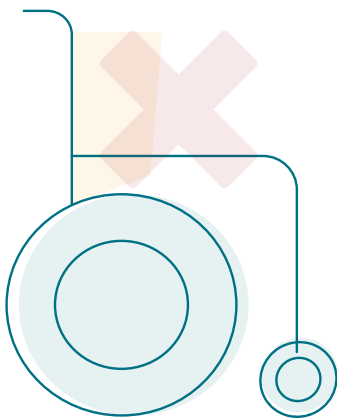


Legal Landscape and Regulations Affecting Women with Disabilities in the Labor Sector in the West Bank and Gaza

Introduction:

The Palestinian law lacks specific provisions for women with disabilities in the workplace. **Challenges** include:



high unemployment



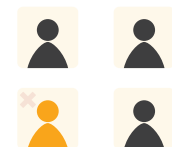
illiteracy



poor access to services



discrimination



Statistics:

650 million

people worldwide have disabilities

115,000 people

with disabilities in Palestine
(2.1% of the population)

Disability rates

West Bank (1.8%) **Gaza Strip (2.6%)**

Women with disabilities:

1.07% of women
in the civil governmental
sector (2021)

2022 survey:

Workplaces often
not fully adapted
**for women with
disabilities**



Laws and Regulations:

Labor Law No. 7 of 2000:

Prohibits discrimination but lacks enforcement mechanisms.

Disability Law No. 4 of 1999:

Introduces a 5% employment quota for persons with disabilities but lacks effective implementation.

Convention on the Rights of Persons with Disabilities (CRPD):

Promotes the rights of persons with disabilities, ratified by the State of Palestine.



Challenges in Gaza:



Ongoing conflict exacerbates difficulties in accessing services and employment.

Destruction of infrastructure impedes mobility and access to job opportunities.

Additional risks during evacuations and access to humanitarian assistance.



Recommendations:

Displacement Challenges:

Provide financial allowances and adapted job opportunities; ensure safe mobility and access to amenities.

Inclusive Employment:

Implement job creation programs focused on persons with disabilities; ensure gender equality.

Accessible Reconstruction:

Integrate accessibility in reconstruction projects; ensure public facilities and workplaces are accessible.

Safety in the West Bank:

Address safety challenges; ensure protection under international law; end violence against persons with disabilities.

Protecting Women:

Implement interventions to prevent isolation; reform labor laws to promote inclusiveness.



Employment Demands:



Activate legislation mandating at least 5% employment of workers with disabilities.



Amend labor laws to enable access to jobs suited to abilities and qualifications.



Impose penalties for non-compliance with employment provisions.



Ensure all sectors provide accessibility.

Conclusion:

Implementing these recommendations is crucial for creating an equitable and inclusive society. Enforcing and reforming the legal framework will promote equal opportunities and accessibility for persons with disabilities in Palestine.



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