security in Palestine.
- The General Administration of Planning, Policy, and Gender Research, together with advisers and the Planning and Budget Team, reviewed, amended, and submitted the second draft of the Cross-Sector National Strategy for Achieving Gender Equality and Women's Empowerment 2024–2029 to the MoPIC for comments.
- The General Administration of Planning and Policy and the Planning, along with the Budget Group, revised and amended the document in accordance with the comments of the MoPIC and submitted the amended draft.
- The CoM approved the strategy in its session dated

Section II: Analysis of the Current Situation and Assessment of the Outcomes Achieved during the Period 2017 – 2024

This section examines the key outcomes related to the current situation, focusing on the most significant political, social, and economic factors influencing the promotion of gender equality and the empowerment of Palestinian women. Also, it examines not only the most important relevant current issues and gaps, but also the evaluation of the outcomes that were planned to be achieved in the course of the program cycles for the period 2017-2024, and the identification of the lessons learned from the work of the MoWA and its partner institutions. All of this is designed to justify the strategic directions outlined in the following sections.

2.1. General Context as a Push and Pull Factor of the Efforts to Promote Gender Equality and Women's Empowerment

Although a ceasefire agreement was signed in the Gaza Strip, this has not put an end to the crime of genocide committed by Israel in Gaza, the West Bank, or Jerusalem. The Israeli aggression continues to have mounting effects on the overall economic and social life. Meanwhile, the second and third phases of the agreement do not guarantee an end to the genocidal war or to the ongoing assaults, whether in the West Bank or the Gaza Strip. Israel has been waging a relentless aggression on the Palestinian people and their land, restricting their freedom of movement and impeding the right of the State of Palestine to exercise sovereignty over its territory and natural resources in the Gaza Strip, the West Bank, and Jerusalem. The relentless Israeli aggression has also severely hindered the achievement of the intended outcomes of institutional, community-based, individual, and international efforts and initiatives aimed at promoting overall economic and social development, in general, and that of women, in particular. It has also undermined the prospects for the establishment of the State of Palestine.

Moreover, Israel continues to tighten its control over approximately 62% of the West Bank and approximately 85% of the water sources, in complete disregard of all international resolutions and covenants. Meanwhile, Israeli settlements have carved up the territory of the West Bank, dismembering it into separate cantons. This is in addition to other repressive occupation policies and measures, including the control over crossings and borders, settlement expansion, and Israeli checkpoints that obstruct the freedom of movement between the West Bank governorates. In a report issued in November 2022, the United Nations Conference on Trade and Development (UNCTAD) indicated that ending the occupation of Area C in the West Bank and East Jerusalem would enable the Palestinian people to double the size of their economy.

The PCBS highlighted the socio-economic and environmental conditions after one and a half years of the crime of genocide committed by the Israeli occupation against the Gaza Strip, the West Bank, and Jerusalem, particularly after the brutal Israeli war that targeted human life and caused devastation to buildings and vital infrastructure. In the report, the PCBS pointed to the collapse of the economic system in the Strip, the sharp contraction in the West Bank's productivity base, and the unprecedented increase in the unemployment rate. The report shows that the Gaza Strip's contribution to the overall Palestinian economy decreased to less than 5% from about 17% before October 7, 2023. Preliminary estimates show that the gross domestic product (GDP) contracted by more than 85% in the Gaza Strip and approximately by 22% in the West Bank, causing a decline by a third in the Palestinian economy compared to the pre-October 7, 2023 period. It also shows that the unemployment rate increased to 80% and 35% in the Gaza Strip and the West Bank, respectively. Most economic activities sharply declined, with the construction sector being the worst-impacted sector of them all. This was accompanied by a sharp decline in foreign trade to and from Palestine.

The Government of the State of Palestine is facing a suffocating financial crisis, which has significantly contributed to a rise in the value of the public debt and a decline in the quality of public services. This has undermined the official community-based organisations' (CBOs) efforts to achieve economic and social development and reform goals. This crisis occurred in the context of a 5.5% decline in the GDP in 2023, alongside the sharp collapse of the Palestinian economy pillars in the Gaza Strip, which recorded an unprecedented 81.3% decline in the fourth quarter of the same year. This deterioration has had a direct impact on the West Bank's economy due to Israeli policies of the ongoing withholding of the Palestinian tax clearance revenues, tightened movement restrictions, closures, ongoing incursions into the West Bank governorates, and denying Palestinian workers access to Israel for employment. This has been accompanied by a sharp decline in foreign aid, exacerbating economic stagnation and the deterioration of the Palestinian economy. This situation has severely affected the Government's ability to meet its financial obligations towards the Palestinian society and provide basic services, compelling it to shift to emergency and relief plans. Consequently, economic empowerment projects—particularly those targeting Palestinian women—have been relegated to a secondary place, falling victim not only to the aggression and the genocidal war, on the one hand, but also to the inadequacy of resources and cultural norms, on the other.

The trade deficit of the Palestinian Government saw an increase of 478.2% in the fourth quarter of 2023 compared to the previous quarter, reaching 167.1 million USD, up from 28.9 million in the third quarter. Driven by the economic repercussions of the Israeli aggression on the Gaza Strip in October 2023, this increase in the deficit brought economic activities in the sector to an almost complete standstill and caused a remarkable decline in the West Bank economy. These developments affected public revenues, particularly local tax revenues and clearance revenues, causing them to decline by 17.3%. Meanwhile, current expenditures and net lending declined by 6.5% compared to the third quarter. Additionally, the levels of consumption expenditure noticeably decreased due to the crisis, deepening the state of economic recession and broadly impacting all aspects of political, social, health, educational, and economic life.

The Palestinian society serves as a promising model for a young, educated society that relies on technology as a primary means of development and growth. Thanks to its youthful demographic composition and high educational qualifications, particularly among women, there is enormous potential to support the efforts aimed at promoting women's participation in economic, social, and political life. Characterised by high rates of educational completion, an increase in the proportion of women enrolled in higher education institutions, and widespread prevalence of technology and the Internet, this young society lays a strong foundation for the motivation of women to participate in various sectors, including development. It constitutes the cornerstone of building a more inclusive and equitable society, capable of achieving sustainable development and enhancing gender equality in economic opportunities.

The population of the West Bank is estimated at 3.25 million, 1.65 million males and 1.60 million females. In contrast, the population of the Gaza Strip is estimated at 2.23 million, 1.13 million males and 1.10 million females. Individuals in the age group (0-14 years) account for 37% of the total population of Palestine as of mid-2023, with 35% in the West Bank and 40% in the Gaza Strip.

The average household size in Palestine declined to 5.0 persons in 2022, down from 5.8 in 2007. The female-headed households accounted for 12% of the total Palestinian households. The illiteracy rate among individuals aged 15 years and above in Palestine stood at 2.2% (1.1% among males and 3.3% among females). The completion rates of lower and upper secondary education for females were 97% and 78%, respectively, compared to 90% and 53%, respectively, for males. Female students accounted for 62% of the total number of students enrolled in Palestinian higher education institutions during the 2021/2022 academic year, with approximately 10% of them enrolled in the specialisation of information and communication technology (ICT).

In 2022, approximately 92% of households in Palestine reported that they or one of their members had access to the Internet at home — 93% in the West Bank and 92% in the Gaza Strip. Meanwhile, individuals aged 10 years and above who used the Internet from any location in Palestine accounted for 89% — 92% in the West Bank and 83% in Gaza, with usage rates of 89% among males and 88% among females.

The findings also showed that 79% of individuals, aged 10 years and above, in Palestine owned a mobile phone — 86% in the West Bank and 69% in the Gaza Strip. There was a clear gender gap between males and females in mobile phone ownership in 2022, as 83% of males owned mobile phones compared to 76% of females. Individuals aged 10 years and above who owned smartphones in Palestine accounted for 73% — 83% in the West Bank and 58% in Gaza, with usage rates of 74% and 72% among males and females, respectively. In a related context, iPoke Company published a report on the digital situation in Palestine in 2022. Data from the report indicated that the prevalence rate of social media in Palestine accounted for around 66%. Gender-disaggregated data reveal that the rates of social media use accounted for 51% among males and 49% among females.

In 2022, the total number of Palestinian workers was approximately 1,062,200 workers (excluding the agricultural sector), distributed as 891,200 males and 171,000 females. Informal employment accounted for about 52.6% of the total number of workers. The percentage of informal employment was higher among males (56.4%) than among females (32.4%).

2.2. Issues and Gaps concerning the Promotion of Gender Equality and Women's Empowerment

There is an array of issues and gaps that intersect with each other regarding the achievement of the desired outcomes in the field of promoting gender equality and women's empowerment. For this strategy, these issues and gaps are grouped into five key thematic issues. These thematic issues are listed as follows: women's economic participation; gender-based community violence; women's peace and security; women's political participation; and the institutionalisation and mainstreaming of gender equality issues.

2.2.1. The Participation Rate of Women in the Labour Force Does not Reflect Their Educational Level and Economic Role

During the period from April to June 2024, the number of females aged 15 years and above participating in the labour force in the West Bank was 187,300 (17.6%) compared to 795,600 men (72.6%). The unemployment rate for females stood at 29.8%. Men working as employers or self-employed totalled 201,000, accounting for approximately 34% of all male workers. In contrast, women working as employers or self-employed totalled 16,688, accounting for less than 13% of all female workers.

Moreover, 75.9% of employed women work in the services and other branches compared to 25.7% of men employed in the same sector. The majority of employed women are paid employees, while only a very limited number of women are self-employed or employers. Only 2.1% of employed women are employers (compared to 9.1% for males), and only 10.6% of them are self-employed (compared to 24.4% for males).

In the academic year 2021/2022, the number of Palestinian higher education institution graduates, including intermediate diploma, Bachelor's, and postgraduate students in traditional universities, open education institutions, and university colleges, reached 45,235, of whom 16,297 were males, and 28,938 were females.

Palestinian women account for approximately 49% of university graduates in technology and 39.3% of the students enrolled in specialised fields such as artificial intelligence (AI), indicating their robust participation in science, technology, engineering, and mathematics (STEM) education.

The most significant challenges to and reasons for the low participation of women in the labour force, in general, and in the economy, in particular, are in fact related to the entrepreneurial and work environment and the general context, which is heavily affected by the Israeli occupation. These challenges and reasons are as follows:

- **Lack of Commitment to Decent Work Standards in the Formal and Informal Economic Sector Hinders Women's Participation in the Labour Force:** Working women face a range of problems related to the work environment and access to decent work standards. Such problems encompass long working hours under unfavourable conditions, extremely low wages that are far below the minimum wage, denial of the entitlement to leave, lack of job security, work premises that fail to accommodate the special circumstances of women, and the lack of adequate protection. The most important reasons for the lack of commitment to Decent Work Standards are: gaps in Palestinian legislation on decent work standards, lack of adequate oversight and inspection over business establishments, poor awareness among women workers of laws, delay in the enactment of the Social Security Law, the inadequate punitive measures against the violators of labour laws or the rights of workers of both genders, and the absence of competent courts that adjudicate workers' cases, which delays the resolution of workers' cases. They also include the insufficiency of institutional incentives for the transformation of the informal economy to the formal one.
- **The fragility of the business environment of enterprises, including that of micro, small, and medium enterprises (MSMEs) and of high-technology innovative enterprises, cooperatives, and social and solidarity economy (SSE) institutions:** In 2024, the Women, Business and the Law (WBL) Composite Index, issued by the World Bank, for Palestine was 26.3, compared to a global average of 77.9. In the same year, the WBL composite index for Jordan and Morocco stood at 59.4 and 75.6, respectively. A set of factors hinders women's participation, whether in traditional and innovative enterprises, cooperative work, or in the SSE. The most significant of such factors are related to the policies, legislation, and the institutions regulating the business and innovation sectors. Such factors include the societal culture that continues to pose barriers to women's participation in the professional and artisan enterprise sector, the quality of higher and vocational education outputs, entrepreneurs' difficulty in securing access to necessary financing, insufficient support (business development services) to entrepreneurs, particularly in marginalised areas, and limited access to markets for entrepreneurial products and services.
- **Care Economy in Palestine as a Primary Factor that Hinders Women's Economic Participation:** Direct care work is defined as the personal care activities that are conducted face-to-face and are the personal and relational activities, such as feeding a child, caring for the elderly, and helping a patient or a disabled person. In contrast, indirect care work comprises activities and tasks that maintain the prerequisites of personal care, such as cleaning, cooking, and domestic maintenance, which are referred to as domestic work.
- **Many groups, including children, the elderly, and persons with disabilities, are still without access to adequate and quality care services.** A large proportion of the care needs of children, the elderly, and persons with disabilities is still met within the household. Women still bear the primary burden of unpaid care work, depriving them of participating in the labour market. Females citing full dedication to housework as the main reason for remaining outside the labour force account for 67.3% as compared to 0% for males. Women spend approximately 35 hours per week on unpaid care work, compared to 5 hours for men. These percentages are even higher among married women, who spend 44 hours per week on such work compared to 28 hours for

unmarried women. A set of factors contributes to the fragility of the care economy. The most notable of such factors are the national legislation and policies regulating the business and innovation sectors; the lack and poor distribution of healthcare centres, particularly in the areas outside cities; the lack of sufficient control and guidance; low quality; the high cost of care; and the lack of adequate human resources employed in the care sector.

- **Women's difficulty in gaining access to funding due to their limited access to income and resources to provide collateral:** In 2023, 62% of adults aged 15 and above had access to a bank account (82% of men, 42% of women). The overall gender gap in financial inclusion was estimated at 34%. The number of men likely to own bank accounts was estimated to be at least double that of women, and the number of men holding private insurance policies was six times greater than the number of women holding such policies. The total number of agricultural smallholders of both genders was 140,586, of whom 92% are men and 7.7% are women. The percentage of women's ownership of land and property in 2024 was 32%, compared to 65% for men. Women's limited access to financing is mainly attributed to the lack of financial literacy and awareness among women, the lack of credit data or usable additional collateral, which are the characteristics of excluded groups that involve high levels of risk, and the ongoing financial crisis gripping the government.
- **The low chances of quality technical and vocational education and training (TVET) opportunities that suit the gender-inclusive labour market, particularly women, limit not only access to self-employment, but also engagement in entrepreneurship and access to jobs:** In the 2018/2019 training year, the number of technical and vocational training (TVT) program graduates was 2,209, of whom 65.7% were males and 34.2% were females. The 15 Ministry of Labour-run Vocational Training Centres (VTCs) accommodate around 1,800 trainees, males and females, annually. Intermediate technical colleges accommodate approximately 5,800 trainees, males and females, across 66 specialisations. According to 2019 data, female trainees enrolled at Level I accounted for 34.8% and the total number of trainees enrolled in this level, and those enrolled at Level II accounted for 17.1%. Female trainees enrolled in Level III and Level IV accounted for 49% and 37.6%, respectively. The poor role of TVET in the promotion of women's economic participation is mainly attributable to the lack of sufficient vocational guidance and counselling; the lack of sufficient training programs offered to girls compared to boys, with most programs focusing on traditional specializations; the lack of adequate promotion of TVET programs; the inadequate development budgets allocated to VTCs and colleges; negative societal perceptions; the shortage of VTCs and limited enrolment capacity; in addition to the lack of incentives for girls to enroll in such programs.

2.2.2. Three-Dimensional Compound Violence (Occupation, Society, and Household) Reduces Women's Effective Participation and is a Violation of their Guaranteed Rights

"Women in Palestine are subjected to three-dimensional compound violence. The first dimension manifests itself in the violence of the Israeli occupation, along with the ensuing direct and indirect impacts on women. The second dimension is manifested in community violence stemming from traditional cultural norms that discriminate against women. The third dimension is manifested in domestic violence that has been escalating due to Israeli violations. Israeli violations have increased the rates of unemployment and poverty, caused extensive devastation to infrastructure and housing, undermined security, and deprived women of the enjoyment of and access to resources. All of these factors combine to further curtail women's access to and enjoyment of their basic rights."⁰¹

Gender-based violence (GBV) is prevalent in Palestinian society, and women account for the largest percentage of its victims. According to the Violence Survey in the Palestinian Society for 2019, 59.3% of

01 The National Strategy to Combat Violence Against Women in Palestine for the Years 2022-2030, MoWA.

currently married or ever married women (aged 15–64 years) reported that they were subjected to violence “at least once” by their husbands, regardless of its form. The survey showed that women aged 20–24 years were subjected to the highest rate of violence, accounting for 66.9%. It also showed that women aged 55–59 years were the least exposed to violence of “at least once” by their husbands, accounting for 39.5%. The findings of the survey also showed that unemployed women were more exposed to violence by their husbands than employed women, at 61.0% compared to 45.7%. They indicated that women whose education level is lower than the secondary level were more exposed to violence by their husbands, accounting for 61.8%, compared with 61.5% for women with higher educational achievement.

The survey findings also indicated that women experienced pre-marital domestic violence. In fact, 23.2% of currently married or ever married women (aged 15–64 years) in Palestine reported that they were subjected to some form of violence by their families before the age of 18. Furthermore, 3.1% of women in Palestine stated that they had been subjected to sexual harassment (sexual words or touching sensitive parts of their body) before turning 18, with such women accounting for 3.6% in the West Bank (including Jerusalem) and 2.2% in the Gaza Strip. The findings also revealed that 9.8% of women had experienced violence outside the home, with streets being the place where women were the most subjected (4.5%), followed by transportation (4.4%).

Institutional data showed that many women are subjected to threats, blackmail, and harassment through social media sites. The findings of the Violence Survey for 2019 showed that 9.6% of currently married or previously married women (aged 15–64 years) in Palestine reported that they had been subjected to some form of cyber violence via social media. Cases of femicide in the name of the so-called “family honour” are still practised in Palestine.

The survey findings further indicated that 24% of women were subjected to verbal abuse, while 15% suffered from severe physical violence. Although the latter represent a smaller percentage, it is still considered staggering, particularly because abusers exploited court closure, ban on public movement, and limited access to reporting centres. Additionally, 11% of women reported being subjected to sexual harassment, 35% reported that they had experienced bullying, 21% reported that they had faced blackmail and exploitation, and 7% reported that they had been subjected to cyber blackmail. During the COVID-19 pandemic and home lockdown period, rates of cyber violence are believed to have been higher, as girls increasingly turned to social media to pass the time. Regarding women with disabilities, the findings of the same study revealed that 88% of them had been subjected to various forms of economic, social, physical, and psychological violence and verbal abuse.

The MoWA recently conducted a study⁰² on the situation of women and girls in Ramallah and Al-Bireh, Tubas, the Jordan Valley, Bethlehem, and East Jerusalem. The study presented the statements of 200 women from 30 organisations. The findings of the study showed that 48.3% of respondents reported an increase in complaints of violence from family members, and 17.2% of respondents reported a “very severe” increase in domestic violence complaints.

The study findings also showed that 72.4% of respondents reported an increase in their complaints of violence by someone outside the family, with such violence classified as (moderate, severe, or very severe), while 58.6% reported an increase in complaints of violence committed by individuals other than household members. They also revealed that 51.7% of respondents reported an increase in women’s complaints over the services provided by CSOs or private institutions, and 58.6% indicated an increase in women’s complaints over obtaining justice services, such as alimony and access to courts. In addition, 51.6% of respondents reported that women were unable to access protection from the competent authorities. The study observed a noticeable increase in violence against people with disabilities, along with the inability of women to access “safe houses”.

Among the main causes for GBV are the lack of a legislative environment that guarantees family protection and deters abusers within the family and society; the traditional stereotypical perception that

02 Rapid Gender Assessment of the Situation of Women and Girls: Targeted Areas: Salfit, Bethlehem, Toubas, the Jordan Valley, Ramallah, and East Jerusalem. Prepared by the MoWA in December 2024.

women are subordinate to men; the poor access to justice and judicial services; the weak monitoring and following up on cases promptly, regularly, and continuously; and the absence of programs of rehabilitation, integration, and empowerment of survivors of violence.

2.2.3. Israel's Violations of International Humanitarian Law, International Law, and the Women, Peace and Security (WPS) Agenda

The WPS Agenda, established pursuant to the United Nations Security Council (UNSC) Resolution 1325 (2000), which was followed by nine additional resolutions, sets out the commitments of the United Nations and member states regarding guaranteeing that the needs and priorities of women and girls adversely affected by conflict are met and that peace is mediated inclusively and sustainably. Led by women leaders, the UNSC Resolution 1325 (2000) recognises women's leading role in the maintenance and promotion of peace and security, as well as in the prevention and resolution of conflicts and in peace-building. It stipulates that implementing the key priorities outlined in the WPS Agenda constitutes a non-negotiable commitment on the part of the United Nations Secretary-General within the scope of his peacekeeping work. It reaffirms that the full, meaningful, and equal participation of women alongside men in peacekeeping operations and political solutions is essential for effective peacekeeping and achieving sustainable outcomes.

According to a joint analysis report by the United Nations Country Team (UNCT) in Palestine: "All Palestinians are vulnerable on account of the occupation, with some being at more risk than others. At the same time, Palestinians are also faced with institutional, political, economic, social, and cultural drivers and layers of vulnerability and fragility that prevent them from practising their human rights to their full potential. These layers of vulnerability and fragility are compounded for women because of the Israeli occupation."⁰³

Israel, as the occupying power under international humanitarian law, continues to undertake a colonial occupation of the Palestinian territories and commit an increasing array of violations, including violations of the UNSC Resolution 1325 (2000) on WPS. Chief among such violations are the following:

- Israel's continued occupation of the territories of the State of Palestine, wilful killings of Palestinians, and arbitrary arrests of men, women, children, the elderly, and the sick.
- Persistent settler violence targeting Palestinians, whereby both men and women are at a constant risk of settler violence taking multiple forms, including killings and intimidation, undermining the productive role of women.
- Home demolitions, in addition to forced evacuations and displacement of the Palestinian population in the Gaza Strip, the West Bank, and Jerusalem.
- Israel's assaults against CSOs and human rights defenders.
- Israel's ongoing war and attacks against and blockade of the Gaza Strip.
- Israel's takeover of Palestinian land and water resources, pollution of the environment, and restrictions on freedom of movement.
- Israel's imposition of severe restrictions on Palestinian inhabitants of Jerusalem, men and women alike, particularly regarding restrictions on home constructions, freedom of movement, family reunification, home demolitions, the expression of Palestinian identity, political activism, and engagement in CBOs.

⁰³ The Second National Action Plan on Women, Peace, and Security for the Implementation of the United Nations Security Council Resolution 1325 and Subsequent Resolutions 2020-2024.

The Most Significant Impacts of the Israeli Aggression on Women's Lives in the Gaza Strip

Israel has been committing a crime of genocide against the Gaza Strip, further compounding the suffering of women. This has been particularly evident since the crime of genocide followed a prolonged blockade and repeated attacks in the Strip. Israel's recent war of aggression and ongoing blockade have stripped women of all hope in life, given the vast destruction of homes and vital infrastructure, including roads, schools, water and electricity facilities, and hospitals. This has had profound psychological, social, and economic impacts on the lives of people in the Gaza Strip, particularly children.

In a report⁰⁴ issued five months following the crime of genocide against the Gaza Strip, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) shows that the war of genocide kills and injures women in unprecedented ways and that Gazan women continue to suffer its devastating impact, while this war spares no one. The report lists seven facts as to how the war of genocide has affected women, including the killing of thousands of women and children. It states that every day the war in Gaza continues, an average of 63 women will continue to be killed, with preliminary estimates that more than 30,000 women were killed in the course of the war. It also shows that an estimated 37 mothers are killed every day, leaving their families devastated, and that more than 4 out of 5 women (84 per cent) report that their family eats half or less of the food they used to before the war began, with mothers and adult women being those tasked with sourcing food, yet eating last, less, and least than everyone else. The report notes that 4 in 5 women (84 per cent) in Gaza indicate that at least one of their family members had to skip meals during the past week, and that in 95 per cent of those cases, mothers are the ones going without food, skipping at least one meal to feed their children. UN Women further stated that Gaza's entire population of 2.3 million people will be facing acute levels of food insecurity within weeks – the highest ever recorded.

The MoWA recently conducted a study on the situation of women and girls in Ramallah and Al-Bireh, Tubas, the Jordan Valley, Bethlehem, Salfit, and East Jerusalem. The study presented the statements of 6,000 women provided to 30 associations.

- **Impact of the occupation on women in terms of GBV:** The study findings show that 72.4% of respondents reported an increase in women's complaints of violence by someone outside the family, with such violence classified as (moderate, severe, or very severe), while 58.6% reported an increase in complaints of violence committed by individuals other than household members. They also show that 51.7% of respondents reported an increase in women's complaints about services provided by CSOs or private institutions, and 58.6% reported an increase in women's complaints about obtaining justice services, such as alimony and access to courts. In addition, 51.6% of respondents reported that women were unable to access protection from the competent authorities. The study observed a noticeable increase in violence against people with disabilities, along with the inability of women to access "safe houses".
- **Impact of the occupation on women in terms of education:** The study findings show that 75.8% of respondents reported that the occupation's policies prevented female students from reaching their schools and universities within their governorates, while 82.7% of respondents reported that such policies prevented female students from reaching their schools and universities outside their governorates. They also show that respondents indicated that such policies prevented not only male and female teachers from reaching their schools within or outside governorates, but also prevented women from applying for scholarships or other educational services.

04 <https://tinyurl.com/ynv5h4tf>

- **Impact of the occupation on women in terms of economy:** The study findings show that approximately 80% of respondents reported that the crime of genocide had impacted women, causing them to lose their main source of income. They also show that approximately 76% of respondents reported that the crime of genocide caused women to lose their jobs. Respondents also indicated that the occupation affected women's ability to reach their workplaces and prevented them from accessing the land, cultivating it, or picking its fruits, especially during the olive harvest season. Respondents also reported that the occupation hindered women's ability to market their products.
- **Impact of the occupation on women in terms of health:** Respondents stated that the crime of genocide hindered women's access to health services within or outside governorates, with 41.4% of respondents reporting moderate difficulty, 24.1% of respondents reporting severe difficulty, and 51.7% of respondents reporting very severe difficulty. Respondents also indicated that the crime of genocide obstructed the access of health personnel to health centres. They also reported that not only did the crime of genocide have an impact on the availability of medications to women, but it also affected pregnant women's access to regular check-ups or specialised hospitals to give birth. They also reported an increase in the psychological effects resulting from the violence of the occupation.
- **Impact of occupation on women in terms of political and community participation:** Respondents indicated that the occupation affected women's participation in the political and community life, particularly given the killing, wounding, and arresting of women, setting up checkpoints, recurrent closures, and incursions into cities, villages, and refugee camps. They stated that the occupation restricted the ability of women's institutions to provide the necessary support to women to empower and train them in leadership, and to provide awareness programs for political and community participation. They also stated that the occupation hindered not only the convening of women's meetings to consult on providing services to women, but also the ability of women leaders to participate with government agencies or international institutions and organisations. They added that it increased household burdens on women, leading to a decline in their community participation.
- **Strategies for coping with the impacts of the Israeli aggression:** Respondents indicated that households took a set of measures to cope with the impacts of the crime of genocide. As part of such measures, many women were forced not to send their children, especially girls, to school, and some female students withdrew from university studies. Women were often forced to rely on loans and debt to pay for university tuition, and even got medicines from pharmacies without consulting a doctor.

The main reason for the continuing and increasing Israeli violations of Palestinians' rights that are enshrined in international resolutions and covenants is mainly attributable to the failure of the UNSC, member states, and international bodies to hold Israel accountable for its human rights violations and crimes, fostering its impunity. It is also attributable to the failure of states to fulfil their obligations under international law to guarantee fully Palestinians' human rights.

2.2.4. Women's Political Participation as an End as well as a Means is not Suitable to Palestinian Women's Capabilities

The Economic and Social Commission for Western Asia (ESCWA) defines women's political participation as "women's ability to participate equally with men, at all levels, and in all aspects of political life and decision-making." The Beijing Declaration and Beijing Platform for Action define it as taking all necessary measures to ensure women's access to and participation in elected structures and decision-making positions on equal terms with men. Empowerment goes beyond women's participation in existing systems to include acting to change and replace them with others that allow all to participate in public affairs,

the administration of the country, and decision-making. The process of political empowerment involves a broad range of actions that individuals take to contribute to the development of public policies and the selection of officials. Such a contribution takes multiple forms, including general political education, interest in public life and affairs, participation in public debates, access to information, attempts to persuade others to adopt certain principles, effective participation in voting in elections, joining political parties or trade unions, and taking part in peaceful demonstrations. Such forms also encompass replacing the negative stereotypical attitudes about the allocation of roles with positive concepts grounded in equality and equal opportunities.

The National Strategy for Enhancing the Political Participation of Palestinian Women 2023-2030 identifies the levels of political participation across twelve domains. These domains are as follows: (1) assuming political or administrative positions, (2) seeking a political or administrative position, (3) women's participation in the diplomatic corps, (4) active membership in political organizations, (5) regular membership in political organizations, (6) active membership in quasi-political organizations, (7) regular membership in quasi-political organizations, (8) membership of trade unions, business associations, chambers of commerce, and student associations, and participation in popular, youth, and women's movements, as well as joining the boards of directors of CBOs, (9) participation in public political meetings, (10) participation in informal political discussions, (11) general interest in politics, and (12) voting in elections.

Recent data issued by the PCBS on men and women in Palestine indicate that there are significant gaps in the representation of women in leadership positions in institutions and trade unions. These gaps are listed as follows:

- Women were still underrepresented in both the Palestine Liberation Organisation's (PLO) Palestinian National Council (PNC) and the Palestinian Central Council (PCC) as of the end of 2023, with women accounting for 22.3% of the PCC members and 10.9% of the PNC members, while they were not represented at all in the PLO Executive Committee.
- Only a woman held the position of governor in the West Bank, compared to 10 male governors, and only a woman served as deputy governor, compared to 7 men.
- In the 19th Government that was sworn in 2024, only 4 women held ministerial positions, compared to 20 male ministers.
- Women accounted for approximately 1% of the heads of local government units (LGUs) in Palestine, noting that no single woman was serving as a head of an LGU in the Gaza Strip. Women accounted for 5% and 26% of the deputy heads and members of LGUs, respectively, in the West Bank in 2023.
- Women accounted for only 17% of the ambassadors of the State of Palestine abroad.
- Females made up only 8.7% of the heads of student councils in the universities across Palestine, while males made up 91.3%. Meanwhile, females constituted 35.9% of student senate members, compared to 64.1% male members.
- Women constituted only 4.5% of the Palestinian Police personnel in the West Bank in 2023, noting that this percentage had been steadily declining compared to previous years.
- Women accounted for 23.2% of judges in the West Bank in 2023.
- Women constituted 24.8% of public prosecutors in the West Bank.

- Women accounted for only 1.9% of the members of the boards of directors of Palestinian chambers of commerce, industry, and agriculture in Palestine, compared to 98.1% men. Meanwhile, women made up just 2.9% of the chambers' members.
- Women accounted for 39.8% of the employees in the Palestinian banking sector, compared to 60.2% men.
- Women constituted 15.3% of the members of the boards of directors of the companies registered with the Palestine Capital Market Authority (PCMA), compared to 84.7% men.
- No woman was serving as the chair or CEO of any company registered with the PCMA. The Board of Directors of the PCMA is entirely dominated by men, with no female representation.
- Professional associations: The figures show similar gaps. Women account for 22.2% of the Medical Association members in the West Bank, yet they have no representation in the Association's board of directors. Moreover, women make up 41% of the Engineers Syndicate's members, but they account for only 6.7% of the board members. The gap becomes more noticeable in the Pharmacists Association, as women account for 67.4% of all members, but only 14.3% of the board members. Still, women account for only 13.3% of the Bar Association board members, although they account for 36.0% and 51.4% of practising and trainee lawyers, respectively, in the West Bank.
- Women account for 17.6% of the editors-in-chief registered in the Palestinian Journalists Syndicate, compared to 82.4% of men. Meanwhile, women are not represented at all as editors-in-chief registered with the Syndicate in the Gaza Strip.
- Women account for 20.5% of the journalists registered with the Palestinian Journalists Syndicate, while men account for 79.5%.
- Job title-disaggregated labour force data on men and women working in the civil public sector in Palestine reveal that significant gender gaps exist in access to senior management positions. Such gaps are evident, particularly that 4 women serve as deputy ministers out of 42 deputy ministers, and 4 women serve as undersecretary assistants out of 53 undersecretary assistants. Moreover, 10 women serve as directors-general (Grade A3) out of 74 directors-general, and 73 women serve as directors-general (Grade A4) out of 441. Still, 1,709 women hold the position of director out of a total of 5,506, considering that 41,876 women are employees (Grades 1 to 10, D1, and D2) out of 83,964 employees.

The limited participation of women in decision-making positions is mainly attributable to their lack of sufficient experience in political issues, as well as in legislative, municipal, and governmental work. It is also mainly attributable to their insufficient knowledge of laws and regulations related to women, the poor communication and interpersonal skills among some women, the failure to pass some laws that would guarantee women's protection, and the poor financial states of most of the politically active women, leading to women's inability to devote sufficient time to their participation in public life. The main reasons for such limited participation also include the marginalisation of women's roles and disregard of their opinions by some heads and members of municipal councils, the lack of cooperation among women themselves, the traditional culture and social norms that highly restrict women's participation and roles, in addition to the practice of bullying against women leaders.

2.2.5. Limited Inclusion and Equitable Access to Quality and Affordable Services, particularly in the Least Advantaged Areas

The inclusion of gender in public policies and services is viewed as a critical factor that accelerates the achievement of the intended outcomes with regard to promoting gender equality and women's empowerment across all social, economic, political, cultural, and sports sectors, including the justice and infrastructure sectors. This is intended to guarantee equal opportunities for all, empower women, and close gender gaps or ensure that they would not further widen.

Inclusion and equitable access to services would ensure several key outcomes. First, they would ensure the integration of the gender perspective into the design of policies, plans, and programs related to services, so that they would respond to the needs of women, men, children, and the elderly alike. Second, they would ensure not only the adoption of gender-responsive budgets, but also equal and fair access to education services in a manner that would reinforce support for girls in disadvantaged areas, as well as for poor and disabled girls. Third, they would ensure the provision of a safe school environment in addition to the improvement of health services, particularly maternal and child healthcare, and reproductive health care. Fourth, they would ensure the development of policies supportive of the integration of women into the labour market and social protection systems. Fifth, they would ensure the provision of gender-friendly infrastructure, including safe and affordable public transportation that meets the needs of women and persons with disabilities. Sixth, they would ensure adequate housing for all, the adoption of measures, and the delivery of services that would ensure the provision of quality healthcare and assistance to both poor families and battered women.

Successive Palestinian governments have paid attention to promoting gender equality and women's empowerment across all ministries and government bodies. The security sector followed suit. This has been evident in the Council of Ministers' Decision No. 8 of 2008 regarding the Establishment of Gender Units in Ministries, which entrusts the Gender Units with the tasks of mainstreaming gender issues and needs into ministerial plans and policies, as well as auditing and monitoring programs and policies from a gender perspective. The decision stipulates that gender units shall maintain a coordination-based relationship with the MoWA, whereby the latter shall provide the former with the technical and administrative support necessary for their work. It further stipulates that each Gender Unit shall be composed of two departments, namely: the Gender Audit and Follow-up Department, and the Gender Development and Mainstreaming Department.

In total, there are 40 gender units established within ministries and government institutions for the integration of gender issues across various sectors, of which 24 are officially included in the organisational structure of such ministries and government institutions, and 16 are classified at the grade of director. These units are entrusted with a range of tasks and responsibilities to ensure the integration of gender issues and needs into the government department's strategies, policies, plans, and budget. They are also entrusted with reviewing laws and legislation from a gender perspective and providing recommendations accordingly, as well as with promoting equal opportunities among male and female employees within the respective government department, particularly regarding access to decision-making positions. They are also tasked with reviewing agreements and memoranda of understanding on development and technical cooperation, and submitting recommendations to ensure that they are gender-sensitive. Their other assigned tasks include supervising and monitoring gender-based auditing within the

The key sectors providing public services

labour and employment, (2) social protection and development, (3) the justice sector, (4) sports and youth, (5) technology and communications, (6) health, (7) education and higher education, (8) technical and vocational training (TVT), (9) the security sector, (10) civil affairs and personal status, (11) environment, (12) local governance, (13) agriculture, (14) tourism, (15) foreign affairs, (16) banking and finance, (17) national economy, (18) industry, (19) culture, (20) media, and (21) anti-corruption.

respective government department, following up on the implementation of related recommendations, coordinating and cooperating with competent authorities to ensure gender mainstreaming in monitoring and evaluation systems, supervising the development of gender-sensitive indicators, in addition to supervising and coordinating the development of gender-based studies and research.

The gender units encounter a set of problems and obstacles that affect their functioning pursuant to their assigned objectives and tasks. The most significant of such problems and obstacles are listed as follows:

- The lack of political will among decision-makers to institutionalise gender units within the organisational structure.
- Low involvement of gender units in ministerial committees, such as the planning committees and gender-sensitive budgeting committees.
- The lack of financial allocations to gender-related issues in many ministries restricts the gender units' ability to implement their plans and initiatives.
- The lack of availability of a monitoring and evaluation system for gender units and their work mechanisms within various ministries in line with their respective job description cards, as well as the limited role of ministries in providing a proper work environment for gender units to be able to carry out the tasks assigned to them.

2.3. Cross-Sector Outcomes, Achievements, and Lessons Learned concerning the Promotion of Gender Equality and Women's Participation 2019 - 2024

The MoWA, together with its partner institutions, has made considerable efforts to promote gender equality. Despite the political crises and health pandemics that accompanied the implementation of the plan, they have achieved a large portion of the planned targets, as indicated by monitoring processes.

Thanks to the significant efforts of the MoWA and its dedicated staff, it has developed a clear and well-defined action plan, which has proven instrumental in achieving the intended targets. It has maintained close contact with supportive and driving forces such as local and international partners by holding joint dialogues that were instrumental in reaching an agreement on many of the targets, particularly those related to the decisions and policies requiring legal amendments. Moreover, the MoWA has placed considerable pressure on actors and closely monitored the dynamics of work within government institutions, utilising available mechanisms, such as committees and specialised units. These efforts substantially contributed to introducing swift and substantive amendments that culminated in the issuance by the CoM and the Office of the President of decisions that have already been published. The table below tracks progress at the level of indicators up to the end of 2022.

Strategic Indicator	Base Year 2019	Target 2022	Realized Value 2022
The number of female beneficiaries from self-employment programs	300	700	710
The number of women registered with the commercial register	207	228	254
The number of women victims of violence defended before judicial bodies	50	150	142
The number of laws drafted, approved, and harmonised from a human rights and gender perspective	5	20	31
The number of judges specialised in dealing with juvenile and gender cases	38	38	65
The number of Palestinian legislative, legal, or procedural materials approved regarding ending GBV or reducing violence against women	3	6	8
The number of institutions adopting and implementing key programs on countering community violence in their work	10	15	20
The number of resolutions passed by the UN or a UN organisation to hold the Israeli occupation accountable for its crimes against Palestinian women, or any statements issued in support of this	0	1	2
The number of women trained for senior positions	0	100	400

The MoWA has identified a set of interventions and outputs planned for the period 2019- 2024. Based on what the MoWA has managed to document, the key policy interventions and achieved outputs can be summed up as follows:

- **Adoption of a set of laws contributing to the promotion of gender equality:** This set of laws includes Decree Law No. 21 of 2019 Amending the Legislation Regulating Personal Status by Raising the Legal Marriage Age to 18 for Both Sexes, Decree Law No. 22 of 2019 Regarding the Right of a Mother to Open a Bank Account for Her Minor Children, the Draft Law on Inheritance, which aims to expedite the distribution of inheritance among heirs, and Decree Law No. 1 of 2021 Amending Decree Law No. 1 of 2007 on General Elections, which stipulates that each of the electoral lists running for the elections must include a minimum representation of women, no less than one woman from each of the following: (1) the first three names on the list, and (2) all four names following that, thereby increasing women's representation in the Palestinian Legislative Council (PLC) from 12% to 26%. It also includes Decree-Law No. 14 of 2021 on the Publication of the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), Decree No. 5 of 2021 Concerning the Promotion and Enhancement of Public Freedoms and Liberties, which provides for the exercise of the freedom of expression and the prevention of detention, the Council of Ministers' Decision No. 4 of 2021 concerning the Minimum Wage, which raised the minimum wage from 1,450 NIS to 1,880 NIS, and Decree Law No. 24 of 2022 Amending the Civil Service Law No. 4 of 1998, along with its Amendments, which introduced a three-day paternity leave. The set of these laws also encompasses Decree Law No. 25 of 2022 regarding the Establishment of the National Anti-Torture Commission, Decree Law No. 25 of 2021 regarding the Publication of the Convention on the Rights of the Child (CRC), Decree Law No. 30 of 2021 Amending Decree Law No. 4 of 2016 Concerning Juvenile Protection, Decree Law No. 18 of 2023, Concerning the publication of the International Covenant on Civil and Political Rights (ICCPR), Decree Law No. 20 of 2022 Amending the Decree Law No. 17 of 2016 regarding Penal Law No. 16 of 1960 regarding the implementation of the judgment of viewing, handing over a child, and hosting a crime punishable by imprisonment for a period of no less than six months, in addition to Decree Law No. 24 of 2022 Amending the Civil Service Law No. 4 of 1998, along with its Amendments, which provides not only for raising maternity leave from 70 days to 90 days, but also for calculating the breastfeeding hour within the retirement benefit and introducing a three-day paternal leave.
- **Making a set of decisions and regulations in support of the promotion of gender equality:** This set of decisions and regulations includes Council of Ministers' Decision No. (7/194/17/CoM/PM) of 2018 regarding Granting Mothers the Right to Obtain a Passport, Open Bank Accounts, and Register or Transfer Schools for her Underage Children; Council of Ministers' Decision No. 13(4) of 2019 Marking the 26th of October of each year as the National Day of the Palestinian Woman; the granting of an annual award for the most outstanding woman in the political, social, economic, cultural, legal, and media sectors; the Council of Ministers' Decision during its Session No. 149 offering incentives to encourage girls to enrol in university vocational education; the Council of Ministers' Decision No. 18 of 2013 on the National Referral System for Women Victims of Violence, the Health Insurance Law for Persons with Disabilities No. 2 of 2021, which provides persons with disabilities with full coverage for some essential assistive devices; and the Council of Ministers' Decision during its Session No. 16 concerning Increasing the Coverage of the Health Insurance for the Injured.
- **Publication of a set of relevant studies and strategies:** This set of studies and strategies encompasses the development of the National Strategy to Combat Violence Against Women in Palestine for the Years 2022-2030, the National Strategy for Enhancing the Political Participation

of Palestinian Women 2023-2030, and the Violence Survey of the Palestinian Society 2019, conducted by the PCBS with funding from the MoWA. In addition to finalizing a study titled "The Economic Cost for Violence Against Women in the Palestinian Society", the MoWA created an electronic tool to monitor and document the condition of women during the COVID-19 pandemic, highlighting Palestinian women's significant role in the economic, social, political, and cultural fields, as well as their essential contributions during periods of emergency and home quarantine. Moreover, the MoWA launched, in coordination with partners, the National Observatory for Violence against Women, which can be accessed via this link: (www.gbvo.mowa.pna.ps). For this purpose, it trained no less than 300 data entry officers, and the Observatory gradually began generating indicators, thereby establishing a national reference database for data on gender against women.

In 2024, acting within the framework of the national priorities outlined by the 19th Government, the MoWA focused its efforts on four key priorities. Priority 1 is relief, reconstruction, economic recovery, and the social welfare system in the West Bank and Gaza. Priority 2 is public finance, financial sustainability, and economic stability. Priority 3 is institutional reform. Priority 5 is reinforcing resilience in Jerusalem, the Jordan Valley, and marginalised areas.

The main achievements made and activities carried out by the MoWA within the framework of these four priorities are as follows:

- Issuance of a set of reports and studies on the impact of the Israeli aggression on women in the Gaza Strip and the West Bank, and disseminating them to the UN, international, Arab, humanitarian, and human rights bodies, as well as to the embassies of the State of Palestine abroad. The MoWA held meetings, consultations, and launched international advocacy campaigns to call for an end to the war and to direct emergency assistance to women.
- Plan and design a set of plans, programs, and initiatives aimed at supporting women affected by the war and aggression, directing partner institutions towards the alignment of their work with women's priorities, and ensuring women's participation in relief and early recovery efforts in the Gaza Strip. This set of plans, programs, and initiatives also encompasses the development of a draft plan attached to be annexed to the Second National Action Plan for the Implementation of Resolution 1325 (2000). This draft plan incorporates emerging and urgent issues resulting from the Israeli aggression on the Gaza Strip and the West Bank.
- Enhance the skills of 35 male and female staff members from the Palestinian Anti-Corruption Commission (PACC) on gender in line with the recently adopted strategy, producing 12 televised episodes of the program "Dayshon" (Their Issues), which addressed topics such as Jerusalemite women, rural women, refugee women, as well as health, education, and shelter services.
- Develop a framework for the National Day of Palestinian Women event, hold consultations on it with the relevant committees in preparation for celebrating this day in a manner that reinforces women's resilience on their land. The list of the MoWA's main achievements and activities also includes designing a set of interventions and activities to mobilise efforts and educate the various segments of the local community on priority issues related to women as a prelude to implementing advocacy campaigns in different geographic areas and locations.
- Development of the State of Palestine's report on the gender-responsive early warning system - good practices and lessons learned, in accordance with the work methodology of the United Nations Office for Disaster Risk Reduction (UNDRR), submitted by the National Disaster Risk Management Center to highlight the most important initiatives undertaken by the MoWA in the area of early warning from a gender equality perspective.

- Submit the MoWA's proposal and vision on the institutional integration plan, complete the relevant forms referred to it by the General Secretariat of the CoM, and approve the health insurance for women employed in the security sector.
- Revise and provide comments on a set of legislation, regulations, decisions, and manuals, including the Draft Regulation on the Equivalency of Academic Certificates; the Draft Bylaws of the Palestinian Contractors Union (PCU); the Referral Protocol for Victims of Violence in Emergency Situations; the Decree Law No. 18 of 2015 on Narcotic Drugs and Psychotropic Substances; the Draft Regulation Amending the Regulation on the Recognition and Equivalency of the Certificates Issued by the Recognized Non-Palestinian Higher Education Institutions, the Emergency Plan for the Prevention of Narcotics and Psychotropic Substances; the Build Palestine Strategic Framework; in addition to the development of an emergency referral system manual in partnership with the Palestinian Counselling Centre.
- Initiate the administrative development of the MoWA, including the establishment of an electronic staff attendance control system, electronic record keeping using available resources, the completion of the efforts aimed at the automation of the National Observatory for the Monitoring of Violence against Women, and submit a proposal on the MoWA along with its programs and relations with the LGUs during the meeting of the Task Force on Inclusion of Marginalized Groups in Local Authorities.

Lessons Learned 2019- 2024

1. Access to an inclusive Palestinian economy that promotes women's economic participation significantly contributes to the advancement of the promotion of gender equality and women's empowerment, not only in the economic sphere, but also in the political sphere and decision-making positions. It is also instrumental in reducing GBV and improving access to quality services across all sectors. All of this is both a necessity and a prerequisite for achieving the SDGs and helping the State of Palestine fulfil its obligations under international and Arab agreements, as well as under national policies.
2. The reduction of GBV requires all actors, particularly the legislative actors, justice institutions, and service providers, to exert concerted national efforts. It also requires developing services for female survivors of violence, providing them with protection, and promoting the role of all institutions, particularly educational ones, in raising local awareness of women's rights, particularly among women themselves.
3. To mobilise UN, Arab, and international efforts towards the fulfilment by the State of Palestine of its humanitarian obligations and upholding its commitment to international covenants, national campaigns jointly coordinated among all relevant institutions need to be launched. Such campaigns need to be based on professional documentation and monitoring of all violations committed by the occupation against men, women, and children in all spheres. They shall also be based on rigorous follow-up with the embassies of the State of Palestine abroad.
4. Women's participation in political life and decision-making positions drives national efforts to ensure inclusion across all sectors and institutions - whether government institutions, private sector institutions, trade unions, professional associations, LGUs, or justice and security institutions.
5. Activation of Gender Units contributes to expediting the achievement of the outcomes of gender inclusion and integration across all sectors and to enhancing the quality of services provided to women.
6. The response of monitoring and evaluation processes within official institutions to women and gender issues needs to be enhanced.
7. Coordination among donors on women's issues shall be strengthened, while ensuring that the strategy serves as a basic reference point for implementation.
8. The methodology of implementing the swiftly-approved policies individually shall be adopted since such policies are clear, and their discussion and analysis do not take a long time.
9. Greater coordination and clarity shall be promoted among policy-making departments, and regular meetings shall be held in this regard, given their importance in clarifying concepts and perspectives.

Section III: Cross-Sector Vision and Strategic Priorities of the Promotion of Gender Equality and Women's Empowerment

3.1. Cross-Sector Vision of Gender Equality and Women's Empowerment

The vision was adopted unanimously following in-depth consultations with partners and decision-makers in the government, civil society, and experts, in line with the State of Palestine's national, UN, and Arab obligations. The Advisory Council of the MoWA held two central meetings, bringing together undersecretaries of ministries and heads of relevant women's institutions. In addition, a special meeting of international partners and experts was convened, during which they agreed on the vision and priorities for the current phase as the basis of the cross-sector strategic course of action.

Vision of the MoWA: A Palestinian society where social justice prevails and in which women, men, girls, and boys enjoy equality.

The MoWA and partner institutions, acting within the purview of their respective roles and mandates, are committed to taking all necessary institutional, legislative, and regulatory measures to ensure that every individual in society, regardless of age or gender, has equal access and opportunities for social, economic, and political participation without discrimination.

As a ministry and partners, we believe that establishing equality between men and women, and between girls and boys, is not merely a human right or a political obligation, but rather fundamentally a moral humanitarian commitment, and a key pillar of sustainable development and prosperity. It is also a prerequisite for the advancement of progress on food security, combating poverty, improving the quality of education, and ensuring that all—including children—enjoy good health and sound upbringing. It also serves as a prerequisite for the promotion of social cohesion, economic development, and community peace and security.

Mission of the MoWA: "To develop and change policies, legislation, and laws, improve services, and build networks towards achieving gender equality; to enhance coordination with all local, regional, and international partner institutions to guarantee the prevention, protection, participation, and development empowerment economically, socially, politically, culturally, and in terms of rights); and to promote Palestinian women's exercise of their right to accountability."

Leading national and international efforts to promote gender equality and women's empowerment, the MoWA's leadership of such efforts is grounded in the Palestinian Declaration of Independence of 1988, the Amended Basic Law of 2005, the Palestinian Women's Bill of Rights of 2012, and the Supreme Constitutional Court's ruling confirming the primacy of international treaties and conventions over national legislation, noting that international treaties and conventions would not be enforced if they opposed the Palestinian religious and cultural heritage. It is also grounded in a set of terms of reference and agreements related to gender equality that the Government has signed or committed to, including the SDGs of the 2030 Agenda, the Beijing Platform for Action of 1995, and CEDAW.

3.2. Cross-Sector National Priorities of the Promotion of Gender Equality and Women's Empowerment

This section is devoted to highlighting the set of national priorities agreed upon by partners from among official institutions, the private sector, and CSOs. These priorities are regarded as of utmost importance and serve as a common baseline reference for all partners in formulating their strategies, plans, and programs. It should be noted that the order of the listing of the five priorities does not reflect their importance, as they are of equal importance.

Cross-sector national tracks of priority 1: Protecting women against Israeli occupation violence and holding perpetrators accountable:

1. The track of advocating for and mobilising the United Nations', Arab, and international efforts towards holding Israel accountable for its violations of the rights of Palestinians, particularly women and children, as well as towards the systematic documentation, monitoring, and dissemination of these violations in all international forums.
2. The track of promoting the active participation of women, girls, and the local community not only in reducing Israeli occupation violence, but also in raising awareness of Palestinian women's rights, reporting and prosecuting violations, as well as in both formal and informal peacebuilding efforts and decision-making processes.
3. The track of the adequate provision of legal as well as protection services for battered women with a high degree of professionalism.
4. The track focusing on the periodic and regular publication of reports and data on the UNSC Resolution 1325 (2000).
5. The track involving the Palestinian Security Forces (PASF) taking all necessary measures to promote women's participation in the membership and leadership of PASF, and to adopt gender-responsive decisions and practices.
6. The pillar involving reviewing and developing standards, plans, and programs in humanitarian operations, as well as in emergency response and early recovery operations, so that they will become more responsive to the needs of all societal segments, including men, women, and children.

Cross-sector national tracks of priority 2: Eliminating violence and ending discrimination against women in both the public and private spheres

- The track of protection and awareness, which focuses on promoting the protection of women and raising awareness in a manner that ensures the participation and inclusion of all community groups, institutions, bodies, and individuals.
- The track of supporting the protection mechanisms of women victims of violence and exposing cases of violence, including the provision of protection services in the health sector, Family Protection Units (FPUs), and both the Regular and Sharia Prosecution Offices.
- The track of involving legal systems and a justice system that are responsive to the cases of GBV against women, including by reviewing and amending relevant laws, issuing necessary regulations and enforcement instructions, and producing diagnostic studies and reports on the condition of the legal response to GBV and its impacts.
- The track of the relations, networking, and cooperation among relevant partners regarding the elimination of violence against women.
- The track of strengthening accountability tools to ensure that abusers are held accountable.

Cross-sector national tracks of priority 3: Increasing women's employment and mainstreaming decent work standards for women not only in the public, private, and non-governmental sectors, but also in international NGOs operating in Palestine

- The track of involving the introduction of special measures regarding the promotion of a decent and safe work environment for women across the public and private sectors, as well as in civil society. This includes legislation on employment, harassment, wages, leaves, contracting, penalties, work environment, occupational safety and health, childcare, inclusion of persons with disabilities, and other issues, along with compliance with such legislation, oversight and inspection, complaint systems, in addition to access to courts, justice, and trade union action.
- The track of entrepreneurship of MSMEs, high technology-based innovative enterprises, SSE institutions, and cooperatives. It encompasses financial inclusion, the system of legislation on enterprises, business development services, the use of technology, industry, and AI, and higher education outputs.
- The track of the care economy, which aims to guarantee not only the provision of quality, affordable, and sustainable care services across all regions and eligible groups, in a manner that also guarantees the rights of workers in care enterprises.
- The track of TVT and general education, which encompasses the provision of training courses in promising, market-driven, and technology-based fields, while ensuring that such courses are inclusive of women from all areas.
- The track of women's financial inclusion, which involves the promotion of women's access to finance through financial literacy programs, tailored financial service packages, and putting in place mechanisms that promote women's access to financial services.
- The track of promoting women's participation in decision-making and senior management positions across official institutions, private sector institutions, CSOs, as well as in trade and professional unions.

Cross-sector national tracks of priority 4: Empowering women's access to decision-making positions and promoting their political and community participation

- The track of promoting women's participation in power and decision-making positions, particularly within business associations, federations, LGUs, trade unions, and labour committees.
- The track of conducting education and awareness-raising programs on women's political rights among the youth, males and females alike, boys, girls, as well as within various institutions, including media, educational, and religious institutions.
- The track of highlighting the role, issues, and political participation of Palestinian women, including by strengthening cooperation with influential media, technological, and human rights networks and institutions at the local, regional, and international levels.
- The track of building the capacities of women candidates for senior management positions and introducing special measures to enable women to gain access to vocational training and professional development opportunities, as well as to leadership positions in the public, private, civil society, and security sectors.

Priority 5: Promoting the role of and institutionalising formal and informal national mechanisms concerned with women's and gender issues across all sectors

- The track of building gender units' capacities and enhancing their human, material, and financial resources, paving the way for them to fulfill their responsibilities and ensuring the inclusion and incorporation across all sectors, particularly in promoting women's access to quality and inclusive education, quality health services, adequate infrastructure, and encouraging their effective participation in cultural and sports activities, as well as in the labour force.
- The track of data, policy, research, planning, budgeting, as well as monitoring and evaluation across priority sectors to promote gender equality and women's empowerment.
- The track of strengthening coordination and networking with national mechanisms supporting women's empowerment, thereby contributing to expanding the scope of and reinforcing their engagement with gender equality issues.

3.3. Partners Towards Change: Partner Institutions and Bodies' Obligations and Tools to Implement the Strategy Towards the Achievement of Priorities

The Palestinian family is both influenced by and has an impact on the gender equality and justice issues. The issues of gender equality and justice are both influenced by and have an impact on the policies of official and international institutions, CSOs, private sector institutions, LGUs, and the justice sector. Specifically, the key institutions and bodies concerned with the promotion of gender equality and the empowerment of Palestinian women can be categorised as follows:

1. **The MoWA:** It shall be mandated to lead the efforts to promote gender equality and justice, as well as the empowerment of women, in line with national terms of reference and regional and international obligations. It shall also be mandated to ensure the integration of women's issues in the work of ministries and official bodies, and to provide policy, legislative, and organisational proposals and recommendations. It shall also be responsible for monitoring and analysing the reality and relevant gaps; raising community awareness; and mobilising national and international efforts in support of Palestinian women's rights.
2. **The PLC:** It shall serve as the elected legislature mandated to enact laws, exercise oversight over the executive authority's performance, and hold the government accountable. It shall also be mandated to approve the general development plan and public policies, and to discuss and endorse the General Budget Law.
3. **The Presidency:** The President of the State of Palestine shall be elected in a general and direct election by the Palestinian people. He shall promulgate the laws voted by the PLC. He shall have the right, in cases of necessity that cannot be delayed, and when the Legislative Council is not in session, to issue decrees that have the power of law. These decrees shall be presented to the Legislative Council in the first session convened after their issuance. The Council of Ministers shall assist the President in the performance of the President's duties and exercise of powers.
4. **CoM (the Government):** It shall be mandated to develop and submit draft laws, approve executive regulations of the laws in force, and develop gender-sensitive budgets. It shall also be mandated to coordinate and guide all components of the administrative apparatus of the ministries and government bodies, and to issue instructions to competent authorities to focus their efforts on the effective and genuine fulfilment of the government's obligations towards promoting gender equality and the empowerment of women in line with approved plans and policies.

5. **Ministries, government bodies, and PASF:** The ministries and government bodies shall be entrusted with executive responsibilities related to service regulation, management, and delivery, and to proposing laws and regulations. They shall also be entrusted with issuing instructions regarding the social, economic, political, security, and environmental sectors, or to those sectors that intersect with the mandate of the MoWA. The work of ministries and government bodies is influenced and has an impact on all the issues and gaps related to expediting progress towards promoting gender equality and women's empowerment.
6. **General Personnel Council (GPC):** It shall be mandated to develop, regulate, and oversee the public service, and to establish the legal framework and executive regulations governing civil service. It shall also be mandated to implement the applicable legislation, laws, and regulations, and to develop, plan, and manage human resources.
7. **Women's groups:** They are groups affiliated with political parties that operate within their respective parties and under the framework of the GUPW to mobilise and organise Palestinian women, and build their capacities across all areas. They play an active role in inducing political parties and the Palestinian government to adopt women's issues in their policies, and promote the role of women in public affairs. They are also active in inducing them to advocate for women's rights in all fields and increase women's representation within political parties.
8. **CSOs:** These are voluntary membership-based institutions that are governed by a specific law and managed by an elected board of directors. They operate in the fields of human rights, women's empowerment, and various development areas. They are directly involved not only in promoting gender equality and justice, but also in incorporating women's empowerment into their programs. They play such a role through awareness-raising, capacity-building, advocacy, the organisation of women, study development, legal representation, and the provision of sector services. They also perform such a role through the monitoring and documentation of human rights violations, with particular attention to women's rights. Some CSOs play an active role across social, economic, and environmental sectors, providing services and support to both women and men in multiple sectors, including agriculture, enterprises, technology, environment, energy, defence and legal consultation, education, health, sports, and youth.
9. **Higher Education Institutions:** The law guarantees the right to higher education and safeguards academic and research freedom, which fosters the development of students' spiritual, ethical, and human values. It affirms the building of national identity and the strengthening of the unity and cohesion among the people. It facilitates the training of qualified human resources, including specialists, experts, researchers, and technicians across various fields of knowledge, in a manner consistent with the requirements of comprehensive and sustainable development. In total, there are 51 higher education institutions in Palestine, comprising 19 traditional universities, 15 university colleges, and 17 community colleges.
10. **Media institutions and agencies:** They refer to an array of visual, audio, and print, and social media outlets belonging to the state, the private sector, or CSOs. They are active in raising community awareness on gender issues, as well as on women's social, economic, and political rights. They also play such an active role in mobilising public opinion in support of specific issues and strengthening a societal culture that supports women's rights and community accountability.

11. **LGUs and popular committees in refugee camps:** In 2022, the number of permanent staff members in LGUs was 12,282, with women accounting for 12% of them. In total, there are 443 LGUs, comprising 157 municipalities, 286 village councils, and 27 local authorities. The lives of Palestinians, including those of women, men, children, the elderly, and persons with disabilities, are directly affected by the services provided by and management of LGUs. This is particularly evident in the infrastructure development services in residential communities, comprehensive local economic development, and the LGUs' social responsibilities.
12. **Arab, UN, and international organisations:** They are active in providing funding to and building the capacities of Palestinian institutions to activate their role in the various areas of development, in general, and in integrating gender issues, in particular. UN organisations work to build the capacities of government institutions to enable them to fulfil their international obligations, especially those related to promoting women's rights and combating violence against women.
13. **Gender units in ministries and government institutions:** Gender units work to mainstream and integrate gender issues into the strategies, budgets, and work plans of ministries and governmental institutions. They are active in developing staff's capacities across all areas related to gender, monitoring and evaluation, and follow-up to ensure the integration of such issues across relevant sectors.
14. **Private sector representative institutions:** These institutions play a key role in enhancing governance within member organisations or those institutions that fall within the jurisdiction of the representative body, thereby minimising conflicts of interest in their relations with the public sector. They also play such a role in improving public services to citizens in certain areas, such as electricity, water, and telecommunications, among others.
15. **PCBS:** It serves as the official institution entrusted with collecting, analysing, and publishing statistical data in Palestine to provide accurate and reliable data that supports planning and decision-making across various sectors. It conducts national censuses, such as the population census, the agriculture census, and the economic census. It also conducts surveys on demographics, the labour force, poverty, health, education, industry, and trade, among other areas. It gathers administrative data from both official and non-official institutions. It serves as a key source of information for policymaking and sustainable development planning, and plays a crucial role in monitoring social and economic changes in Palestine.

3.4. Measures of Coordination with Partners to Ensure the Achievement of Outcomes

The MoWA will work to establish a cluster of committees comprising members from partner institutions, develop their work, and activate their participation in relevant national and international committees and bodies. Specifically, the MoWA attaches considerable importance to the GSWG, which comprises international and national institutions, CSOs, and the Special National Committee on Leading National Efforts Towards SDG 5 Targets, namely achieving gender equality. The GSWG is viewed with such importance, also given its participation in committees related to other SDGs. The most important national committees and mechanisms to which the MoWA will give particular attention are listed as follows:

1. **The committee in charge of the examination of the work of Gender Units in government bodies:** This committee shall be mandated to promote the work of gender units within government departments and propose the necessary mechanisms to address the challenges and obstacles they face. In view of its importance, it is chaired by the Minister of Women's Affairs.

2. **The National Committee for the Preparation of the Declaration of Jerusalem as the Capital of Arab Women:** This committee was established pursuant to a presidential decree to enable the State of Palestine to chair the Arab Women’s Committee of the League of Arab States and to declare Jerusalem the Capital of Arab Women for the year 2025. Chaired by the Minister of Women’s Affairs, the committee comprises members representing several competent governmental bodies and departments, as well as several CSOs.
3. **The Standing Committee for the Supervision and Follow-up of Monitoring Violence against Women:** This committee shall be mandated to monitor and analyse data to inform the development and publication of policies, legislation, and laws aimed at the elimination of community violence against women. It shall also be mandated to issue a unified national number that would serve as the official reference for the State of Palestine. Given its importance, the committee is chaired by the Minister of Women’s Affairs and comprises members representing various government bodies and departments, trade unions, and CSOs in the northern and southern governorates of Palestine.
4. **The National Committee for Gender-Responsive Budgets:** This committee shall be mandated to strengthen the Government’s commitment to the integration of gender issues into the policies, plans, and programs of the different ministries. Chaired by the Minister of Women’s Affairs, the committee shall comprise members representing different ministries.
5. **The Committee for the Follow-up on the Implementation of CEDAW:** This committee shall be mandated to monitor CEDAW, guarantee the implementation of its provisions, and align national laws, legislation, and procedures with the provisions of the Convention. Co-chaired by the MoWA and the Ministry of Foreign Affairs and Expatriates (MoFA), the committee shall comprise members representing relevant government departments and bodies, and CSOs.
6. **The Permanent National Committee for Monitoring the Occupation Practices, Violations, and Crimes against Women:** This committee shall be mandated to monitor the crimes and violations committed by the Israeli occupation against Palestinian women and girls in contravention of international law. Chaired by the Minister of Women’s Affairs, the committee shall comprise members representing government departments and bodies, and CSOs.
7. **The Committee of the National Referral System for Battered Women:** This committee shall be mandated to exercise governance over a mechanism for ensuring the proper reception and referral of battered women to guarantee their access to necessary protection and services. Chaired by the Minister of Women’s Affairs, the committee shall comprise members representing government ministries and departments, CSOs, and PASF (the Police).
8. **The National Committee for Combating Violence against Women and Girls:** This committee shall be mandated to develop national policies and mechanisms to combat violence against women and girls. Chaired by the Minister of Women’s Affairs, the committee shall comprise members representing official institutions and CSOs.

3.5. Ministry of Women's Affairs' Role in Expediting the Achievement of Outcomes

In implementing its strategic interventions, the MoWA draws primarily upon its profound understanding of the role it plays as a core part of its mission intended to reinforce the policies and legislation and improve the services that promote gender equality and empower women to effectively participate in all sectors, with the ultimate goal of reaching a Palestinian society founded on social justice, with equality and dignity for all.

The MoWA will take internal regulatory measures, grounded in fostering coordination and national, regional, and international partnerships in accordance with the national priorities agreed upon during the development of this strategy. Specifically, the MoWA will lead efforts and build internal institutional capacities based on the following:

1. Conducting a review and proposing policy recommendations and legislative plans based on an ongoing examination and analysis of the legislative system across the five pillars, undertaken by a qualified staff in full partnership with all parties.
2. Mobilizing national, Arab, and international efforts to advocate for the rights of the Palestinian people, with a focus on women, through the development of position papers, participation in Arab and international bodies, conferences, and committees, as well as through bilateral relations, and mobilizing national and international financing partnerships for the empowerment of women in line with the identified priorities, in coordination with all relevant stakeholders, particularly the MoFA, the MoPIC, government institutions, relevant CSOs, the GUPW, and women's bodies.
3. Adopting and implementing awareness-raising and guidance programs targeting women, men, society, and institutions, with a view to expediting progress towards the planned outcomes.
4. Providing technical and administrative support, fostering the knowledge, and building the capacities of gender units within ministries and government bodies across all sectors, to improve their performance in the inclusion of gender issues within their respective sectors.
5. Developing and implementing a monitoring and evaluation system that offers a comprehensive package of reports on strategic performance measurement indicators and generates knowledge.
6. Monitoring and documenting the overall issues addressed under the strategy pillars, particularly the issues related to community violence, Israeli violations against women, and the economic and political participation of women, and issuing special reports in this regard.
7. Carrying out specialised studies and reports related to the strategy pillars and any emerging issues.
8. Developing national reports on the obligations of the State of Palestine under international and Arab conventions.

Section IV: Strategic Objectives, Outcomes, and Course of Action

The Planning and Budget Group at the MoWA has reviewed and approved the cross-sector strategic course of action based on the set of cross-sector national priorities agreed upon with partners as a foundation for the strategic course of action. The priorities were ranked based on the lessons learned from the work conducted by the MoWA together with its partners in developing previous strategies, while also taking into consideration available budgets and resources in light of the ongoing financial crisis gripping the Palestinian government, development projects, and signed partnerships.

The selection of the strategic course of actions and policy interventions also considered the government's political will to promote political participation and its obligations under international conventions, Arab terms of reference, and the National Program for Development and Reform (NPDR) 2025–2026. It also considered the political situation arising from the Israeli aggression, the subsequent exacerbation of the humanitarian crisis in the Gaza Strip and the West Bank, and the urgent needs in terms of relief and early recovery interventions for women and households.

The cross-sector strategic course of action for the promotion of gender equality and women's empowerment comprises 5 sub-courses of actions, each contributing significantly to achieving the vision of "a Palestinian society where social justice prevails and in which women, men, girls, and boys enjoy equality." These sub-courses of actions are listed as follows: (1) the protection of women from Israeli occupation violence as per UN resolutions, (2) inclusive economy and women's empowerment, (3) the elimination of violence against women, (4) women's political participation, and (5) the institutionalisation of formal and informal national mechanisms.

4.1. Course of Action of Exposing Israeli Occupation's Violence and Violations as per United Nations Resolutions

The theory of change underlying the course of action of exposing ongoing Israeli occupation violations and aggression on the Gaza Strip and the West Bank is grounded in the provisions of the WPS Agenda as per the UNSC Resolution 1325 (2000), and international covenants, most notably international humanitarian law. It is further grounded in the UNSC Member States' obligations to mediate peace comprehensively and sustainably, uphold international peace and security, and their contributions to the prevention and resolution of conflicts and to peacekeeping and peace-building. It is also based on the affirmation that the promotion of the full, equal, and meaningful participation of women in peacekeeping operations and political solutions is essential for effective peacekeeping and the achievement of sustainable outcomes.

The theory of change underlying the achievement of the outcomes envisaged as part of this course of action makes the achievement of such outcomes conditional upon the activation of governments, UN organisations, and international organisations' role in holding Israel accountable for its crimes. It also makes it conditional upon the development and timely dissemination of approaches for monitoring and documenting Israeli violations in accordance with relevant international mechanisms. It further makes it contingent upon the development of national and international preventive measures to reduce Israeli violations. Such measures shall be supported by campaigns to raise community awareness, particularly among women, of women's rights, and the mechanisms for reporting violations, filing complaints, and accessing courts.

Halting Israeli occupation violence against women and men is a prerequisite for expediting the achievement of the targets of SDGs, particularly in promoting gender equality, bringing about peace, security, and sustainable economic development, reducing community violence and poverty, and achieving food security.

They shall also be supported by the development of standards, plans, and programs within humanitarian operations, emergency response, and early recovery to ensure that they adequately address the needs of men, women, children, and other community groups. All of this requires increased representation of women within relevant institutions and bodies. Accordingly, the course of action identifies three cross-sector outcomes arising from the agreed-upon cross-sector priorities.

The strategic objective of the course of action of the reduction of occupation violence: enhancing the implementation of the Women, Peace, and Security Agenda as per UNSC Resolution 1325 (2000) to protect women from Israeli assaults and violations.

The cross-sector outcomes and policy interventions are underpinned by three main tracks derived from the UNSC Resolution 1325 (2000). Concerned with protection and prevention, the first track adopts a set of measures to ensure the provision of social, health, psychological, and legal protection, alongside training and awareness-raising programs for service providers, the local community, particularly women, and the areas most affected by the intensifying occupation violence.

4.2. Course of Action of an Inclusive Palestinian Economy that Promotes and Values Women's Economic Participation

The theory of change underlying the realisation of an inclusive Palestinian economy is grounded in the core premise that the economic participation of women is not only a precondition but also a key driver for achieving two main objectives. The first objective is to build a just Palestinian society grounded in social justice, where men, women, boys, and girls enjoy equality, protection, and freedom from discrimination in all spheres of life. The second objective focuses on achieving inclusive and sustainable development that would encompass the improvement of the quality of education, the provision of inclusive health services, and the guarantee of clean energy, adequate housing, water, and justice for all. The realisation of these objectives is conditional upon a clear national commitment to implementing agreed-upon development programs, particularly those intended to drive economic transformation and address the structural imbalances in the Palestinian economy.

The strategic objective of the course of action of an inclusive Palestinian economy: Increasing the participation of women in the labour force in line with decent work standards:

The impact of the promotion of women's economic participation

- Reduces poverty and enhances food security
- Promotes households' ability to access inclusive and equitable quality education and quality health services
- Strengthens social cohesion, reduces GBV and discrimination, and supports social protection systems
- Drives economic growth at the macro- and local levels, increasing the government's revenues and reducing reliance on social aid.
- Promotes women's participation in social and political life as well as equal citizenship.

This course of action is specifically intended to bring about a four-dimensional objective. These dimensions are listed as follows: (1) increasing the number of women engaged in high-tech business and innovative enterprises, (2) promoting the participation of women in MSMEs, (3) increasing the number of women professionals and artisans employed in the formal sector, and (4) promoting the engagement of women in cooperative work or the SSE institutions. This course of action defines four cross-sector outcomes arising from the agreed-upon cross-sector priorities. The objective has two more dimensions: (5) the

promotion of women's fair and safe access to formal and digital financial services, thereby increasing the rates of their ownership of bank accounts and access to savings, funding, and insurance tools, and leading to greater economic participation and financial autonomy for them, particularly in marginalized and crisis-affected areas, and (6) digitally enhancing women's readiness by expanding their technology and automated system skills, and increasing the use of digital solutions in work, production, and service delivery, thereby improving employment opportunities, enhancing efficiency, and supporting an inclusive, gender-responsive digital transformation.

4.3. Course of Action of the Elimination of Violence against Women

The theory of change underpinning the course of action of the elimination of GBV is grounded in the obligations of the State of Palestine and the actions intended to address a range of structural, institutional, and legislative factors that drive GBV. The theory stems from the need to fulfil a set of prerequisites to achieve the intended outcomes and objectives. Such outcomes and objectives include, most notably, the alignment of the legislative and institutional system and enforcement, fostering a broad societal culture that rejects violence and actively participates in its reduction, the institutional handling of female survivors of violence, providing necessary services across all sectors, establishing a robust national referral system, and strengthening relations among relevant institutions and stakeholders.

Strategic Objective: Combating GBV

The cross-sector outcomes and policy interventions are underpinned by three main tracks derived from the UNSC Resolution 1325 (2000). Concerned with protection and prevention, the first track adopts a set of measures to ensure the provision of social, health, psychological, and legal protection, alongside training and awareness-raising programs for service providers, the local society, particularly women, and the areas most affected by the intensifying occupation violence. Specifically, this course of action defines four cross-sector outcomes arising from the agreed-upon cross-sector priorities.

The course of action of the elimination of GBV intersects with the objectives and outcomes related to the promotion of access by men and women to equality and their full exercise of citizenship. This is particularly evident in the promotion of women's access to an inclusive Palestinian economy. It is also particularly evident in the promotion of their access to quality services across all sectors, including education, health, and proper infrastructure services, foremost among them adequate housing, clean water, and safe energy. It is also evident in promoting women's access to justice, resources, and political participation.

4.4. Course of Action of Women's Participation in Politics, Society, and Decision-Making

The theory of change underpinning the course of action of women's participation in politics and society is grounded in the relevant obligations of the State of Palestine and a set of reasons that hinder such participation. The fulfilment of these obligations and addressing these reasons serve as prerequisites for achieving the intended outcomes. The core interventions falling within this course of action are grounded in the access to a societal and institutional culture and to political will that recognise the importance and the outcomes of and advance women's political participation as a developmental necessity. They are also grounded in bringing up a generation that recognises and firmly believes in women's rights and capabilities across all fields, particularly their leadership capabilities. They are also underpinned by women's reinforced confidence in their own capabilities and potential, and the need to provide them with self-development opportunities in all technical and leadership areas.

Strategic Objective: Further Activating women's political participation in public life and decision-making positions

The cross-sector outcomes and policy interventions are underpinned by three main tracks derived from the UNSC Resolution 1325 (2000). Concerned with protection and prevention, the first track adopts a set of measures to ensure the provision of social, health, psychological, and legal protection, alongside training and awareness-raising programs for service providers, the local community, particularly women, and the areas most affected by the intensifying occupation violence. Specifically, this course of action defines four cross-sector outcomes arising from the agreed-upon cross-sector priorities.

The course of action of women's participation in politics and society drives the outcomes and objectives across all aspects of equality and participation in the economic sphere and the reduction of all forms of violence, including the occupation's violence. It also drives such outcomes and objectives in women's access to quality services sensitive to their needs, the achievement of SDGs, and political participation, which is an end as well as a means.

4.5. Institutionalisation of Formal and Informal National Mechanisms

The theory of change underlying the course of action of the institutionalisation of formal and informal national mechanisms is grounded in the premise that the fulfilment of the responsibilities and tasks required for the promotion of gender equality and women's empowerment requires that partners commit themselves to work on national priorities as per principles of accountability and adherence to the roles and responsibilities assigned to each party. It is also anchored in the premise that close coordination and exchange of knowledge and information among partners require updated and objective data, supported by facts and lessons learned. This serves as a prerequisite for achieving the outcomes across the four courses of action outlined in the previous sections. The improvement of the functionality of gender units in accordance with CoM's decisions, particularly in the strategic sectors that directly affect women's lives, such as education, health, and social protection, also serves as a fundamental prerequisite to achieving such outcomes.

Institutionalization, gender inclusion, and the promotion of gender equality and women's empowerment through access within institutions, programs, and budgets contribute to the conclusion that the promotion of gender equality is a collective responsibility that propels all course of actions forwards.

Strategic objective: Promoting the institutionalisation of gender equality and mainstreaming gender needs in all sectors

The cross-sector outcomes and policy interventions pertaining to this strategic objective are underpinned by three main tracks, namely the gender units track, the media track, and the coordination and networking track.

4.6. Intersections of the Course of Action with the National Program for Development and Reform 2025-2026 and Sustainable Development Goals

The 19th Palestinian Government adopted the first phase of the NPDR 2025-2026 as a reference document for the development of the strategies of ministries and government institutions for the period 2025–2027. The first phase of the Program is primarily intended to commence the process of economic transformation and upgrade institutional performance, and pave the way for comprehensive social, economic, and environmental development, and for expediting recovery from the severe economic shock caused by the devastating war against Gaza and the aggression against the West Bank. It is also intended to diversify economic activity, increase the contribution of key economic sectors to the GDP. It also aims to create sustainable job opportunities in the national economy, particularly for youth groups, enhance social inclusion, and strengthen resilience to the adverse impacts arising from major global challenges, including climate change. It also seeks to promote the fiscal sustainability of government institutions, enabling them to provide basic services and improve their quality, while also ensuring reliable supplies of energy, food, and water to the Palestinian people.

The NPDR includes a set of strategic development initiatives aimed at supporting economic advancement and transformation, and paving the way towards resilience and sustainability by focusing on areas of utmost priority. Such areas include achieving energy security and shifting towards renewable energy sources, localising health services, advancing digital transformation, fostering the inclusivity of social protection systems, strengthening the sustainability of LGUs, promoting sustainable agriculture and food security, and advancing education for development.

The first phase of the NPDR 2025-2026 has identified seven strategic development initiatives aimed at supporting economic advancement and transformation, and paving the way towards resilience and sustainability by focusing on seven areas of utmost priority. These areas are namely (1) achieving energy security and shifting towards renewable energy sources, (2) localizing health services, (3) digital payments for a digital economy, (4) fostering the inclusivity of social protection, (5) strengthening the sustainability of LGUs, (6) promoting sustainable agriculture and food security, and (7) advancing education for development.

The NPDR 2025-2026 is grounded in four key pillars aimed at enhancing institutional performance through a series of necessary measures within each pillar. The first key pillar is fiscal policy development and public financial management. The second key pillar is governance and the rule of law. It includes strengthening the legal and institutional framework, improving the efficiency of the judicial system, and promoting democracy and freedom of expression. The third key pillar is the enhancement of investment and business climate. It includes digitising business services and developing the legal and legislative environment. This fourth key pillar is legislative environment development and the improvement of the performance of basic services sectors (water, energy, telecommunications, health, education, and social protection).

The five courses of action of change intersect with the four key pillars of the NPDR 2025-2026. They also directly intersect with the seven initiatives. The outcomes of the course of action of change contribute to the advancement of the objectives of the initiatives and the four key pillars. Should they consider gender issues in terms of design, the initiatives and key pillars will contribute to accelerating the achievement of the gender equality cross-sector outcomes. For more details, see Table (A-1): Strategic Objectives and Outcomes and their Alignment to the NPDR 2025-2026, annexed with this document.

All components of the strategy intersect with SDG 5 on “gender equality” along with its nine targets in terms of their cross-sector vision, objectives, strategic outcomes, and policy interventions. Specifically, they intersect with the targets of ending all forms of discrimination against all women and girls; the elimination of all forms of violence against all women and girls; recognizing and valuing unpaid care and domestic work; ensuring women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life; ensuring universal access to sexual and reproductive health and reproductive rights; undertaking reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws; enhancing the use of enabling technology, in particular information and communications technology, to promote the empowerment of women; and adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels. For more details, see Table (A-2): Strategic Objectives and Outcomes and their Alignment to the SDGs.

Section V: Policy Interventions, Projects, and Estimated Budget

This section examines the most important policy interventions, as well as ongoing and development projects concerning the five-part strategic courses of action. The annex presents in Table (B) the details of each policy intervention along with the responsibilities of the MoWA, relevant teaching staff, and the supporting entities. It provides an overview of the estimated budget for each outcome.

5.1. Policy Interventions and Projects

Cross-sector Outcome	Policy Interventions	Lead Ministry or Body	Ongoing Projects	Proposed Projects
Strategic objective 1: Enhancing the implementation of the Women, Peace, and Security Agenda as an implementation of UNSC Resolution 1325 (2000) to protect women from Israeli assaults and violations				
1.2. Protection services and prevention efforts to address the impacts of the Israeli occupation's violations against women and girls are promoted and expanded.	<p>Developing training and awareness-raising programs for service providers to address the occupation's violations in all governorates</p> <p>Providing social, health, and psychological support services to address violations in all fields</p> <p>Taking due measures for protection against the impacts of the occupation's violations</p>	Ministry of Health (MoH), the Colonization and Wall Resistance Commission (CWRC), MoWA	<p>The psychological support program (UNODC)</p> <p>The procedural handbook development program (UNFPA)</p>	
2.2 Israeli occupation crimes against women are monitored and exposed before human rights organisations, the UN bodies, and international agencies.	<p>Monitoring Israeli violations against women</p> <p>Mobilising the international community to condemn and halt Israeli crimes</p> <p>Networking and establishing partnerships with human rights organisations and the UN bodies, and raising the level of community awareness to highlight the condition of Palestinian women under the occupation</p>	MoWA, MoFA	The electronic monitoring development program (UNFPA) (with technical support from ESCWA)	A project to monitor and document occupation violence
2.3. The women most adversely affected by the occupation are provided with the necessities needed to reinforce their steadfastness, and rapid response plans are developed.	<p>Developing and implementing capacity-building programs in support of providing women with the necessities needed to reinforce their steadfastness, and rapid response plans</p> <p>Networking and establishing partnerships in support of the women most adversely affected by the occupation</p>	Ministry of Social Development (MoSD), CWRC, Ministry of Local Government (MoLG), MoWA		A project in support of the women adversely affected by the occupation practices

Cross-sector Outcome	Policy Interventions	Lead Ministry or Body	Ongoing Projects	Proposed Projects
Strategic objective 2: Increasing the participation of women in the labour force in line with decent work standards				
1.1. The work environment in the public and private sectors, and in civil society, is decent and safe, and it promotes women's participation in the labour market.	<ol style="list-style-type: none"> 1. Reviewing and approving the laws, regulations, and instructions governing decent work from a gender perspective 2. Taking institutional and regulatory measures to reinforce the role of inspection and oversight, trade union action, and justice institutions in enforcing approved legislation 3. Launching awareness-raising, training, legal consultation, and capacity-building campaigns for women and women's committees to enable them to claim their rights, lodging complaints, and filing cases over workers' rights 4. Introducing incentives and measures to promote the transformation of the informal economy to the formal one in selected sectors, and motivating the private sector to adopt decent work standards 	MoL, MoWA, and Ministry of Justice (MoJ)		A project to increase women's percentage in the labour market by 5% (UNWOMEN Regional Office)
1.2. An inclusive business environment that promotes growth and sustainability and enables women to actively engage in MSMEs, innovative enterprises, and SSE institutions is created.	<ol style="list-style-type: none"> 1. Revising, updating, and modernising the legislative and policy system in a manner that promotes inclusion and empowers female and male entrepreneurs to achieve growth, sustainability, and competitiveness in line with a consensual legislative plan informed by gender-responsive analysis. 2. Developing banking and financial products and programs specifically for women across various sectors, and building women's financial capabilities 3. Providing quality and inclusive business development services through business incubators, accelerators, and economic empowerment programs, with a focus on the promising sectors using technology and AI 4. Developing a national program for the promotion of women's role in cooperatives and SSE institutions 	MoL, MoNE, MoWA, the Palestinian Employment Fund (PEF), Cooperative Work Agency (CWA), Ministry of Agriculture (MoA)		<p>Women and Girls' Entrepreneurship and Business Project OMENA/ GIZ</p> <p>Women's empowerment initiative (OIL)</p> <p>Support for institutionalisation and gender inclusion (SI-GEWE)</p>

Cross-sector Outcome	Policy Interventions	Lead Ministry or Body	Ongoing Projects	Proposed Projects
A formal Palestinian care economy that guarantees not only the provision of quality, affordable, and sustainable care services across all areas and eligible groups, but also the rights of workers in care enterprises.	<ol style="list-style-type: none"> 1. Aligning national legislation with a legislative plan that promotes the recognition of care work and responsibilities, ensuring their proper management and oversight, and allocating incentives for the establishment and management of care facilities 2. Supporting and facilitating the establishment or development of cooperatives and community-based enterprises active in the field of care, particularly in rural and remote areas. 3. Carrying out an awareness-raising program for men, women, and institutions on collective responsibility for the care economy and the direct and indirect role of nursing homes in bringing about economic and social development, promoting and ensuring the sustainability of dignified living for all. 4. Adopting and implementing technical, administrative, and financial training and capacity-building programs responsive to the care enterprises' needs and reality 	MoSD, MoWA		A project in support of nurseries in marginalised areas An Italian-funded social and economic development project
1.4. Technical and vocational training (TVT) is developed, inclusive, and responsive to the renewed needs of the labour market and promising economic sectors.	<ol style="list-style-type: none"> 1. Launching and engaging in inclusive and enhanced community awareness-raising campaigns on the fields and the importance of TVET 2. Establishing and equipping TVET Centres that consider women and girls' needs. 3. Developing a continuing mentoring, education, and follow-up program for male and female graduates of TVET Centres. 4. Incorporating special measures in TVET Centres to motivate women with disabilities and those coming from areas far from city centres, or those enrolled in courses that are entrepreneurial or linked to promising economic sectors 	The National Commission for Vocational and Technical Education and Training		A project for the development of TVT Centres from a gender perspective An Italian-funded social and economic development project

Cross-sector Outcome	Policy Interventions	Lead Ministry or Body	Ongoing Projects	Proposed Projects
The promotion of women's fair and safe access to formal and digital financial services, thereby increasing the rates of their ownership of bank accounts and access to savings, funding, and insurance tools, and leading to greater economic participation and financial autonomy for them, particularly in marginalized and crisis-affected areas	<p>Issuing national manuals and standards on gender-responsive financial inclusion.</p> <p>Integrating gender-specific financial inclusion indicators into national policies and plans.</p> <p>Coordinating with the PMA and financial institutions to develop financial products tailored to women's needs.</p> <p>Reinforcing regulatory frameworks to provide financial and digital protection for women consumers.</p> <p>Supporting financial and digital education programs for women.</p>	PMA		OIL
Enhancing women's use of technology and automation.	<ol style="list-style-type: none"> 1. Integrating a gender perspective into national digital transformation policies and strategies. 2. Developing regulatory and legislative frameworks that support digital security and data protection. 3. Building women's and girls' digital and technological capabilities. 4. Automating government procedures and services relevant to women. 5. Fostering partnerships with the private sector and IT institutions. 			OIL + SE-GEWEW
Strategic Objective 3: Combating GBV				
3.1. A legislative and political system is developed, and practical procedures are activated in line with the international standards on the elimination of all forms of violence and discrimination against women.	<ol style="list-style-type: none"> 1. Developing and approving legislation on the protection of women against violence 2. Providing legal services to women on an ongoing basis 3. Developing systems that regulate the work of the institutions operating in the field of combating violence against women, exercising oversight over their work, and enhancing gender-responsive social protection systems 4. Building capacities and developing awareness-raising programs on the legislation on combating violence against women 	MoWA, MoSD, MoL		A project to review and update legislation on GBV

Cross-sector Outcome	Policy Interventions	Lead Ministry or Body	Ongoing Projects	Proposed Projects
3.2. The cultural norms and social and institutional stereotypes oppose and reinforce a society that is free from violence against women and girls.	<ol style="list-style-type: none"> 1. Formulating policies on how the media and social media platforms handle cases of violence against women 2. Targeting influencers, including clerics, judges, media personnel, teachers, the youth, and students by building their capacities, and launching awareness-raising programs on human rights and cases of violence against women 	MoWA, Ministry of Education and Higher Education (MoEHE)	The Investigative and Solution Journalism Program (UNODC)	
3.3. Women victims and survivors of violence secured full empowerment to services, in general, and to justice, health, and education services, in particular.	<ol style="list-style-type: none"> 1. Targeting the capabilities of not only the institutions that deal with women victims of violence, but also of their staff 2. Evaluating and examining cases of violence against women, and evaluating and developing the services provided to women victims and survivors of violence 3. Improving the services provided to women, both victims and survivors of violence, and providing news services 	MoSD, MoWA	The procedural handbook development program (UNFPA)	A project for the development of safe houses
Strategic Objective 4: Further activating women's political participation in public life and decision-making positions				
4.1. Women's participation in power and decision-making positions, particularly within business associations, federations, and LGUs, has increased.	<ol style="list-style-type: none"> 1. Developing and enforcing relevant legislation and laws, thereby promoting women's political participation 2. Taking procedures that would promote the effective engagement of women, and of young women in particular, in the local council and legislative elections, as well as in the student senate elections 3. Reviewing the bylaws of the chambers of commerce, federations, and professional unions, thereby promoting women's political participation 	MoWA, MoLG, MoL, MoNE, and trade unions		The Women's Political Participation Project A project for the promotion of women's political participation
4.2. Women and girls have the opportunity to participate in the social, cultural, and environmental fields, and to enhance governance and reform.	<ol style="list-style-type: none"> 1. Conducting awareness-raising and training programs to protect women in decision-making positions against violence and promote their engagement in the efforts to combat corruption, as well as in governance 2. Designing and implementing initiatives jointly with women and women's institutions in the fields of environmental conservation, the mitigation of climate change impacts, and the development of businesses in clean energy 3. Introducing incentives for the promotion of women's engagement in sports and cultural activities and clubs 	Higher Council for Youth and Sports (HCYS), Environment Quality Authority (EQA), and the PACC		An Italian-funded social and economic development project

Cross-sector Outcome	Policy Interventions	Lead Ministry or Body	Ongoing Projects	Proposed Projects
4.3. Palestinian women and their issues and political participation are further highlighted.	<ol style="list-style-type: none"> 1. Enhancing Palestinian women's engagement in and capabilities to participate in international bodies. 2. Enhancing the engagement of the media in the dissemination of a discourse and content to motivate women to take an active part in politics. 3. Mark women's national and international occasions 4. The scope of education and awareness-raising programs on women's political rights has been expanded to young men and women in Palestinian universities. 	Government Communication Centre (GCC), MoWA, government media agencies	The Investigative and Solution Journalism Program (UNODC)	The capacity-building program of the MoWA (UN Women + AICS)
Strategic objective 5: Promoting the institutionalisation of gender equality and mainstreaming gender needs in all sectors				
5.1. Gender issues are integrated into the sector plans, policies, programs, projects, and budgets of key official institutions.	<ol style="list-style-type: none"> 1. Developing frameworks for data, policies, studies, plans, and budgets, and building the personnel's capacities from a gender perspective. 2. Guaranteeing women and girls' access to quality education on an ongoing basis. 3. Providing inclusive and quality health care and services to marginalised groups. 4. Improving women's access to infrastructure services. 	PCBS, Ministry of Education (MoE), MoH		The capacity-building program of the MoWA (UN Women + AICS)
5.2. The Palestinian media is enhanced and empowered to respond to gender issues.	<ol style="list-style-type: none"> 1. Directing media discourse towards responding to gender issues. 2. Taking measures that enable the media to respond to gender issues. 3. Capitalising on digital media and modern technology in the dissemination of women's issues 			The capacity-building program of the MoWA (UN Women + AICS)
5.3. Coordination and networking with national mechanisms supporting women's empowerment are strengthened and expanded towards gender equality issues.	<ol style="list-style-type: none"> 1. The coordination measures in place enhance the mechanisms concerned with women and their advancement. 2. Continuously network with partners to create a national consensus on women's priorities and issues. 			The capacity-building program of the MoWA (UN Women + AICS)

5.2. Budget Overview:

Relevant Strategic Outcomes	Relevant Budget Program	Estimated Total Cost (in ILS million) 2025-2027	
		Operational	Development
Strategic objective 1: Enhancing the implementation of the Women, Peace, and Security Agenda as an implementation of UNSC Resolution 1325 (2000) to protect women from Israeli assaults and violations			
Outcome 1: Protection services and prevention efforts to address the impacts of the Israeli occupation's violations against women and girls are promoted and expanded.	Protection of Women	1.5	3
Outcome 2: Israeli occupation crimes against women are monitored and exposed before human rights organisations, UN bodies, and international agencies.	Protection of Women	1.5	3
Outcome 3: The women most adversely affected by the occupation are provided with the necessities needed to reinforce their steadfastness, and rapid response plans are developed.	Protection of Women	1.5	3
The financial resources required for objective 1 amount to ILS 13.5 million.			
Strategic objective 2: Increasing the participation of women in the labour force in line with decent work standards			
Outcome 1: The work environment in the public and private sectors, and in civil society, is decent and safe, and it promotes women's participation in the labour market.	Empowerment of Women	3	6
Outcome 2: An inclusive business environment that promotes growth and sustainability and enables women to actively engage in MSMEs, innovative enterprises, and SSE institutions is created.	Empowerment of Women	1.5	3
Outcome 3: A formal Palestinian care economy that guarantees not only the provision of quality, affordable, and sustainable care services across all areas and eligible groups, but also the rights of workers in care enterprises.	Empowerment of Women	1.5	3
Outcome 4: Technical and vocational training (TVT) is developed, inclusive, and responsive to the renewed needs of the labour market and promising economic sectors.	Empowerment of Women	1.5	9.5
The financial resources required for objective 2 amount to ILS 20 million.			
Strategic Objective 3: Combating All Forms of Violence against Women and Girls			
Outcome 1: A legislative and political environment is developed, and practical procedures are activated in line with the international standards on the elimination of all forms of violence and discrimination against women.	Protection of Women	0.3	3
Outcome 2: The cultural norms and social and institutional stereotypes oppose and reinforce a society that is free from violence against women and girls.	Protection of Women	1.5	14.5

Relevant Strategic Outcomes	Relevant Budget Program	Estimated Total Cost (in ILS million) 2025-2027	
		Operational	Development
outcome 3: Women victims and survivors of violence secured full empowerment to services, in general, and to justice, health, and education services, in particular.	Protection of Women	1.5	30
The financial resources required for objective 3 amount to ILS 50.8 million.			
Strategic objective 4: Further activating women's political participation in public life and decision-making positions			
outcome 1: Women's participation in power and decision-making positions, particularly within business associations, federations, and LGUs, has increased.	Empowerment of Women	1.5	3
outcome 2: Women and girls have the opportunity to participate in the social, cultural, and environmental fields, and to enhance governance and reform.	Empowerment of Women	3	6
outcome 3: Palestinian women and their issues and political participation are further highlighted through actively working with media, technological, and human rights networks and institutions influential at the local, regional, and international levels.	Empowerment of Women	0.9	3
Strategic objective 5: Promoting the institutionalisation of gender equality and mainstreaming gender needs in all sectors			
Outcome 1: Gender issues are integrated into the sector plans, policies, programs, projects, and budgets of key official institutions.	Empowerment of Women	3	3
outcome 2: The Palestinian media is enhanced and empowered to respond to gender issues.	Empowerment of Women	3	1.5
outcome 3: Coordination and networking with national mechanisms supporting women's empowerment are strengthened and expanded towards gender equality issues.	Empowerment of Women	3	1.5
The financial resources required for objective 5 amount to ILS 15 million.			

Section VI: Monitoring and Evaluation Measures for Strategy Management

As part of its management of the cross-sector strategy, the MoWA will devote special attention to activating the monitoring and evaluation system pursuant to its mandated role of leading local, national, and international efforts aimed at promoting gender equality. It will do so in accordance with the efforts undertaken by the General Secretariat of the CoM to monitor the progress achieved in implementing the sector and cross-sector strategies interventions, and in line with its obligations to monitor not only the key indicators of the Cross-Sector National Gender Strategy, but also the indicators about the recommendations of the Committee on the Elimination of All Forms of Discrimination against Women. It will also do so pursuant to the UNSC Resolution 1325 (2000) and the Beijing Declaration and Platform for Action 30+. In this context, the MoWA will create or develop the following measures, which will serve as tools:

- 1. Activating the monitoring and evaluation function at the level of the MoWA and the Gender Units:** Based on the indicators related to the measurement of strategic objectives and cross-sector outcomes, and on the indicators included in the strategy, and in compliance with what is nationally agreed upon regarding the indicators required for reporting on the localization of the SDGs 2030, and acting within the framework of the indicators and information required for the UN, the League of Arab States, and the Palestinian government, a monitoring and evaluation system will be developed to ensure the periodic provision of information utilizing credible national tools and information sources. The MoWA will designate a team to coordinate monitoring and evaluation activities as per a plan developed for this purpose in cooperation with the PCBS (the main partner in supplying information that will be fed into the system), and with the active participation of the gender units (the second partner). The system will ensure the issuance of periodic reports to all concerned parties, particularly the MoWA's leadership, the committees, the government, relevant international and Arab organisations, research centres, and CSOs. The MoWA will also conduct periodic evaluations of the key interventions, programs, and projects related to the promotion of gender equality and women's empowerment to come up with lessons learned that will contribute to the building and dissemination of knowledge.
- 2. Developing and employing relevant studies and research to guide plans and initiatives:** The MoWA's General Administration of Planning, Policies, and Gender Research will allocate and train the necessary human resources to lead national teams, comprising members from ministries, gender units, CSOs, and research centres, to conduct periodic examination and analysis of gender issues and gaps across all sectors. Furthermore, it will create an inventory of all studies and research published by other institutions, make them available in Arabic to all concerned parties, and incorporate the MoWA's perspective in them.
- 3. Institutionalising the relationship with the gender units and demanding an increase in their number:** Acting through the CoM, the MoWA will issue decisions on the completion of the formation or activation of gender units in ministries, government bodies, municipalities, and the PASF, as well as on equipping them with qualified staff. Furthermore, it will establish ministerial-level biannual monitoring mechanisms to monitor gender units' work and identify the obstacles they face in the discharge of their tasks. It will ensure the continuous capacity-building of gender units' staff through training and providing them with the necessary resources.

4. **Activating the role of the Strategy, Planning, and Budgeting Group and the National Team:** The Minister of Women's Affairs exercises direct oversight over the work of the Strategy, Planning, and Budgeting Group, as well as over that of the national team supervising the strategy, with support from the Deputy Minister and the Director-General of the General Administration of Gender Planning, Policy, and Program. The MoWA will activate the oversight role and monitoring the tasks planned as part of the program outputs, and develop quarterly reports that will describe the progress achieved with respect to the implementation of tasks and outputs. It will also activate the role of the national team in the annual review of the sector strategy by conducting a review of achievements that have been made by all relevant stakeholders across the strategy's tracks.
5. **Institutionalising the relationship with UN organisations and the Arab Women Organisation:** The MoWA is committed to the submission of all annual reports required under international conventions and treaties, particularly the CEDAW report and the Beijing Platform for Action. Acting as part of the fulfilment of its obligations, the MoWA is also committed to contributing to the development of periodic reports on SDG 5 concerning the promotion of gender equality and the empowerment and activation of the role of women. It fulfils such commitments in a manner that ensures the mobilisation of international efforts and initiatives in support of the strategy, as well as the institutionalisation of the relationship with donor institutions and CSOs regarding projects. The outputs of the monitoring and evaluation system play an instrumental role in achieving this.
6. **Organising the relationship with relevant research and study centres, and academic institutions:** The MoWA will develop a special policy governing its relationship with research centres and universities, particularly the centres and colleges specialising in women's studies, development, education, or social sciences, to activate the role of the latter in gender mainstreaming. It will do so through education, research, and enhancing their developmental role. It will also issue reports that contribute to monitoring changes, analysing policies, providing feedback, and supplementing future strategic planning processes.

Section VII: Tables

- Table (A-1): Strategic Objectives and Outcomes and their Alignment with the National Program for Development and Reform 2025-2026
- Table (A-2): Strategic Objectives and Outcomes and their Alignment with the Sustainable Development Goals
- Table (B): Policy Interventions and Development Projects
- Table (C): Budget Overview 2025 - 2027



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Ministry of womens Affairs