



# Palestine, Palestinians and Women

## Palestinian Experience

Dr. Safa Nassereldin

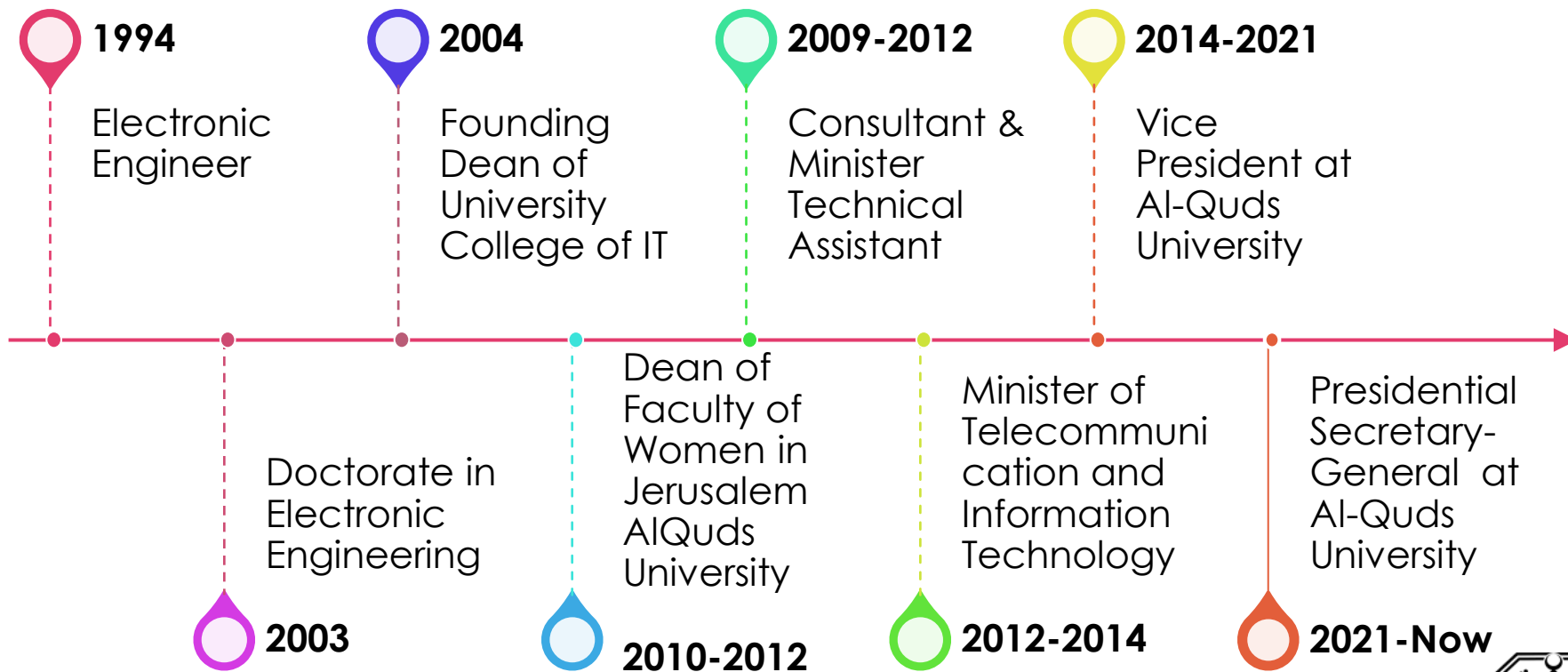
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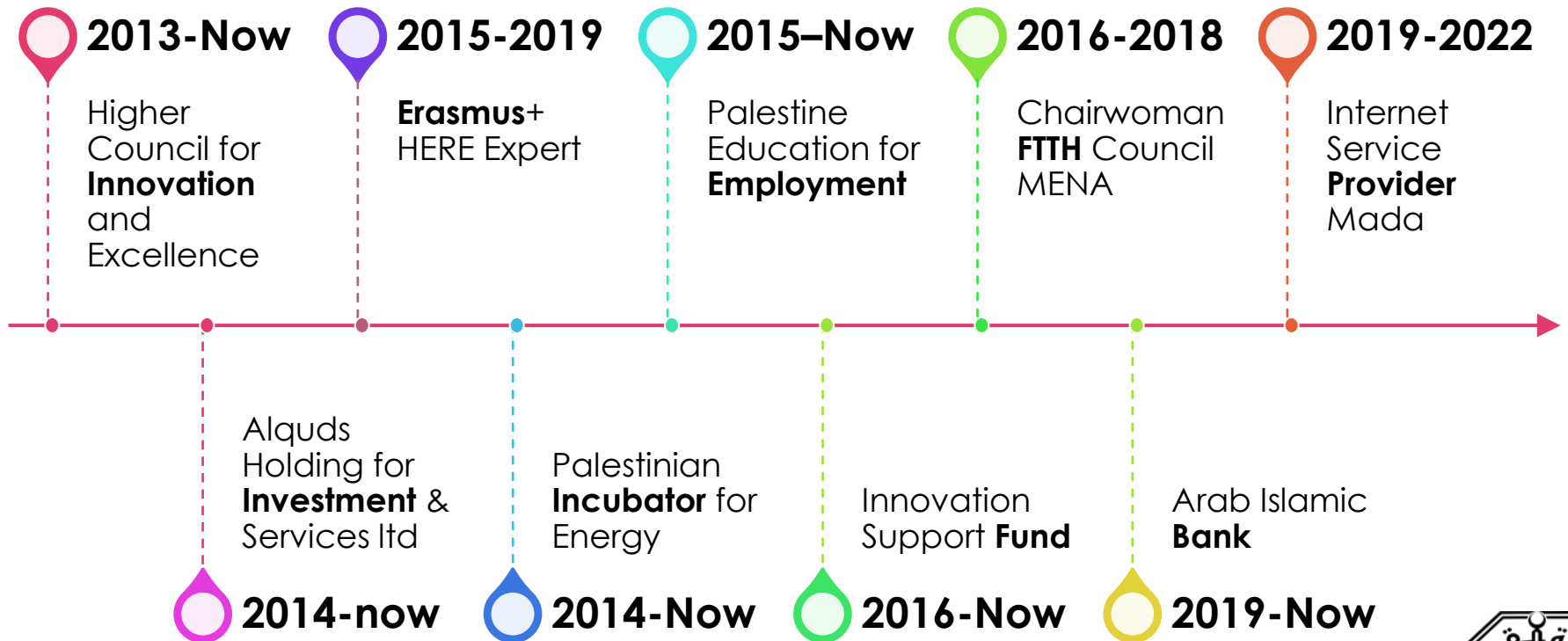
Safa

WHO AM I?

# Education and Experience



# Boards Membership



# Palestinian Context

# Palestine

- ▶ The Palestinian social and political environment is admittedly unusual.
- ▶ In 1948, Palestinians lost 78 percent of what had been Palestine.
- ▶ What remained was two non-contiguous areas,
  - the West Bank, representing 22 percent of the original area,
  - and the Gaza Strip, 1 percent of the original area.
- ▶ A person working in **Palestine typically earns around 1,710 USD per month.**
- ▶ Salaries range from 430 USD (lowest average) to 7,620 USD (highest average, actual maximum salary is higher).
- ▶ This is the average monthly salary including housing, transport, and other benefits.



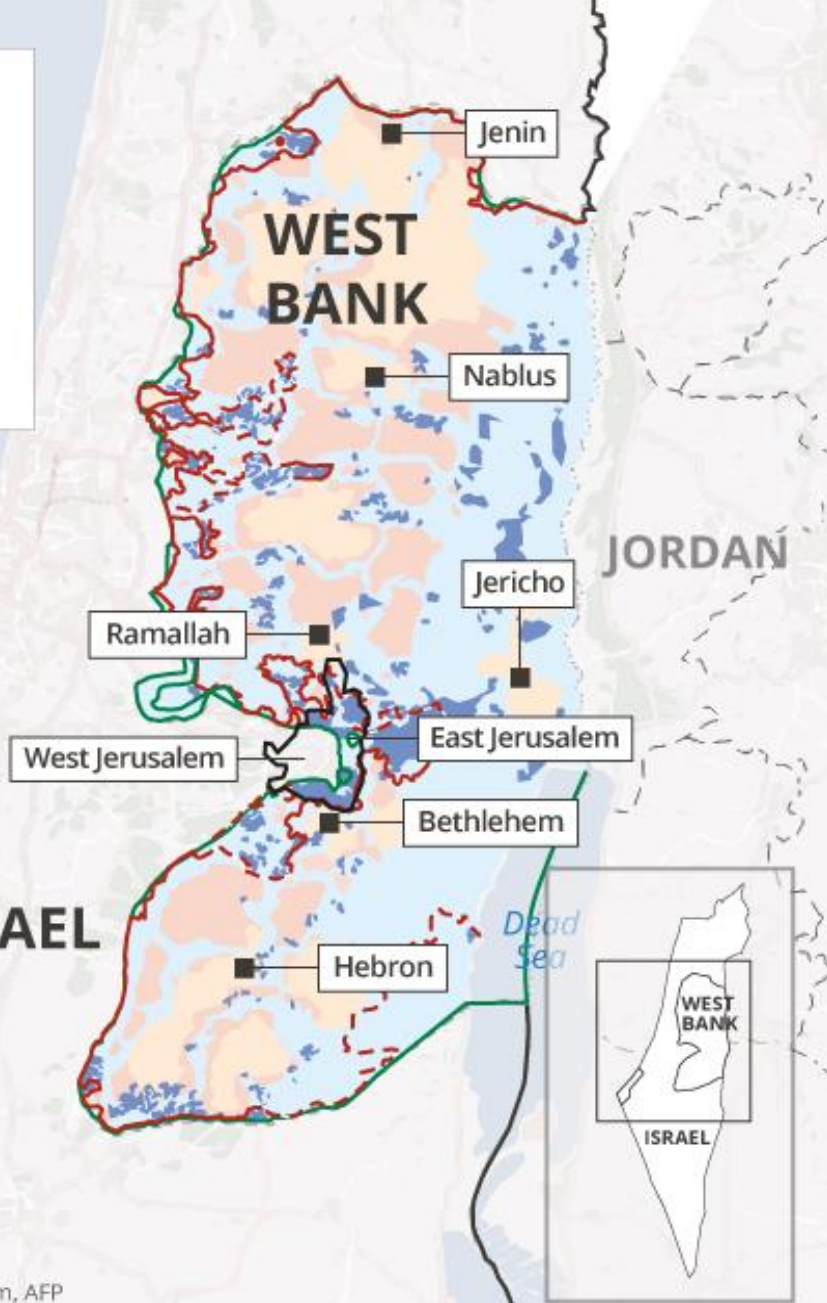
# The Palestinians Historic Compromise

# Trump's Projected Plan



- Jewish settlement (Illegal under international law)
- Area A (under full Palestinian control)
- Area B (under partial Palestinian control)
- Area C (Israeli-controlled areas of West Bank)

- Green line 1949 border
- Jerusalem city boundary
- Gaza Strip border
- West Bank barrier**
  - Existing
  - - - Under construction



Source: OCHA, peacenow.com, B'Tselem, AFP

[middleeasteye.net](http://middleeasteye.net)





To Bethlehem



To Nablus



To Ramallah

Different sorts of Closures in the areas of crossings between Jerusalem and Westbank



A multi-tasking Palestinian woman especially during the COVID-19 pandemic

Israel and COVID-19 unite against occupied native Palestinians





# Women represent half of the Palestinian society

The estimated population in Palestine is 5.23 million for mid-2021, of which 2.66 million males (51%) and 2.57 million females (49%), meaning that there are 103 males for every 100 females.

## ▶ High enrolment rates of females in secondary stage and higher education

Male	Female	
92%.	73%	The scholastic year 2019/2020 enrolment secondary stage1
	61%	Palestinian higher education

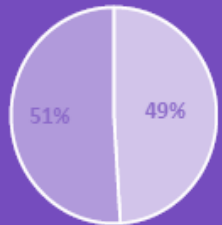
## ▶ Decreased in the participation rate in the labour force among women and men

Male	Female	Participation in the labour force
65%	16% in 2020,	2020
70%	18%	2019

# Palestinian Women in Numbers

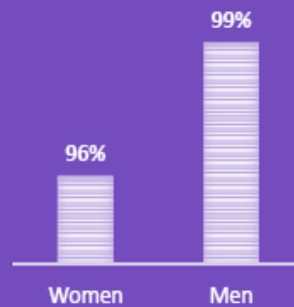
[www.pcbs.gov.ps/site/512/default.aspx?lang=en&ItemID=3679](http://www.pcbs.gov.ps/site/512/default.aspx?lang=en&ItemID=3679)

## POPULATION

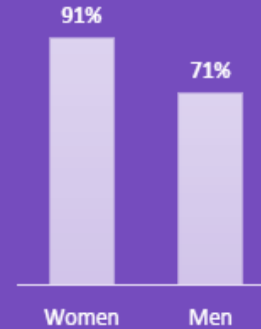


■ Women ■ Men

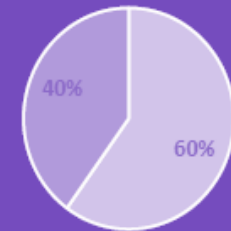
## LITERACY



## HIGH SCHOOL

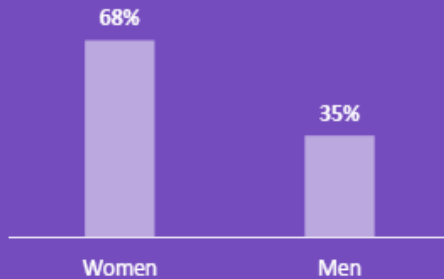


## ENROLLMENT IN HIGHER EDUCATION

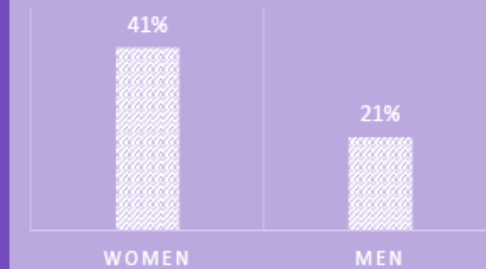


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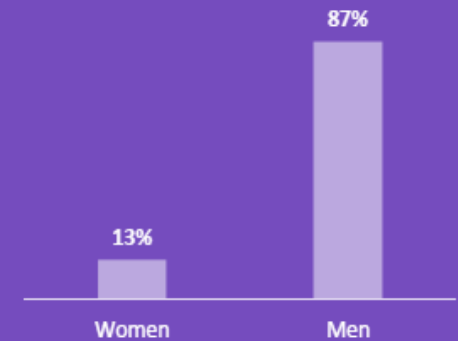
## UNEMPLOYMENT AMONGST THE EDUCATED



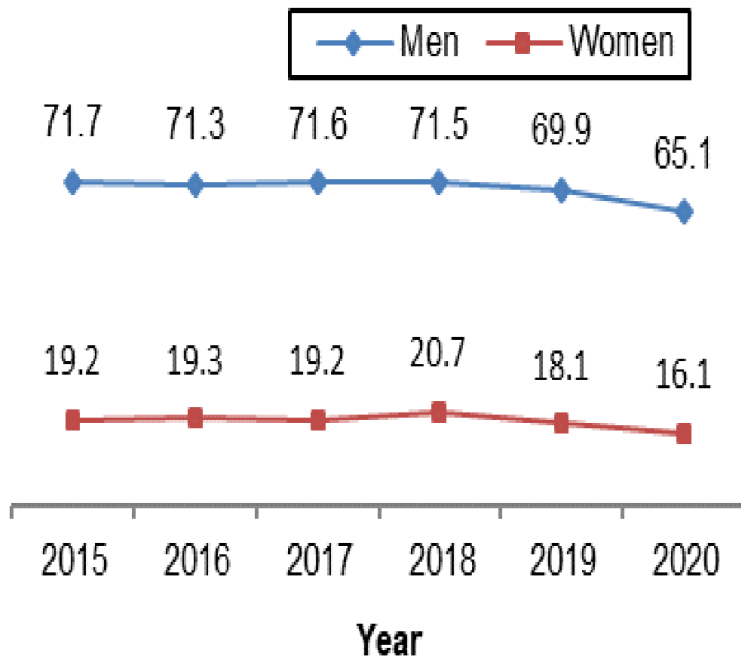
## UNEMPLOYMENT IN THE LABOR FORCE



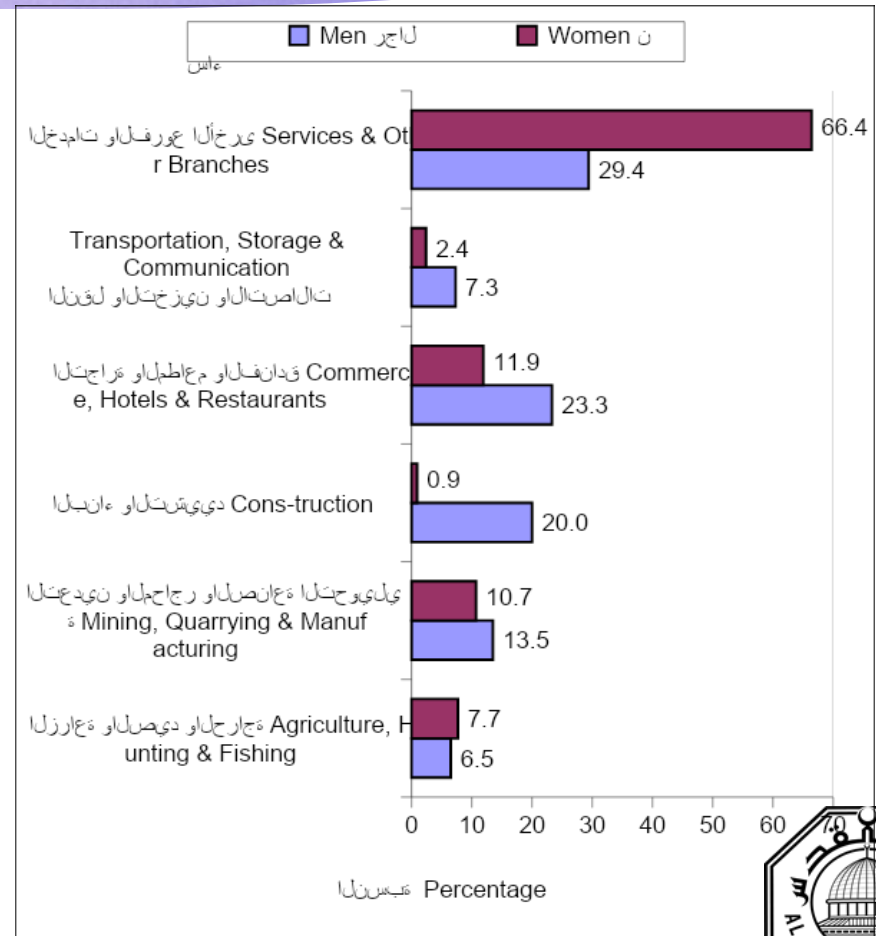
## LEADERSHIP POSITIONS



## Labour force participation rate of women and men (15 years and above) in Palestine, 2015- 2020



## Employed Women and Men (15 Years and Above) by Economic Activity in Palestine, 2017 (Percentage Distribution)





# A humble participation of women in decision making positions

- ▶ According to 2020 data, the participation of women in **decision making positions** is still limited comparing to men's. These data showed that 5% of the Palestinian Central Council members, 11% of the Palestinian National Council members and 13% of the Council of Ministers members are **women**. Also, 11% is the percentage of the women ambassadors in the Diplomatic Service. Moreover, there is one woman holding the position governor out of 16 governors.
- ▶ According to the General Personnel Council data up to February 2021, the percentage of women's participation in the **civil sector** reached 45% of the total employees in the public sector. The gap is reflected when talking about those who hold the rank of **Director General** and higher, where this percentage reached 14% of women compared with 86% of men.

- ▶ Ongoing Israeli violations of human rights in Palestine create a heavier burden on women by:
  - ▶ increasing women's marginalization and
  - ▶ promoting patriarchy and traditional gender power relations.
- ▶ This increases patriarchal norms through control over women and their choices, including participation in public life.

# *Gender equality laws, political programmes and strategies in Palestine*

- ▶ **Article 9 of the Palestinian Basic Law**, amended in 2005, assures the principle of equality between women and men.
- ▶ **Palestine's National Policy Agenda: Putting Citizens First 2017–2022**, endorsed by the Council of Ministers, affirms the government's commitment to empowering women to live and work free from discrimination, promoting equality between women and men, eliminating all forms of discrimination against women and girls, and institutionalizing gender mainstreaming in policy making, planning, and budgeting.
- ▶ The **Ministry of Women's Affairs (MoWA)** was established in 2003. It aims at ensuring that the specific needs of women are reflected in national policy, and monitors government action on the development and implementation of national policies affecting women.
- ▶ A **Charter of Women's Rights** was issued in 2008 by MoWA and a coalition of civil society organizations (CSOs). The National Committee to Combat Violence Against Women (NCCVAW) is led by MoWA.

# Women Performance

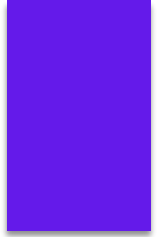
- ▶ Women's behavior in owning or managing a business are reflective of entrepreneurial behavior (motivation and willingness to exploit opportunities) in that team-building and participative management practices are common and social support is demonstrated.
- ▶ Women use networking not only as a critical tool, but also as a development strategy for their business.
- ▶ Therefore, emotional intelligence, social capital, and entrepreneurial behaviour essentially merge to provide an advantage for women entrepreneurs.
- ▶ Women can leverage their aptitude with emotional intelligence when it comes to leading their own companies.
- ▶ Women leaders have skills and knowledge to lead in many sectors. (Health and pandemic lately)
- ▶ Women bring perspectives to the table that works better for all.

# Challenges faced by Women during COVID-19 crisis

- ▶ Financial Challenges
- ▶ Healthcare Challenges
- ▶ Career Challenges
- ▶ Productivity Challenges
- ▶ Domestic Challenges



# Palestinian Experience



# Research Findings

20

Factors Included	Factor Loading	Communalities	Mean
<b>Construct 1: Miscellaneous I (average mean = 3.415)</b>			
1. Increased utilities bill	0.630	0.711	3.312
2. Heightened risks of contracting COVID-19 virus	0.681	0.815	3.518
<b>Construct 2: Financial Challenges (average mean = 3.406)</b>			
1. Reduced salaries	0.825	0.768	3.440
2. Reduced ability to provide remittances e.g. to parents, siblings etc	0.771	0.747	3.234
3. Reduced financial independence	0.787	0.836	3.390
4. Reduced future financial prospects	0.630	0.726	3.560
<b>Construct 3: Healthcare Challenges (average mean = 3.341)</b>			
1. Lack of social protection	0.743	0.782	3.383
2. Lack of health care	0.784	0.784	3.298
<b>Construct 4: Miscellaneous II Challenges (average mean = 3.789)</b>			
1. Anxiety about the future	0.657	0.750	3.752
2. Struggling to stay motivated	0.738	0.773	3.681
3. Stresses	0.743	0.819	3.936
4. Limited freedom of movement	0.757	0.810	3.787
<b>Construct 5: Productivity Challenge (average mean = 3.113)</b>			
1. Poor productivity	0.724	0.763	3.113
<b>Construct 6: Career Challenges (average mean = 3.319)</b>			
1. Distraction from family members while work from home	0.637	0.711	3.433
2. Increased Israeli's occupation movement restriction adversely impacts job performance	0.770	0.788	3.270
3. Israeli measures during pandemic adversely impacts job performance	0.773	0.781	3.255

**Table 1:** Analysis of challenges faced by Palestinian women in electrical, electronic and computer technology and engineering during COVID-19 crisis

# Women Performance


Women's behavior in owning or managing a business are reflective of entrepreneurial behavior (motivation and willingness to exploit opportunities) in that team-building and participative management practices

demonstr

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Therefore, emotional intelligence, social capital, and entrepreneurial behaviour essentially merge to provide an advantage for women

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- Science, technology and innovation (STI) have a crucial role in meeting all the Sustainable Development Goals (SDGs); so does gender equality.
  - Reducing inequality by attracting more women into STI fields will support the achievement of SDG targets 4.3, 5.5, 5.c, 9.5 and 17.18.
  - Women play a central and vital role in society
    - ❖ Gender mainstreaming can make STI policies more effective and
    - ❖ Appropriate STI policies can enhance women's contribution to economic growth and development


# Recommendations/ Advices:

- ▶ Stress the need to build a community of allies and a **support network** of people who can advise and sustain a woman throughout her career.
- ▶ Juggling family demands or overcoming gender bias to produce exceptional science, depends heavily on support networks.
- ▶ Share own doubts and difficulties, as well as a shared determination to be good scientists/engineers
- ▶ Teach them right to education and right to achieve their goal and have their own budget, finance, job, career.
- ▶ Teach women to be entrepreneurs, in business and in Politics. (Not enough Women Leaders in Business and Politics.
- ▶ We have more empathy and are better in management, dealing with human in such times of pandemic or disasters. We are flexible, reliable and dedicated. Women power is getting stronger. Don't be shy.
  - ▶ World changed and will still change ...



# Some Inspiring Messages

- ▶ Our Societies should support women and harvest women education and leadership talents for a strong world economy, global peace and security.
- ▶ **Follow your passion.**
- ▶ Only action can make a change...
- ▶ Concrete actions and a new social narrative where we women are agents of change for a peaceful prosperous world. **We need men to believe in that too.**



Be who you want to be  
regardless of your Gender!

Collectively we can  
achieve much more!

Dr. Safa Nassereldin