

Country WID Profile  
( Palestine )  
- West Bank & Gaza Strip -

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Japan International Cooperation Agency  
Planning Department

# Country WID Profile ( Palestine )

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## Abbreviations List

<b>AEIC</b>	Adult Education and Illiteracy Certificate
<b>AIDOS</b>	Italian Association for Women in Development
<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>ANERA</b>	American Near East Refugees Aid
<b>ARI</b>	Acute Respiratory Infection
<b>CFTA</b>	Culture and Free Thought Association
<b>EC</b>	European Commission
<b>FAFO</b>	FAFO Institute of Applied Social Science
<b>FP</b>	Family Planning
<b>GDP</b>	Gross Domestic Product
<b>GNP</b>	Gross National Product
<b>GSCE</b>	General Secondary Certificate Examination
<b>GUPW</b>	General Union of Palestinian Women
<b>HIV</b>	Human Immunodeficiency Virus
<b>IAED</b>	Illiteracy and Adult Education Department
<b>IDMOA</b>	Ministry of Agriculture Infrastructure Development Program
<b>IMR</b>	Infant Mortality Rate
<b>IUD</b>	Intrauterine Device
<b>JICA</b>	Japan International Cooperation Agency
<b>MCH</b>	Maternal Child Health
<b>MMR</b>	Maternal Mortality Rate
<b>MOACBP</b>	Ministry of Agriculture Capacity Building Program
<b>MOA</b>	Ministry of Agriculture
<b>MOE</b>	Ministry of Education
<b>MOH</b>	Ministry of Health
<b>MOI</b>	Ministry of Industry
<b>MOL</b>	Ministry of Labor
<b>MOPIC</b>	Ministry of Planning and International Cooperation
<b>MOSA</b>	Ministry of Social Affairs
<b>MSR</b>	Mortality Sex Ratio
<b>NGO</b>	Non Governmental Organization

<b>NIS</b>	New Israeli Shekel
<b>ORT</b>	Oral Dehydration Therapy
<b>PARC</b>	Union of Palestinian Agricultural Relief Committees
<b>PCBS</b>	Palestinian Central Bureau of Statistics
<b>PDP</b>	Palestinian Development Plan
<b>PHC</b>	Primary Health Care
<b>PHCL</b>	Palestinian Higher Council of Literacy
<b>PLC</b>	Palestinian Legislative Council
<b>PLO</b>	Palestinian Liberation Organization
<b>PA</b>	Palestinian Authority
<b>RCR</b>	Regional Committees for Rehabilitation
<b>RH</b>	Reproductive Health
<b>SCF</b>	Save The Children Foundation
<b>STD</b>	Sexually Transmitted Disease
<b>TFR</b>	Total Fertility Rate
<b>UNESCO</b>	United Nations Educational Scientific and Cultural Organization
<b>UNFPA</b>	United Nations Population Fund
<b>UNICEF</b>	United Nations Children Fund
<b>UNRWA</b>	United Nations Relief and Works Agency for Palestinian Refugees in the Near East
<b>UNPB</b>	United Nation Population Bulletin
<b>UPMRC</b>	Union of Palestinian Medical Relief Committees
<b>UPWC</b>	Union of Palestinian Women's Committees
<b>USAID</b>	United States Agency for International Development
<b>UWAC</b>	Union of Agricultural Work Committees
<b>WB</b>	World Bank
<b>WHDD</b>	Women's Health and Development Directorate
<b>WHFPP</b>	Women Health and Family Planning Program
<b>WHO</b>	World Health Organization
<b>WID</b>	Women In Development

# 1. Basic Profiles

## 1-1 Socio-Economic Profile

Socio-Economic Profile					Ref.	
Economic Indicators	GNP/Capita	Growth average annual growth		Inflation Rate*	Gini coefficient*	
	US\$1,870 ('96)	3.0%('98)		9.7%('98)	NA	3)
Public Sector('92)	Health	Education	Social Welfare	Defense	Others	
Expenditure to sectors	NA	NA	NA	NA	NA	
Population('98)	Total	Urban/ Camp/ Rural		Population growth rate('98)		
	Total	54%/16%/30%		6.40%		2)
	Women					
Industry/GDP('99)	Agriculture	Industry	Construction	Service		
	12%	15%	22%	50%		
Proportion of workers('90)	Agriculture	Industry	Service	Aid/ GNP		
	Total	NA	NA	NA		
	Women	NA	NA			
Labour Indicators	Total No.	Unemployment R.	Minimum wage	Women/Total*		
	Total	21.7%('96)	NA			1)
	Women	20.5%('96)	NA	NA		1)
Decision-making	Women/Total			Women/Total()		
	Member of Parliament	8.0%		Managers	NA	
	Ministries	4.0%		Technicians	NA	
	Palstinian legislative Council	6.0%				
Law for Women		Year	Details			
	NA	NA	NA			
Ratification and signature of international law for women			Ratification	Year		
	NA		NA	NA		
Policy of WID	NA					
Governmental organization of WID						
	National Machinery	General Union of Palestinian Women				

### References

- 1) Palestinian Central Bureau of Statistics, 1998, Women and Men in Palestine: Trends and Statistics, Ramallah.
- 2) UNSCO Report on Economic and Social Conditions in the West Bank and Gaza Strip, 1999. Office of the special coordinator in the occupied territories, Gaza Strip.
- 3) World Bank
- 4) MOH
- 5) UNDP
- 6) PLC

\*Refer to 7. Definitions (p.34)

### 1-2 Health Profile

Health Profile					Ref.
Life expectancy('96)	Male 70 Female 74		Population growth rate	NA	1)
Expansion of health service	Population /Doctor	1,185('97)	Population/Nurse and Midwife	689('97)	4)
Government expenditure to health (% of GDP)		NA			
Infant mortality rate(per1,000)*			% of the vaccinated	1-year-old children	
Total	24.2 persons('97)		BCG	NA	4)
Female	NA		DPT	NA	
Under-5 mortality rate(per1,000)*			Polio	NA	
Total	27.3 persons ('96 )		Measles	NA	1)
Family planning	Contraceptive rate	45.2%('98)	Total fertility rate*	6.1 ('97)	1)
Births attendance rate*	93.3% ('98)		Age at first marriage	23(M) 19(F)('97)	1)
Maternal anemia rate*	NA	% of infants with low birth weight*		NA	
Maternal mortality rate	75/ 0.1million('97)				
Nutrition		ORT use rate*		NA	
Iodine deficiency	households consuming iodized salt NA		Malnutrition	NA	
Community health service					
Access to safe water	NA	Access to adequate sanitation		NA	
HIV/AIDS	HIV infected		AIDS cases		
Statistics	NA		NA		

### 1-3 Education Profile

Education Profile					Ref.
Education system	Primary education (10 year)				
Public expenditure on education		NA			
% of GNP	NA				
Adult literacy rate('97)	91.3%(M) 71.9%(F)				
by race	NA				
Primary education('94)	Net enrollment ratio	Rate of Dropouts	Female ratio of higher education		1)
Male	93%	2.00%	education	NA	
Female	99%	1.00%	humanities	NA	
<Educational Issues>			social sciences	NA	
Secondary education('97)	Net enrollment ratio*		natural sciences engineering	NA	1)
Male	42%		medical	NA	
Female	40%				
<Educational Issues>					
Higher education('95)	Enrollment ratio				
Total	NA				
Female	NA				

#### References

- 1) Palestinian Central Bureau of Statistics, 1998, Women and Men in Palestine: Trends and Statistics, Ramallah.
- 2) UNSCO Report on Economic and Social Conditions in the West Bank and Gaza Strip, 1999. Office of the special coordinator in the occupied territories, Gaza Strip.
- 3) World Bank
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\*Refer to 7. Definitions (p.34)

## 2. General Situation of Women and Government Policy on WID/ Gender

### 2-1 General Situation of Women in Palestine

#### General Situation of Women in Palestine

The report addresses issues related to Women in Development (WID) in the West Bank and Gaza Strip. Those issues can be summarized as:

- a. Confiscation of agriculture land and water resources
- b. Dual responsibilities due to occupational arrest
- c. Illiteracy
- d. Low percentage of women in technical and vocational fields
- e. Wage discrimination
- f. Low percentage of women in public life
- g. Deprivation from legislative and legal rights of ownership and inheritance
- h. The wide gap between theory and practice in women's involvement in development
- i. Lack of childcare services
- j. High fertility rates

The Palestinian society was not identified as an independent political and social entity until recently. Until 1967 both the West Bank and Gaza Strip were respectively isolated under the Jordanian and the Egyptian administration. Signing the Declaration of Principles (DOP) between the Palestinian Liberation Organization (PLO) and the Israeli government has led to the establishment of the Palestinian Authority (PA) in the West Bank and Gaza Strip.

Several demographic, geographic and topographic diversities mark both the West Bank and Gaza Strip. These diversities can be summarized as follows:

The area of the West Bank is much larger (5651 km<sup>2</sup>) than that of Gaza Strip (365 km<sup>2</sup>). The population density in the West Bank is 284 people/ 1km<sup>2</sup>, while the population density in Gaza Strip is 2415 people/1km<sup>2</sup>. The percentage of refugee population of the total population in Gaza Strip is 63 %. This percentage is 18% in the West Bank. In addition, 62% of the West Bank population live in agricultural areas, while 20% of Gaza Strip population live in these areas. Approximately 1.8 million people in the West Bank. They are distributed over 11 cities, 22 refugee camps and 430 villages. The one million population of Gaza Strip is divided among 5 cities, 8 refugee camps and 9 villages.

According to the results of the census conducted by the Palestinian Central Bureau of Statistics (PCBS) in 1997, females constitute 49.2% of the West Bank and Gaza Strip population. 45.9% of females are under 15 years of age, 43.1% of females are (15-49) years of age and 10% are over 50 years.

The West Bank and Gaza Strip economy is described as being service-oriented. In the first half of 1999, agriculture contributed to 12 % of the GDP, 15% for industry, 22 % for construction and 50% for services. A major character of the West Bank and Gaza Strip economy is its high dependence on Israel. In normal conditions (when there is no closure imposed on the PA

controlled areas), almost one third of the West Bank and Gaza Strip labor force worked in Israel and 90% of trade is with Israel.

As a result of the unusual political and economic situation caused by the occupation, several factors have negatively affected women's development in the West Bank and Gaza Strip:

**a. Confiscation of agricultural land and water resources:** Due to land confiscation and closures on large areas of agricultural land in the occupied territories, a large sector of women was prevented from participating in the agricultural labor sector. The agricultural labor market represents a major income source for women in the West Bank. This measure has indeed affected the family source in general with a particular emphasis on women being the most disadvantaged group in the West Bank and Gaza Strip population pertaining to family low income.

**b. Dual responsibilities of women due to occupational arrest:** The circumstances of occupation have enforced severe deterioration on the social and economic situation. This added more burdens on the mother and the family in the West Bank and Gaza Strip, where husbands and sons were either imprisoned or forced to leave to generate income. The occupation has imposed severe economic complications such as less labor opportunities and a fragile national economy, highly dependent on Israel. This led to the weakening of the family and its income, time and efforts in legal issues and visiting prisons. Added to that are the serious psychological effects that negatively affect the quality and quantity of production.

**c. Illiteracy:** Despite the gradual and continuous increase of literacy levels of women in the West Bank and Gaza Strip over age of 15, the illiteracy rate among women is 22.1% compared to 8.7% for men. School dropout of young women, due to early marriage and severe economic conditions, is the major cause of this high percentage despite the existence of compulsory basic education laws. The legal measures of this law are neither implemented nor monitored. Most of women school dropouts get married at a young age. This leads to unhealthy mothers, consequently raising the percentages of abortions and child under-growth. Both school and non-school factors determine the rates of young school dropouts. School factors include: education cycle, grade level, class size, supervising authority, school infrastructure and the hidden curriculum. The hidden curriculum is defined as the unconscious ways in which educational structures in the classroom reflect the wider gender assumptions existing in the society. The hidden curriculum in the West Bank and Gaza Strip culture tends to limit women education and labor force participation to her reproductive role. This indeed imposes a problem that needs to be considered in terms of gender and women development.

**d. Low percentage of women in technical and vocational fields:** Women represent a considerably low percentage in university programs such as science, engineering, and technology. Only 6% of the engineering graduates are females and 15% of the law graduates are female. In contrast, females represent 100% of housekeeping graduates. Among the academic staff of universities in the West Bank and Gaza Strip women represent 10% of a total of 1,408 Ph.D. and Master's graduates specializing mainly in social sciences and humanities. On the contrary male faculty members specialize mainly in engineering, agricultural and technical sciences.



Women's enrollment in highly specialized professions would necessarily provide them with higher income source and positively affects their participation in the decision-making process.

**e. Wage Discrimination:** The pay differentials between men and women of the same occupation show clear discrimination in favor of male wages -with every occupation showing greater male than female wage. When daily wages of all employed males versus females in the West Bank are averaged, employed women are earning at levels equivalent to only 66.2% of male wages. In Gaza Strip, the average wage gap between males and females is lower: female wage levels are equivalent to 81.3% of that of males. This is partly due to the fact that overall wage levels are lower in Gaza Strip than in the West Bank.

**f. Low percentage of women participation in public life:** The percentage of women in the Legislative Council is 6%, in the Palestine National Council is 8%, as ministers is 4% and in Labor Unions Members is 8%. The percentage of women employed in municipalities of both West Bank and Gaza Strip is insignificant. The participation of women in foreign-funded projects in these municipalities is mainly encouraged and promoted by the funding institutions.

**g. Deprivation from legislative as well as legal rights of ownership and inheritance:** The legislative and legal rights of ownership and inheritance are preserved in the West Bank and Gaza Strip for both genders. Yet, when it comes to practice, the social and economic constraints impose large limitations on their actual implementation for females. This leads to totally dependent women and does indeed deprive them from acquiring policy and decision making positions in both public and private spheres. There are no laws or regulations that specifically restrict women from ownership and inheritance.

**h. The wide gap between theory and practice in women's involvement in development:** The decision-making bodies in the West Bank and Gaza Strip are male dominant. A vast majority of male leaders in both governmental and non-governmental institutions do mention the importance of women's involvement in development, yet and when it comes to actual implementation women are excluded from planning, implementing and sharing the outcomes of development. On the state decision making levels women represent 6% of the Palestinian legislative Council (PLC), 8% in Palestine National Council, 4% as ministers, 8% of Labor Union members and 26% in students councils in universities/colleges.

**i. Lack of childcare services:** A majority of governmental and non-governmental institutions in the West Bank and Gaza Strip lack child care services, or provide poor services. The reproductive role assigned to women societies in addition to the lack of adequate childcare services does indeed impose a burden on working mothers. This usually leads to less efficiency, production and participation of working mothers in the development process.

The employment policies are non-supportive of motherhood. This could be reflected by the fact that much greater number of never-married women is in the labor force (as compared to the low number of never-married men).

**j. High fertility rates:** The Total Fertility Rate (TFR) for the West Bank and Gaza Strip, excluding East Jerusalem, is 6.24. Sizable regional variations were found between the West Bank and Gaza Strip, with the TFR for the West Bank at 5.61 and the TFR for Gaza Strip at 7.44. Gaza Strip thus has one of the highest fertility rates in the world.

The West Bank and Gaza Strip demographic picture deviates from the classical model of demographic transition used to explain population changes. Specific cultural institutions and practices in society can explain this deviation, due to the value of large families. High insecure conditions may also favor a burst of natality as an investment in social security and the survival of the younger generation. In addition, the sentiment of the West Bank and Gaza Strip towards increasing the population number as a mean of resistance to the occupation.

## 2-2 Government Policy on WID/ Gender

### Government Policy on WID/ Gender

The PA does indeed apply equity between men and women in the labor force. The PA gives a great consideration to women in the rural areas providing vocational training programs as well as financial support for economic activities of women.

Despite the fact that women support almost 25% of the West Bank and Gaza Strip families, the total number of women in the labor force does not exceed 11%. Women in the West Bank and Gaza Strip have strongly participated in the struggle against the occupation in spite of the social and political constraints. The PA supports women through the General Union of Palestinian Women (GUPW) as well as other institutions and unions concerned with women issues. The PA views the following points as the major constraints facing women in the West Bank and Gaza Strip:

- ✦ Low participation of women in the economic process.
- ✦ Practicing customs and traditions that prevent women from taking the decision-making role or actively participating in the development process.
- ✦ Lack of enough health and education services directed towards women, particularly in higher education, family and reproductive health.

The last years of Israeli occupation in the West Bank and Gaza Strip have witnessed devastating instability and deterioration in the economic conditions. Even though agreements were signed between the PLO and the Israeli government, yet the economic circumstances were severely affected by all measures taken during this period. The Israeli policies, which contradict with the treaties and agreements signed, do not encourage economic activities and investment. The most notable Israeli measure in this regard is the closure policies enforced on both the West Bank and Gaza Strip. This policy has damaged economic life in the West Bank and Gaza Strip leading to high rates of unemployment.

The most disadvantaged group of the West Bank and Gaza Strip population are certainly the poorest group of society. Women in general are among the most disadvantaged group in terms of poverty and unemployment. It is also important to take into consideration the increasing number of families supported by females, particularly in the West Bank where the labor migration rates are higher than those in the Gaza Strip. The PA stresses the importance of allowing stronger opportunities to solve all poverty-related problems reaching a society of equality and social justice where women can fully participate in and benefit from the developmental process.

In the development sector, the PA focuses on poor women in the Palestinian camps, and the rural areas in the West Bank and Gaza Strip. The PA acknowledges the importance of identifying the detailed problems of women and their direct causes. It is important to include women in all development sectors encouraging them to have an independent income source. It is vital to adopt non-discriminative principals in the planning and implementation of all government developmental programs.

The PA policies and strategies call for full collaboration and cooperation between all ministries, local and international NGOs as well as the community is a crucial need to help improving the situation of women in the West Bank and Gaza Strip.

## 2-3 National Plan of Action

### Women's National Plan of Action in the West Bank and Gaza Strip

Upon the participation of women representatives of the PA and local NGOs in Bejin, a committee of 14 members was established in 1996. This committee functioned through the Ministry of Planning and International Cooperation (MOPIC). A national action plan was formulated to meet the needs of Palestinian women.

The overall objectives of the Women's National Plan of Action in the West Bank and Gaza Strip are as follows:

- 1) Encourage women's participation in achieving all national rights of the Palestinian people namely the establishment of the Palestinian state with Jerusalem as its capital.
- 2) Review all policies, laws, constitutions and decisions already taken to ensure equity and equal opportunities between women and men in Palestine.
- 3) Provide a data and information base to help assess the needs and obstacles facing work and achievements of Palestinian women.
- 4) Engage women in economic activities providing support and training.
- 5) Develop and unify the Palestinian education curricula adapting social and educational principles preparing students for an equal and democratic life.
- 6) Apply the compulsory basic education and ensure the presence of a basic education school in every village by the year 2000.
- 7) Work with legislative institutions to elevate marriage age to 18 years old.
- 8) Protect the Palestinian children from violence, discrimination and manipulation, and provide them with their basic needs. Special emphasis should be stressed on the living and educational circumstances of female children.
- 9) Apply development policies that aim at lowering levels poverty of women in Palestine.
- 10) Increase the number of women at the decision-making level in Palestine.
- 11) Develop the role of the General Union of Palestinian Women (GUPW) as a general framework for women's NGOs in Palestine. The GUPW should represent women inside and outside Palestine and reach women in villages, cities, camps and Bedouin communities.
- 12) Empower the governmental mechanisms to ensure the improvement of women's situation and help improve the coordination between ministries.

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

Despite the inappropriate political and social circumstances, the chances of education for Palestinians in the West Bank and Gaza Strip have increased. This is clear from both the percentages of literacy and the statistics of enrollment among the Palestinian population, which reflects the value of education within the West Bank and Gaza Strip society. Palestinians under occupation have perceived education as a major means of social and economic flexibility.

#### **[Government Gender-Specific Objectives on Education]**

The objectives of the education policy of the Ministry of Education (MOE) are:

1. Identify and assess obstacles that prevent women from continuing their basic education.
2. Provide equal opportunities of education, training for women in education both as students and teachers in all levels of education.
3. Eliminate obstacles against coeducational education.
4. Decrease illiteracy rates reaching elimination levels.
5. Unify and develop educational curricula to incorporate and reflect concepts of equality, democracy, human rights, civil service, vocational, technical and environmental awareness.
6. Prevent school dropout among women students.
7. Introduce new vocational, technical and scientific education opportunities for women.
8. Increase percentage of decision-making participation and opportunities for women in the education sector.
9. Enforce the compulsory basic education policy in all areas of the West Bank and Gaza Strip with special emphasis on the rural areas and communities.

#### **[Procedures of Government Gender-Specific Objectives]**

1. Provide enough resources for educational reform and monitor its expenditure to allow equal opportunities in education for boys and girls.
2. Create a mechanism to enforce and monitor implementation of compulsory basic education.
3. Empower and activate the Palestinian Higher Council of Literacy (PHCL) towards special attention for women aged 15-45 as a part of the labor force in Palestine.
4. Formulate new textbooks and curricula adapting gender-sensitive policies, strategies and techniques.
5. Produce cultural programs to highlight the importance of equal child education in the state as well as the family.
6. Ensure providing informal education for women in rural areas in coordination with the Palestinian ministries and local voluntary organizations.
7. Establish basic education monitoring centers to protect women's rights in basic education.
8. Produce special vocational programs and encourage women to be enrolled in them, programs such as tourism, science and technology, social, legal, health and agricultural counseling.

In 1998/99 77,173 children were enrolled in preschool education, 48% of these children are females. The total number of students in basic primary education (grade 1 through grade 10) is 746,945 students, 49.3 % of these students are females. High poverty rates in the West Bank and Gaza Strip (up to 40%) negatively affect the attendance of female students. It is usually preferred to educate male members of the family since the females are going to be married. Parents in this situation tend to value the education of their male children as a source of social security. The percentage of female primary school dropouts for 1997/98 is 1.5%. This percentage tends to increase from the 6<sup>th</sup> grade on (it reaches 6.4% in grade 10). This could be explained by early marriage among female students in this age. The total number of students in secondary education (grades 11 and 12) is 65,808 students, 50% of these students are females. The percentage of female secondary school dropouts is 7.5%. A gender gap in school dropouts is noticed in the secondary education since the drop-out rate for male students in the secondary education is only 4.1%. Early marriage as well as severe economic situation are clear reasons for this gap. UNRWA school system offers services to a total number of 210,759 students, 50.5 % of these students are females. According to the 1998/99 PCBS statistics, total number of students in the private sector education is 129,732. Approximately 45.4% of these students are females. The total percentage of the secondary vocational education students does not exceed 3.3% of the total number of secondary school students. Female students represent 1.4% out of this total. It can be said that vocational education in Gaza Strip is considered as minimal, since only 172 (74 females) students were enrolled in this sector in the year 1998/1999, compared to 1974 (395 females) in the West Bank. The rate of female vocational school dropouts is 20.1%. Due to poor work place conditions, lack of child care services as well as the society constrains, vocational education in both the West Bank and Gaza Strip is viewed as more suitable for male students.

Of the total 46,176 students enrolled in eight universities and three colleges offering four-year degrees, 42% are females. The percentage of female students is lower in Gaza Strip as compared to the West Bank by 6.2%. There are 17 community colleges in the West Bank and Gaza Strip with a total of 4,599 students, of whom 51% are females.

At the Palestinian community colleges, females comprise the overwhelming majority of academic, social work, and paramedical graduates. In contrast, only 5.7% of engineering graduates were female. Female participation among computer science graduates is considerably higher at 44% of the total. Similarly, female university students comprise more than half of the total number of students enrolled in fields such as education, the humanities, medical sciences and health-related studies. Women comprise only 6.35% of students in architecture and urban planning, about 15% in both agriculture and law, and roughly 25% of the students in business administration, engineering, and trade, crafts and industrial programs,

### **[Impact on Education by religion and culture]**

Religion-based factors determining literacy are no longer significant, although rates continue to be slightly higher among the Christian population. The gender gap between the Christian and Muslim women is due to low literacy rates ( less than 50%) among Muslim women 45 years or older.

The social and the economic structures under Israeli occupation have increased the gender role division within the West Bank and Gaza Strip society, particularly the reproductive role of women. The Palestinian economy largely depended on men labor in Israel and in the Gulf countries. The gender role division in the education system in the West Bank and Gaza Strip is clear, particularly when it comes to the decision-making of school enrollment by parents.

Non-economic, non-school factors such as domestic demands of the household, and social attitudes regarding the purpose of schooling for men and women may be contributing factors to the gender differential.

### **[Literacy education]**

Statistics show an improvement in literacy rates among Palestinians in the last few decades. The gender literacy gap in Palestine is 84%. Literacy rate for the West Bank males is slightly higher than for the Gaza Strip males, while for females, literacy is higher in Gaza Strip than in the West Bank. Given that more than half of the West Bank households are located in the villages, the low literacy rate among West Bank females is most likely due to low female school attendance in the rural areas. The reasons for this low school attendance is due to the lack of schools in rural areas as well as the fact that parents tend to hesitate to send their children to schools in remote areas. Urban residents are the most literate among the population, followed by the camp and the village residents. The literacy gender gap as a percent of age male literacy, narrows in urban areas, and is widest in villages.

The high literacy levels indicate the attitude of society towards education as a social security system, as well as the regionalization of compulsory education all over the region, and the positive intervention of UNRWA schools. As a community under siege in political and economic terms, many aspects of daily life were beyond an individual's control. Schooling remained a mechanism whereby Palestinians could reclaim some mastery over their lives at least of affecting their social and economic mobility. As such, education was perceived by the society as a refuge and a resource and, in the process, schooling began to be recognized as a basic right, rather than a privilege.

### **- Governmental strategies on literacy Education -**

Before the MOE had complete control over education in the West Bank and Gaza Strip, illiteracy and adult education were not a concern of any governmental authority. Local and international organizations in the West Bank and Gaza Strip were responsible for this sector. The most important NGOs were the Illiteracy and Adult Education Office at BirZeit University in the West Bank and the Red Crescent Society in Gaza Strip. Statistics about illiteracy and adult education were limited, variable and sometimes unreliable.

The MOE have showed great concern with the issues of illiteracy and adult education. A separate Illiteracy and Adult Education Department was established within the MOE with its own budget. The objectives of this department are:

1. Study and analyze the illiteracy problem in the West Bank and Gaza Strip.
2. Provide suitable services for illiteracy and adult education programs.

3. Follow up and monitor the progress and achievement of the students upon completion of their programs.
4. Prepare the students for better economic and social living conditions.

There is a total of 32 illiteracy centers in both the West Bank and Gaza Strip. Services are provided to male students in 17 of these centers, while 15 provide the services to females. The illiteracy program consists of two main levels:

1. First level: composed of 10 months; equivalent to third grade basic education.
2. Second level: composed of 10 months; equivalent to the sixth grade basic education.

Upon completion of these two levels, the graduate is awarded an Adult Education and Illiteracy Certificate (AEIC). This certificate prepares the graduate to enroll at the GSCE. In August 1999, a total number of 620 students have completed the first level.

### **[ Training and assignment of women teachers]**

The proportion of female teaching staff decreases at higher levels of the educational system. As the pre-school level, all but five teachers are female out of a total of 2,377 preschool teachers in 1996-1997. While females comprise almost half of teachers at the basic level, their share diminish at the secondary and tertiary levels of education.

Women account for 28% of secondary school teachers. Moreover, public secondary schools are sex-segregated. While male teachers can teach female secondary students, female teachers can not teach male students. The reasons underlying this discriminatory practices are unclear, but may be due to the assumption that male secondary students require a male authority figure to better control the class, as well as limited opportunities for female teachers to qualify for secondary school teaching.

Covering the period from 1995 until 1998, a total number of 1241 administrations of education and teacher's upgrading training courses were conducted by the MOE. The number of hours in these courses was 37052 hours adding a total number of 9520 days. 1062 training courses were conducted in the West Bank and 157 in Gaza Strip.

### 3-2 Health

#### Health

-The West bank and Gaza Strip health care system is a mixture of public, non-governmental, UNRWA and private (profit and not-for-profit) service delivery, with a developing governmental health insurance system. However, there are many physicians who are working in more than one setting, including public and private clinic or NGOs. The Ministry of Health (MOH) is responsible for a significant portion of both primary health care and secondary and some tertiary care. UNRWA plays an important role in health services, providing free of charge primary health care and purchasing secondary and tertiary services to 1,074,718 registered refugees.

-A network of approximately 443 Public Health Care (PHC) clinics and 25 hospitals provides services to Palestinian. Access to services is high. Qualitative research indicates that the quality and range of services provided is inadequate concerning outreach and health education services. In addition current services suffer from the absence of harmonized policies and protocols for diagnosis, treatment, referral and follow up of many common disease conditions.

-A percentages of 45.5 % of the Palestinian population are not covered by any health insurance. However, the public sector provides free primary and secondary health care services for all children under three. In addition, all pregnant women are eligible for free prenatal care and postnatal care for up to six weeks post-delivery. A fee of 150 NIS is charged for hospital delivery.

-The public sector provides insurance for 37.5% of the population, followed by UNRWA, which covers 13% of the population. Private insurance is not common and covers only 3%. Government and UNRWA insurance covers a higher proportion of the population in Gaza Strip than in the West Bank. Data from PCBS health survey indicate that there are no gender differentials in the overall insurance coverage rates.

#### [ Overall Policy Objectives]

From the National Strategic Health Plan Palestinian (NSHP) (first draft, May 1999) the National Objectives are:

1. Reduction in national maternal mortality rate by 30% by 2003.
2. Measurement of mortality rate among women due to breast cancer by 1999, and reduction in rate by 25% by 2003.
3. Measurement of mortality rate among women due to cancer of the reproductive system.
4. Institutionalize a well functioning cancer registry for women as an integral part of national cancer registry by 2000.
5. Measurement of mortality rate by 2000 among women due to chronic diseases and reduction of 20% by 2003.
6. Implement community-based programs by 2000 for early detection and prevention programs for chronic diseases.
7. 30% reduction of micronutrient and iron-deficiency anemia prevalence among reproductive age women by 2003.
8. 30% reduction of morbidity related to pregnancy and childbirth, reproductive tract



infections and other chronic diseases by 2003.

9. By 2003, reduction of the proportion of short child births intervals from 70% to 40%.
10. 10% increase per year of early prenatal and 7% postnatal cares.
11. 30% reduction in the proportion of high-risk pregnancies from its level of 11.5%.
12. Initiate special programs by 2000 to empower women to stand for their health status and reproductive health related needs. Meanwhile, empower men to support women's health and reproductive needs.
13. By 2002, create a national database on women's health, including base line data and results of planned activities and changes regarding policies, attitude and behavior as well as practice toward women's health related issues.
14. Create a system for on going analysis of gender related data for all routinely collected mortality and morbidity data through out the life cycle of women.
15. Reach a 5% annual increase in the human resources capacity building investment regarding women's health development and improvement, including professional career development and non-human resources.

### **[Government policy and budget]**

Increase women's access to affordable health services and information.

1. Develop the infrastructure of health service institutions, prioritizing rural areas.
2. Increase the number of women and children specialized hospitals in densely populated areas.
3. Increase special resources of women's health programs including research and information access regarding women's health issues.
4. Increase the level of preventative health awareness.
5. Develop interest in special cases of older and handicapped women.
6. Support and develop the health services offered by UNRWA in Palestinian camps.

In line with the national course for institutional capacity building the PA and all health providers in the West Bank and Gaza Strip paid a special attention to women's health and its overall being. The MOH established the Women's Health and Development Directorate (WHDD) with the following duties and responsibilities:

1. Develop national policies and strategies regarding women's health, including reproductive health and family planning.
2. Develop national data-base for women's health
3. Coordinate women's health related activities with NGOs and other providers.
4. Develop national awareness on women's health and development.
5. Develop national awareness on women's rights and women's issues.
6. Incorporate gender perspectives in the development programs.
7. Improve the regulations concerning policy and decision-making regulations in health issues to ensure gender equity.

### **[ Structure, system and personnel for Reproductive Health services]**

Within the last few years an enormous size of work has been put in the issue of reproductive health, within the domain of service provision or research completion. As we noted before that there are four main health providers in the West Bank and Gaza Strip. MOH, UNRWA, NGOs, and private services.

## **A. In Antenatal Care**

**Government:** One of the most important departments in the MOH is the Community Health Department. It started in December 1997 with four sections, Family Planning, Mother Health, Child Health and Community Medicine. The overall objective of the department is providing excellent and developed services in the field of maternal health, high risk pregnant, family planning, child health, decreasing the percentage of the high risk pregnancy and maternal mortality and improving the services in the field of reproductive health and family planning. In Mother Health Section, 6 central and 25 minor clinics were established in Gaza Strip by coordination of specialists and trained nurses and midwives in maternal health. The clinics provides TT immunization, Antenatal care laboratories examinations, Ultrasound, high-risk care and referral to hospitals. The total number of the first visits to the centers in 1998 is 10302, while the repeated visits are 33096.

**UNRWA:** Over the last five decades UNRWA continued to place top on its priorities the goal of providing services to refugee women of reproductive age. Services that provided through the family health program comprised the provision of comprehensive maternal health care including family planning, infant and child health care, and school health services. Currently 24 gynecologists/obstetricians are appointed Agency-wide who helped to improve the quality of maternal health care, accelerate the process of expanding service provision, supervision of trained staff and training of untrained personnel. During 1998, UNRWA maternal and child health care clinics cared for 67,665 pregnant women who count for approximately 55.5% of all expected pregnancies among the refugee population. UNRWA gave special efforts to Antenatal care. A plan was developed to train all concerned staff including 104 medical officers, 296 senior nurses and midwives.

Provision of prenatal care is proven to be associated with improved outcome for the child to be born, but there is no strong evidence for its contribution to improved outcome to the woman herself. Prenatal care is expected to detect, manage and refer high-risk pregnancies. It should also provide women with counseling on self and childcare during and after pregnancy such as nutrition, iron supplementation, infant feeding and birth spacing. PCBS health survey data indicated that 19.7% of currently pregnant women did not receive any prenatal care. Age was not a factor in who received prenatal care. Women with no education were more likely not to receive care. They were also more likely to deliver at home.

38.8% of women who were in their third trimester did not receive any care, and these women were most likely to deliver without receiving any prenatal care. In addition, 23.1% of women who were in their second trimester did not receive any prenatal care. Among all age groups, 77-81% of women received prenatal care from an obstetrician. The majority of women choose specialized physicians to provide prenatal care services.

PCBS data on complications of pregnancy is the first national data with external validity on morbidity related to pregnancy and childbirth. It is important to conduct further analysis of data on complications of pregnancy and to explore variables associated with developing these pregnancy-related types of morbidity.

## **B. Family Planning**

**Government:** The Family Planning services started as a part of the PHC in 1994 and since December 1997 it became one of the Community Health Department's sections. The number of MOH family planning centers in Gaza Strip is 13 clinics and one Family Planning-training center. The center participated in many workshops, meetings, and training doctors and nurses in maternal health sector. The number of new attendance to family planning centers in 1996 is 3287 this number increased rapidly till 1998 was 6154, while the total number of women attended the family planning centers of MOH in 1998 is 25298. The total number new family planning methods used during 1998 are: 1853 pills, 175 pill exam, 961 IUDs insertion, 25 IUD extraction, IUDs exam, 1226 condom, 357 vaginal supplement, 215 injection and 104 consultation

**UNRWA:** UNRWA family planning program offers a wide range of contraceptive methods including pills for breast feeder pills for non-breast feeders. IUDs, condoms and spermicides. A number of 157 medical officers and 346 nurses and midwives involved in the family planning program received training in 1998 on family planning counseling. UNRWA family planning services during 1998 are as follows: The number of health centers providing family planning services in the West Bank is 34 where in Gaza Strip is 17, the number of health centers providing IUD services in the West Bank is 14 where in Gaza Strip is 17, the number of new family planning acceptors in the West Bank is 3040 where in Gaza Strip is 6464 and the number of the total family planning acceptors in the West Bank is 9,709 where in Gaza Strip is 24,665.

**European Commission:** The European Commission (EC) has contributed a great help to the Palestinian People by providing financial assistance to the reproductive health. The EU contribution was a response to the identified RH needs. The first phase of support was for a pilot program for the year 1996. It was a successful experience, which therefore convinced the EC to proceed in supporting the MOH in a second phase in 1997. The substantial success of that pilot was mainly presented in opening new 13 and 11 FP clinics in the West Bank and Gaza Strip. The EC support in the second phase was translated into an agreement between EC and MOH on a National Program for Women's Health and Family Planning in the West Bank and Gaza Strip. This emerged on establishing the Women Health and Family Planning Program (WHFPP). The WHFPP philosophy and strategy was based on using existing structures and human resources, giving the WHFPP the role of catalyst and coordinator, rather than direct implementing unit. MOH formed the organizational management body of the project. The project is taking into account the cooperation with similar projects that contribute to supporting women's health issues. The EC grant for the project agreed upon was \$304,285.7. The project is supporting 26 FP clinics at the present time. FP service is provided free of charge for women clients who use it except that women who use contraceptive methods are charged a co-payment according to the regulation of the MOH in the PHC centers. The number of client's visits is 28525 from those 9019 new clients. Other important activity area in RH is the high-risk pregnancy. The program started in 1998 and implemented in 3 clinics that gradually increased to 6 clinics as a pilot. The number of pregnant women received Antenatal care during the period from May 1998 until 31 December 1998 was 6,869. Of this total number 2.3% were found to be at high risk and 3.7% were referred to hospitals.

Among every married women, the data indicates that women's knowledge of contraceptive methods is high (over 98%) across all age groups. However, only 65.7% of these women ever used a contraceptive. Women 30-39 years of age used contraception more frequently than those below 30 years. In addition, better-educated women are more likely to have used contraceptives.

The majority (76%) of ever-users first use contraceptive methods to space children. Among these women, the educated and those under 30 years were more likely to use contraceptive methods for child spacing. Among currently married women 45.2% are using some contraceptive method. The main method used is the Intrauterine Device (IUD) 21.5%. Reasons for the popularity of the IUD are its convenience and long-term effectiveness.

Disapproval of family planning by relatives, husband and the woman herself for religious or other reasons contributes 38.9% to the reasons for not using contraceptive methods. Fear of side effects (10.8%) is next and cost (0.6%) is the least important cause. These results indicate that social attitudes and beliefs towards family planning are the major reasons for not using contraceptives and need to be changed. An effective information, education and communication program is needed to convince of family planning benefits.

### **C. Postnatal Care**

Although the importance of addressing the postnatal care was mentioned in the National Strategic Health Plan, both the five-year plan of MOH and the reports of the Community Health Department do not mention any related activities in this regard.

**UNRWA:** UNRWA provides intra-partum care mainly in Gaza Strip through six maternity units integrated within the large health centers. In addition, UNRWA subsidizes hospital deliveries of high-risk pregnancies. A total of 62,697 deliveries were reported among the 67,556 registered pregnant women in 1998 which means that the outcome of pregnancy was known for 93% of women who received Antenatal care. Postnatal care and family planning were introduced in 1993. Approximately 99.5% of registered pregnant women in Gaza Strip received postnatal care during the first 6 weeks of delivery.

Over the last five decades UNRWA continued to place top on its priorities the goal of providing services to refugee women of reproductive age. Services provided through the family health program comprised the provision of comprehensive maternal health care including family planning, infant and child health care, and school health services. Currently 24 gynecologists/obstetricians are appointed Agency-wide who helped to improve the quality of maternal health care, accelerate the process of expanding service provision, supervision of trained staff and training of untrained personnel. During 1998, UNRWA maternal and child health care clinics cared for 67,665 pregnant women who count for approximately 55.5% of all expected pregnancies among the refugee population. UNRWA gave special efforts to Antenatal care. A plan was developed to train all concerned staff including 104 medical officers, 296 senior nurses and midwives. UNRWA provides intra-partum care mainly in Gaza Strip through six maternity units integrated within the large health centers. In addition, UNRWA subsidizes hospital deliveries of high-risk pregnancies. A total of 62,697 deliveries were reported among

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From the total number of women, 80.3% of women did not receive any post-natal care, 77% in the West Bank and 86% in Gaza Strip. 18.8% reported receiving post-natal care from a physician (21.7% in the West Bank and 13.2% in Gaza Strip), and 0.9% from a midwife or *Daya*, traditional midwife. These findings are consistent with routine data from MCH clinics where postnatal care is virtually non-existent. Unless women experience post-partum difficulties they will not seek post-natal care.

### **[ Infant and Child Mortality]**

The data indicates that there has been a consistent decline in infant and child mortality over the past 20 years. This consistent decrease was evident in both the West Bank and Gaza Strip. However, the decrease in mortality rates for both infants and children under 5 mortality was higher in the West Bank than Gaza Strip. During the five years preceding the survey (1990-95), a period of economic recession, Indicator of Mortality Rate (IMR) still dropped from 34 to 25 in the West Bank and from 34 to 32 in Gaza Strip.

The overall infant and child mortality rates are consistent with data from developed countries where male mortality is higher in every age group. In addition, a study of sex differentials in mortality in several Arab countries reported that Mortality Sex Ratio (MSR) shows a drop for infants and children.

The much higher neonatal mortality rate for male infants contributed to the overall higher mortality of males compared to females; this is consistent with the fact that female newborns are biologically stronger than male newborns. However, when data on Jerusalem is excluded mortality is higher for females, in both the West Bank and Gaza Strip.

Environmental and socio-economic factors are known to have a strong effect on post-neonatal mortality. For this reason it can be speculated that differential care and treatment contribute to the higher mortality of females in the post-neonatal period in the West Bank and Gaza Strip.

The Data indicates that mortality rates are lowest among children of women with post-secondary education. This is consistent with worldwide research findings. The highest mortality rates are in Hebron, and lowest in Jerusalem, Tulkarem and Qalqilya. The PCBS demographic survey reports life expectancy at birth to be higher for females (73.5 years) than for males (70.0 years). In addition, the overall sex ratio (males per 100 females) is 105 (106 for the West Bank and 104 for Gaza Strip).

The sex ratio for the 0-4 age group is 107.3. Given that the mortality rate for children under five is higher for males than females, one would expect more females than males in this age group. The 0-4 male to female sex ratio cannot be explained by mortality, sample size, sampling errors, nor by inaccuracy in reporting of age, which leaves underreporting of females as the possible explanation. If living females are underreported, dead females are also likely to be underreported. This strongly suggests that female mortality is underreported.

Gender differentials also existed in the type of provider selected for treating the diarrhea episode. The proportion consulting any source was higher for females (63.6%) than for males (59%); however, doctors (in private clinics), hospitals, maternal child health centers (MCH) and pharmacies were utilized when the child is considered very sick. Given the higher proportion of severity of symptoms among females, one would have expected greater use of these two providers for females than males. Private physicians were consulted more often when the child was less than six months ago.

### [ Reproductive Health and Related Behavior ]

**Maternal Mortality:** A review of maternal deaths among the refugee population worldwide concluded that deaths most often resulted from routine complications of pregnancy that can normally be managed by a secondary care facility. The care received was described as “too little, too late”. Autopsy studies in Egypt (Ministry of Health, 1994) indicated that most maternal deaths were caused by mismanagement of complications of pregnancy and delivery. Research indicates that 20-30% of low risk pregnant women turned high risk during labor and delivery. One of the main determinants of the successful outcome of child birth is appropriate and timely referral and quick access to secondary and tertiary hospital services.

**Place and Nature of delivery:** The majority (70.9%) of women delivers in hospitals. Ten percent of women had deliveries at home despite the higher risk to both mother and baby. Older women (40-49) had the highest proportion of home delivery. Specialized physicians and nurse midwives attended the home births of 58.9% of newborns in the West Bank and 34.2% of newborns in Gaza Strip. The reasons for delivering at home were cited because of access for 3.2% and cost for 16.6% of the cases. Premature delivery, which is more likely to require medical attention, accounted for 21.9%. More than half of women delivering at home (56/1%) preferred to do so. Among women in the West Bank and Gaza Strip, 75.8% of women reported a normal delivery and only 6.1% delivered by Cesarean section. The proportion of normal deliveries was lowest (62%) among the 14-19 year old women and highest (78.4%) among the 40-49 year old women.

### [Activities of women’s organizations in rural communities]

**Union of Palestinian Medical Relief Committees (UPMRC);** is one of the main health service providers in the West Bank and Gaza Strip. Community participation is its main tenet. It initiates its programs on the principles and practices of primary health care, combining curative and preventive health service provision. The women health program began by providing obstetrical and gynecological in 1993. This program presently operates out of 23 UNION centers in the West Bank and four centers in Gaza Strip. The staff is primarily women-doctors, midwives and village health workers. The women’s health program is a comprehensive one and provides the following assistance:  
Prenatal care includes follow up care from the initial diagnosis of pregnancy through delivery. Home visits, immunization, identification of high-risk pregnancies and hospital referral is also part of the program. Intensive health education which concentrates on breast-feeding, good nutrition, personnel hygiene and child nutrition, is also one of the components.

**Family Care Association;** provides services such as awareness campaigns concerning family planning. It also has an Early Prevention Program contraceptives, and awareness programs including workshops and lectures on family planning and sexual and reproductive health. (focusing on breast and cervical cancer, congenital anomalies and Down’s Syndrome deliveries (research and implementation).

**Palestinian Family Planning and Protection Association (PFPPA);** has two branches in the West Bank and Gaza Strip. It provides family planning services, contraceptives and awareness programs including workshops and lectures on family planning and sexual and reproductive health.

**Terre Des Hommes Ard El-Insane;** has a community malnutrition-screening department. It is currently preparing the national plan for nutrition and food security, in cooperation with the MOH, the Norwegian National Nutrition Council and Oslo University.

**The Women Development Society;** provides health programs through conducting training courses and workshops and holding health awareness meetings weekly.

### 3-3 Agriculture, Forestry, Fisheries

#### Agriculture, forestry, fisheries

-Agriculture is an important sector of the Palestinian economy, since it plays a key role from its participation in the GDP and external trade.

-Agriculture and farmers faced many problems during the years of occupation. This was due to the deficiency of planning, policies and services related to agriculture. The actual work in the agriculture started with the establishment of the Ministry of Agriculture (MOA) in 1994. Agriculture contributes about 14% of GDP and approximately 14.1% of the total employment.

-From the total area of the West Bank and Gaza Strip, 31.7% is cultivated whereas 30.4% is used for grazing. Women play an important role in small holder agriculture. About 29.2% of female labor force work in agriculture while males represent a percentage of 11.5%.

-Women in the West Bank and Gaza Strip comprise a substantial percentage of the agricultural labor force, but are largely unpaid and unrecognized. According to the PCBS, women were 36.9% of the agricultural workers in the West Bank and Gaza Strip in the mid-1996.

#### **[Agriculture Gender Specific Objectives]**

According to the Gender Integration Guide of Policies and Programs in MOA, Department of Rural and Development (DRD) (1997), the gender specific objectives are:

1. Provide the Palestinian people with full control over their land, economic and natural resources.
2. Correct the Palestinian economic structure linking it to the world's economy in a balanced and a direct manner.
3. Empower women's economic rights and independence providing equal job opportunities and suitable labor circumstances.
4. Strengthen the total development concepts including the human, economic, social and political components.
5. Increase participation of women in the labor force ensuring equality in all sectors of labor and production.
6. Strengthen working women's participation in labor and vocational unions at all levels.
7. Establish mechanisms to ensure women's elections in leading positions, providing job security.
8. Provide training and rehabilitation services, and access to market and resources to increase women's participation in investment sectors and national income.
9. Provide necessary assisting services for working women.

#### **[Strategies of the MOA on Women]**

1. Increase the role of women in urban agriculture.
2. Strengthen women's skills and role in food processing industries such as cheese, jam and juice making.
3. Increase the effective participation of women in integrative rural development.
4. Develop women's agricultural human resources to allow participation in all sectors.
5. Provide agricultural counseling and education to wives and daughters of farmers.

#### **[ Procedures implemented by MOA ]**

1. Establish counseling centers in all rural areas providing services such as:
  2. Counseling, training and rehabilitation programs.
  3. Helping women to get work opportunities.
  4. Providing women with necessary loans.
  5. Counseling women in marketing.
  6. Conducting training courses in animal and plant production, food processing and dairy products.
7. Collect enough and available information regarding women's situation in agriculture.
8. Provide suitable training for women agricultural engineers.
9. Hold workshops to discuss problems of women in agriculture in the West Bank and Gaza Strip, examining the current situation and recommending suitable strategies.

The Palestinian Development Plan (PDP) 1999-2003 includes 23 agricultural development projects. Among these projects 13 are non-funded, 4 are under-funded and 6 are funded.

#### **[Activities of women organizations in rural communities ]**

Several NGOs in the West Bank and Gaza Strip play major roles in the agriculture sector in rural communities.

**Union of Agricultural Work Committees (UWAC);** has two branches in the West Bank and Gaza Strip. It has an extension unit and several training programs. It also implements a Rural Development Project (RDP), focusing on women's cooperatives. It is concerned with environmental protection through training women and men in reusing agricultural waste, manufacturing compost, through using the subsurface drainage technique.

**Union of Palestinian Agricultural Relief Committees (PARC);** has two branches in the West Bank and Gaza Strip. PARC was founded in 1983 in the West Bank and in 1988 in Gaza Strip. It provides central training, loans, assistance in marketing for male and female farmers.

**Ma'an Development Center;** provides rural development services such as food processing, quality control, organizational development and has a separate women's unit.

**The Union of Palestinian Woman's Committees (UPWC);** was established in 1981. Provides rural development training as well as food processing courses and marketing.

**The Italian Association for Women in Development (AIDOS);** is supervising a pilot project in cooperation with PARC providing counseling and support services to women.

#### **[ System of Extension Activities and Training for women ]**

To achieve the National Agriculture Plan (NAP) objectives, the MOA activities were divided into a set of programs and projects taking into consideration the geographical distribution of resources in the fifteen governorates of the West Bank and Gaza Strip. The priorities of each governorate were decided in the light of its agricultural needs. One of the main priorities in all governorates is the establishment of a rural development center which aims at training women farmers, improving their role in agriculture development, and helping them to participate in agricultural planning and decision-making.

The Department of Rural Development in MOA is concerned with developing the infrastructure of agriculture in rural areas, minimizing the unemployment rates, facilitating productive projects, and establishment of rural development centers to increase women's participation in the agriculture sector. The target group of this department is women who live in



rural areas, and the training covers food production, and nutrition education. 1122 women were trained during 1998. Trained specialist women from MOA and other NGOs supervised the training in the rural area. The training period was for four months.

#### **[System of land ownership for women]**

Women's right to trade in land is preserved within the governmental and religious regulations. Yet and due to cultural and social constraints, they are tend to delegate this right to their husbands or old male figures of the family, in pursue of long-term social security. No statistics were mentioned on the percentage of women who own land.

#### **[Fishing rights for women]**

There are no legal restrictions preventing women from practicing fishing in the West Bank and Gaza Strip. However, the Palestinian Development Plan (PDP) does not include any budget or plan for women's participation in this sector. Palestinians working in the fisheries sector represent 0.1% from the total labor force. The participation of women in this activity is almost non-existent.

#### **[Support for training in micro-enterprises]**

The NAP of the MOA, 1998, included 43 investment programs. The total budget for these programs is approximately 194 million US dollars. The MOA Capacity Building Program (MOACBP) in fields of agricultural planning, training and research includes 6 projects with a budget of 11.0123 million US dollars. In addition, there is the Infrastructure Development Program of MOA (IDMOA) with a budget of 26.575 million US dollars. This program focuses at rural development with a particular emphasis on the establishment of rural agricultural development centers. These programs are either financed by international organizations or lack funding.

MOA identifies agriculture sector priorities in coordination with local NGOs. Upon implementation, these projects become jointly operated by MOA, local and international NGOs.

#### **[Situation of women in rural areas (productive and reproductive activities)]**

Women comprise a substantial percentage of the agriculture labor force, but are largely unpaid and unrecognized. According to PCBS, women represented 36.9% of the agricultural workers in the West Bank and Gaza Strip in mid-1996. With greater agricultural production taking place in the West Bank than Gaza Strip, women represented 40.2% of agricultural workers in the former and 12.1% in the latter during the same period. However and due to the seasonal nature of agricultural production, PCBS has found significant variation in these numbers according to the year and season in which various surveys were conducted.

In female agriculture labor, under-reporting is common since it is usually unpaid and considered as an extension of women's household duties.

The technological innovation (such as introduction of drip irrigation and greenhouses) has also increased women's agricultural workload, again without a corresponding re-division of resources or power. Moreover, women's activities are concentrated in routine productive tasks that do not relate to the market or control over economic resources, rather than the market-related jobs such as the buying of agricultural inputs and the sale of agricultural products.

### 3.4 Economic Activities

#### Economic Activities

Male joblessness following the closure of the West Bank and Gaza Strip has become an issue of national priority and a dominating concern for the PA, donors and has taken a central place in various levels of foreign policy discussion. This crisis has led to much rethinking of the bases of dependence on the wage labor in Israel, and attempts at producing alternatives, such as “industrial parks” or to a lesser degree discussion of self-employment strategies through the provision of credit. At the same time the crisis has not led to a radical rethinking of the vulnerability of family income as a product of the dependence of families on a single male wage. Women account for approximately 10% of the formal labor force, with their labor activity rate running around 12% over the past three years.

#### **[Informal sector]**

Women’s participation rate in Palestinian labor ranks among the lowest in the world, posing a major challenge for human development and gender equity in the Palestinian society. A number of studies have documented a dominance of Palestinian women in informal activities, a sector not adequately covered by standard labor surveys. However, PCBS has attempted to expand the traditional definition of work, specifically, through the inclusion of “non-paid family workers” as a category of labor participants. The inclusion of this category is probably key determinant in the substantially increased female participants' rates. Of all women counted as employed both in the West Bank and Gaza Strip 22% were not receiving wages, rising to one-third (31%) of employed women in the West Bank alone.

Consistently high unemployment rates among Palestinian women in addition to their extremely limited distribution across various economic sectors supports the view that low female participation is caused by limited access. Many sectors of the economy are almost exclusively male domains. Unlike men, employed women are crowded into a very limited number of sectors. These are sectors that have very specific entry requirements, such as a high educational achievement, or depend on access through family circumstances (such as agriculture).

FAFO Institute for Applied Social Science (FAFO) survey, a comprehensive survey conducted in 1994, showed that women constituted 60.6% of all individuals engaged in informal sector work in Gaza Strip and 55.6% of those in the West Bank refugee camps. The survey found that overall women were more than half of informal sector workers. As regarding women’s dominance in the informal sector, the trend in West Bank and Gaza Strip is congruent with the situation in other developing countries.

The few studies that focus on the informal sector in Gaza Strip and the West Bank concentrate on women, with no data on men in this sphere. Examples of informal labor activity that have been documented for Palestinian women include street peddling, home-based manufacture of prepared foods and one-off clothing items, home-based hair dressing and piece work of garment subcontractors.

Two of the most demographic factors shared by women across these activities are their older ages in comparison to women in national non-agricultural sphere and the dominance of married

women with children two ages ranges are dominant. The first group are women over forty engaged in peddling and vegetable cleaning; the others are women in their twenties and thirties, working in the more skilled sectors of home-based hairdressing and seam stressing.

Educational achievement level are comparatively low among women in the informal sector, ranging from zero years among peddlers and food cleaners to completion o some secondary school among home-based hairdressers and seamstresses.

The low educational levels of informal workers is extremely significant given that high educational achievement is a pre-requisite for female entry into most areas of the national non-agricultural sphere. Significantly, women in more skilled informal sector work (seam stressing and hairdressing) were often graduates of training courses provided by charitable societies.

Informal sector work for women is marked by instability and extremely low wages. Women in these activities suffer from the seasonal and erratic nature of their work. Those dependent on merchants or subcontractors (home-based seamstresses and vegetable cleaners) worked when there was an order. Peddlers and hairdressers were at the mercy of the market. The former, predominantly selling women and children's clothing did well during holidays, while the latter were dependent on the wedding season.

In 1994, women peddlers in Gaza Strip made an average of NIS20 to NIS50 per day depending on their stock. This would average out to between 500 to 1250 NIS monthly (\$160 to \$300 at the 1994 exchange rate). Similarly, home-based seamstresses averaged 500 to 1200 NIS per/month.

#### **[Labor force participation]**

Between 1995 and 1997, female labor force participation rate has never risen above 12.3% among the working age female population. In comparison, the lowest rate for males during the same period was 87%.

The male labor force participation rates are highest in the Jenin and Nablus districts followed by Bethlehem and Hebron districts and Gaza City. In comparison, female labor force participation is highest in the Qalqilya/Tulkarem district. Only two economic activities (agriculture and education) account for more than 56% of all female employees' in the West Bank and Gaza Strip.

#### **[Employment status]**

Only 15% of employed women in the West Bank and 9% of in Gaza Strip are business proprietors (employer and self-employed). Women are much more likely to be unpaid family workers than male counterparts. Almost one third (30.5%) of all employed women in the West Bank work without any pay. This high figure is due to the dominance of agriculture as a means of female employment in the West Bank compared to Gaza Strip. Unpaid family labor is much lower among males and Females in Gaza Strip and among males in the West Bank (5-6%).

#### **[The present condition of vocational training]**

The total number of people working in industrial establishments in the West Bank and Gaza Strip is 50532 and are divided among 11842 industrial establishments. Female workers represent only 11.4% of the total number of workers. Women's participation in the industrial and manufacturing labor force ranks the lowest in between sectors like education, health, services and agriculture.

The labor force in manufacturing is mainly divided into three main sectors: mining, conversion industries, and gas, water and electricity connections. Women labor force represents 2.3% in the mining sector, 12.3% in conversion industries and 0.9% in gas, water and electricity connections.

Of female's labor force, 99.9% is concentrated in converting industries, related to their reproductive role. These industries are: dress making, medical equipment manufacture, textiles, paper-making, tobacco, food and juice making, and leather industries. The percentage of women working in dress-making is 79.9% of women working in conversion industries work in dress making.

The Ministry of Social Affairs (MOSA) in coordination with women's NGOs conduct several training courses in this field. A total percentage of 5.4% of working women in conversion industries work in textile industries. A total of 85% of the women's labor force work in industries that are closely related to their traditional reproductive roles. Less than 5% of women working in conversion industries work in chemical and food industries. In electrical connections, paper making and tobacco manufacture, women are present only in administrative positions rather than technical ones. Only 1.6% of women in manufacture own their own businesses.

#### **[Vocational training offered by women's NGOs]**

**Australian Red Cross;** Women's Center-Beach Camp, depending on the results of needs assessment, community leaders are implementing s vocational, income-generation and self-development courses for women in Beach Camp.

**Al-Beit Al Samed Association;** was established in 1989 to serve the local community. One of its main projects is the Palestinian heritage program, facilitation and marketing of an income generating embroidery project. It also has programs as training in sewing and knitting.

**Center for Women's Economic Projects-OXFAM-QUEBEC-OCSD;** is supported by the Dutch Government. It offers loans to Palestinian women in the West Bank and Gaza Strip in order to encourage their integration in the economic field, to improve their position in society. One of the major projects is the Loan Program for women, where loans of US\$1,000 to 10,000 are given to help them establish or improve their enterprises.

This association provides training services for women, where administrative training is provided by local training institutes.

**The Culture And Free Thought Association (CFTA);** was established in 1992 by five different women's political organizations. This association started a Loans project in cooperation with American Near East Refugees Aid (ANERA) in 1995. This helps women through income generation programs and loans for women's micro-projects.

**General Union of Palestinian Women for Social Work (GUPWS W);** was established in 1988. It has two training centers for women in Zeitun and Bani Suhaila. The centers provide professional training in embroidery, ceramics, hairdressing and sewing.

**The Society of Young Muslim Women;** offers courses in textiles, knitting and artificial flower production.

**Save The Children Foundation (SCF);** conducts activities such as institutional development, employment creation, and small-scale credit.

**The Sun of Freedom Association for Women's Rehabilitation and Training;** was established in 1995 to improve women's skills and abilities to help them be productive members of society. Among its major projects is a training program for women in sewing, handicrafts and hair dressing.

**Women and Child Struggle Society;** has women's vocational training program: ceramics, knitting and embroidery. It was established in 1996.

**Women's Affairs Training and Research Center;** began operating in 1991. Among its various activities is the Development Clinic. This clinic provides training and consultancy in all aspects of micro-enterprise projects.

**Women's Empowerment Project;** provides comprehensive services by specially trained community development leaders. The leaders provide services as psychological and legal awareness, health education, vocational training and literacy.

#### **[Education and Employment Access]**

In the West bank 39% of females in the labor force have a post-secondary education and in Gaza Strip 57% of female labor force participants do—suggesting a strong correlation between higher education and women's access to formal employment. No such correlation seems to exist between educational achievement and male access to employment. Only 17% of male labor force participants in the West Bank and 28% of those in Gaza Strip have post secondary degrees. Logically, the predominance of women in education, health and social services results in the higher educational profile of female labor force participants. Given the context of the limited number of economic sectors accessible to women, however, these higher levels of educational achievement are actually a negative indicator. A concentration of women within various sectors of economy and their segregation from other areas is not a matter of women's occupational choice. Female-concentrated sectors reflect a demand for, or at least accessibility, to women workers. Concurrently, the absence of females from various sectors reflects their inaccessibility. In this context, post-secondary educational achievement is in fact a prerequisite that substantially increases the women's chance to gain employment.

#### 4. WID/Gender Projects by Other Donors

Project/Program	Implementing Organization	Donor	Duration	Budget (US\$1000)	Relative to Women
<b>&lt;Women/General&gt;</b>					
Children and women in need of special protection	Ministry of Planning & International Cooperation	UNICEF	1998-2000	1,568	Increase capacity to identify and support women and children with special needs
NGOs Capacity Building Project	Women's Affairs Center-Gaza	CIDA	1996-1998	50	Capacity building of women's NGOs :gender, management and communication skills
<b>&lt;Education&gt;</b>					
Quality, relevance & equity of primary education	Ministry of Planning & International Cooperation	UNICEF	1998-2000	1,592	Capacity building of MOE in planning, management and policy making to ensure equality in education
<b>&lt;Health / Medicine&gt;</b>					
Project Support Women Health & Development	MOH, UNDP, UNRWA	UNFPA	41months	551	Data base analysis & research for women health
Women Project	MOH, UPMRC	UNFPA	Feb 1998-Dec 1999	550	Integration of reproductive health services into primary health services
Health awareness concerning women health: educational program	MOH	EU	1 year	14	Gender activities
Reproductive health	Care International	USAID	28 months	1,700	Reproductive health
Women health & family planning	MOH	EU	3 years	4,260	Health awareness, family planning & postnatal care
Improving and developing the Palestinian family in the Gaza Strip through correct implementation of family planning program	Research Center for Human & Social Development	Ministry for Foreign Affairs-Finland	2 years	29,291	Training & qualifying female educators for family planning and community education
Breast-feeding & BFHI promotion	MOH	UNICEF, WHO	1998-2000	525	knowledge on proper infant feeding practices
Women's health	Ministry of Planning & International Cooperation	UNICEF	1998-2000	790	Contribute to the reduction of maternal mortality by 50% of the estimated 1997 level (70-80 deaths per 100,000 live births). By establishing a policy framework on women's health & by providing 50% of the population aged 15-55 with basic knowledge needed for informed health decisions.
<b>&lt;Agriculture, Forestry and Fisheries&gt;</b>					
Construction of rural development centers	MOA	UN	9 months	60	Training & Education of Women in Agriculture
Project of agriculture training and force construction in the West Bank & Gaza Strip	MOA	AUSAID	1999-2002	1,330	Training & employment

## 5. WID/ Gender Information Sources

5-1 List of International Organizations and NGOs related to WID/ Gender

Name	Contact Person (specialty)	Main Activities	Reports/ Author	Contact Address
The Sun of Freedom Association for Women Rehabilitation & Training	Ms. Nora Abu Shawish	Women sewing handicrafts, food production, first aid and workshops in social relations and legal awareness	Brochures and annual reports	Address: Aklouk St., Deir El-Balah City
Terre Des Hommes-Ard El-Insan	Ms. Itedal El-Khatib	Malnutrition screening, growth monitoring, day care unit and preparing the national plan for nutrition and food security	Quarterly newsletter, annual reports, guide book for health educators, research assessment of nutritional status	Address: Nasser St., P.O.Box1099, Gaza CityTel: (07) 2868138Fax: (07) 2868138E-Mail: aei-pal@rannet.com
Union of Palestinian Women's Struggle Committees	Ms. Fawzeyya Jowda	Summer camps, health awareness, educational courses & family relations	Brochures in women's health, family relations and women's role in healthy homes	Address: Syam Building, Shuhada St., Gaza CityTel: (07) 2824669Fax: (07) 2824669
Union of Women's Work Committees	Ms. Arabia Abu Jayyad	Educational programs, training courses & vocational training	Brochures and annual reports	Address: Nasser St., Gaza CityTel: (07) 2827836Fax: (07) 2869990
Women's Affairs Training & Research Center	Ms. Nayla Ayish	Development clinic, video program, communication program, Institution building program & research program.	Ghaida annual magazine, Early marriage in Gaza strip	Address: Tariq Ben Ziad St., P.O.Box 1281Gaza City
Gaza Community Mental Health Programme	Dr. Eyad Sarraj	Clinical activities, women's empowerment project, human rights committee, research center & information technology department	Brochures and annual reports, books on international conferences & research projects	Address: Omar Mukhtar St., Gaza CityTel: (07) 2828271Fax: (07) 2828271
Union of Agriculture Work Committees (UAWC)	Mr. Mohammed El Baqari	Training of women in agriculture, establishing counseling units, agricultural loan management skills	Brochures on: Modern irrigation methods, cucumber planting, flower arrangement for women and cooperatives	Address: Kanal St., Gaza CityTel: (07) 2826566Fax: (07) 2822939E-Mail: uawc@trendline.co.il
Union Of Palestinian Agriculture Relife Comittees (PARC)	Mr. Abed Al-Kareem Ashour	Central training, demonstration and experimental stations, loans for farmers and assistance in marketing for both male and female farmersConference on situation of women in Palestine:	Agricultural monthly newspaper & different publications on agricultural issues	Address: Tarq Ben Ziad St., P.O.Box 225Gaza CityTel: (07) 2867178Fax: (07) 2867178E-Mail: pr@pal-arc.orgJerusalem
Meftah	Mrs. Hanan Ashrawee	Politics and human rights	conference	

[Government Organization]

Name	Contact Person (specialty)	Main Activities	Reports/ Author	Contact Address
MOA/ Department of Rural Development	Najah Al Sa'lan	Training on gender activities related to agriculture		Evaluation of the training program on gender, Gaza, 1999/ MOA/Tel: (07) 2829124
MOPIC/Department of Woman	Zahira Kamal	Post-Beijing activities		National strategic plan for women / MOPIC/Tel:(07)2867334

[Consultants]

Name	Contact Person (specialty)	Main Activities	Reports/ Author	Contact Address
Women's Studies Program	Penny Johnson	Women/Gender training		Gender training programs / Birzeit university
Women's Studies Center-Jerusalem	Sama Aeidah	Gender training		Gender training guides / E-mail:wscad@netvision.net.il

[Research Institutes]

Name	Contact Person (specialty)	Main Activities	Reports/ Author	Contact Address
Research Center for Human & Social Development	Dr. Mohammed Abu Nijaila	Research projects dealing with the needs of Palestinian women		Unpublished yet / Tel: (07) 2867903 / Fax: (07) 2848702 / E-Mail: rchsd@ranet.com
Women's Studies Program-Ber Ziet University	DR. Eileen Kuttab	Women in Palestine: education, labor, social security		Women's status report, 1997 / Birzeit University



## [NGOs]

Name	Contact Person (specialty)	Main Activities	Reports/ Author	Contact Address
Care International	Yousif Abu Al Jedian	Reproductive health and gender program		Palestinian guide in gender and health / Tel: (02) 2867903
Center for Women's Economic Projects-Oxfam-Quebec-OCSD	Mr. Sami Hammoudah	Loan program for women, training services for women, administrative training for local training institutes		Hadad Building, Gaza City / Tel: (02) 2867903, (07) 2827165 / Fax: (07) 2827165 / E-Mail: cwepg@plnet.edu
Beit Al Samed Association	Ms. Feryal Abu Hashish	Education and training		Address: Abd Al-Qadir Al-Husseini St., Hadad Building, Gaza City / Tel: (07) 2827165 / Fax: (07) 2827165
The Culture & Free Thought Association	Ms. Majda Saka	Bumat al-Ghad Center for Teenagers in Khan Younis, Training programs, festivals, exhibitions, Women's Health Center, Loans project in cooperation with ANERA	Quarterly publications, annual reports & brochures	Address: Al-Bahar St., P.O. Box 34Khan Younis CityTel: (07) 2051299Fax: (07) 2051299E-Mail: efla@trendline.co.il
Family Care Association	Dr. Jameel S. Tarazi	Awareness campaigns in family planning & early prevention program	Unpublished yet	Address: Palestine St., Remal Area, Gaza CityTel: (07) 2867954Fax: (07) 2825146
Family Development Association	Ms. Fatema Mizher	Family planning program & Income-generation training	Unpublished yet	Address: Jamal Abd El Nasser St., Gaza CityTel: (07) 2822727Fax: (07) 2822727
General Union of Palestinian Women for Social Work	Ms. Amal Ajour	kindergartens, professional training in vocational education & a cultural center in Abasan	Annual reports	Address: Halabi St., Gaza CityTel: (07) 2822087Fax: (07) 2824669
Jam'iat Al-Shabaat Al-Muslimat ( the society of young muslim women)	Ms. Mona Al-Ejla	Courses in computer, typing, secretarial skills, education & vocational training	Annual reports	Address: Mustafa Hafez St., Gaza CityTel: (07) 2822206Fax: (07) 2822206
Palestinian Family Palnning And Protection Association	Dr. Jamil Abu Fanouna	Family planning services, awareness programs on sexual and reproductive health & media activities	Posters, leaflets, brochures & books	Address: Naser St. Gaza CityTel: (07) 2861622/ 2841666Fax: (07) 2861622
Save the Children (SCF)	Mr. Micheal Mcgrath	Implementing activities in the West Bank and Gaza Strip in water sanitation and environmental health & institutional development, employment creation and small-scale credit	Global annual report & occasional papers	Address: jala' St., P.O. Box 199Tel: (07) 2861171Fax: (07) 2861171E-Mail: scfsgs@palnet.com

## 5-2 List of Reports/ References Related to WID/ Gender

[General]

Title	Publisher	Year	Where to get
National Strategic Plan for Palestinian Women	MOPIC	1997	MOPIC
Palestinian Development Plan 1999-2003	MOPIC	1999	MOPIC
Women & Men in Palestine: Trends & Statistics	PCBS	1998	PCBS
Industrial Sector in Palestine: Potentials & Constrains First Draft	MOI	1999	MOI
The Demographic Survey in the West Bank & Gaza Strip: Final Report	PCBS	1997	PCBS
Strategic Action Plan: Post-Beijing Activities on the Palestinian Governmental level Until year 2000	MOPIC	1997	MOPIC

[Education & Training]

Title	Publisher	Year	Where to get
Women, Labor & Education in Palestine	MOL General Directorate of Planning	1997	MOL
Girls Education: Marketing the right a reality	UNICEF West Bank & Gaza Strip	1999	UNICEF West Bank & Gaza Strip
5 Year Education Development Plan 2000-2004 First Draft	MOE-Five year Plan Unit	1999	MOE

[Health & Medicine]

Title	Publisher	Year	Where to get
The Situation of Palestinian Children and Women in the West Bank and Gaza Strip	UNICEF	1997	UNICEF Office, Gaza Strip
National Strategic Health Plan, Palestine(1999-2003)	MOH	1999	MOH, Gaza Strip
Women and Men in Palestine, Trends and Statistics	PCBS	1998	PCBS, Box 1647 Ramallah, West Bank
West Bank and Gaza Medium Term Development Strategy and Financing Priorities for Health Sector	World Bank	1997	World Bank Office, Gaza Strip
The Union of Palestinian Relief Committees	UPMRC	1994	UPMRC Office, Gaza Strip
Health Survey in the West Bank & Gaza Strip - Main Findings	PCBS	1997	PCBS
UNRWA Annual Reports	UNRWA	1998	UNRWA Office, Gaza Strip

[Agriculture]

Title	Publisher	Year	Where to get
National Strategic Agriculture Plan, Palestine (1999-2001)	MOA	1998	MOA, Gaza Strip
Guide of Integrating Gender in the Policies and Program of the Ministry of Agriculture	Islah Jad	1997	Islah Jad, Jerusalem, West Bank
Report of the Development of Rural Development	Najah Al Zaa'lan	1999	MOA, Gaza Strip

[Economic Activities]

Title	Publisher	Year	Where to get
The Industrial Survey 1996: Main Results	PCBS	1997	PCBS

[Social/ Gender Analysis]

Title	Publisher	Year	Where to get
Directory of Gender Experts on the Arab Region	UNDFW	1999	UNIFEM

[Social Development]

<b>Title</b>	<b>Publisher</b>	<b>Year</b>	<b>Where to get</b>
Marriage & Divorce in Palestinian Territories 1997	PCBS	1998	PCBS
UNSCO Report on Economic & Social Conditions in the West Bank & Gaza Strip	UN Office of the special Coordinator in the Occupied Territories	1999	UNSCO
Studies Reports: Women NGOs in Gaza Strip	Social Cultural Department, PA: Office of the President Planning Center	1998	Office of the President Planning Center - Othman Husien

## 6. References and Interviewed Persons

### 6-1 Contracted Consultants

Rana F El Farra	PTEC Consultant/ Gaza
Neda' M Timraz	PTEC Consultant/ Gaza

### 6-2 Interviewed Pesons

#### [Government]

Name	Position/Address
Shhada El Ebwany	UNFPA Project Coordinator, MOH/ Gaza
Mahmoud R.Edda'ma	Director/ Coordinator, MOH/ Gaza
Salah Faroukh	Director, MOA/ Gaza
Jebreel Abu Ali	Deputy Minister, MOA/ Gaza

#### [NGOs]

Name	Position/Address
Mazen Skeik	Gaza Health Research Center Director/ Gaza
Ra'fat Hassona	UPMRC Coordinator/ Gaza
Naela Aysh	Director of Women's Affairs Center/ Gaza /E-mail: WAC@palnet.com
Sama Awieda	Director of Women's Studies Center/Jerusalem /E-mail: wscad@netvision.net.il
Eileen Kuttab	Director of women's Studies Program/ BirZeit University
Rital giacaman	Woman's Studies Program/ BirZeit University
Liza Tarake	Woman's Studies Program/ BirZeit University
Reema Hamami	Woman's Studies Program/ BirZeit University

#### [International Organizations]

Name	Position/Address
Mrs. Aitimad Muhanna	Director of Unifem, MOSA/ Gaza

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5. Ghali M., 1997, Palestinian Women: Status Report: Education, Women' s Studies Program, Birziet University, Palestine.
6. Girls Education: Making the right a reality, 1999, Unicef, West Bank and Gaza Strip
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15. Palestinian Women and Development, 1998, Said N. and Nasif N., Program of Development Studies, Birziet University, Palestine.
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