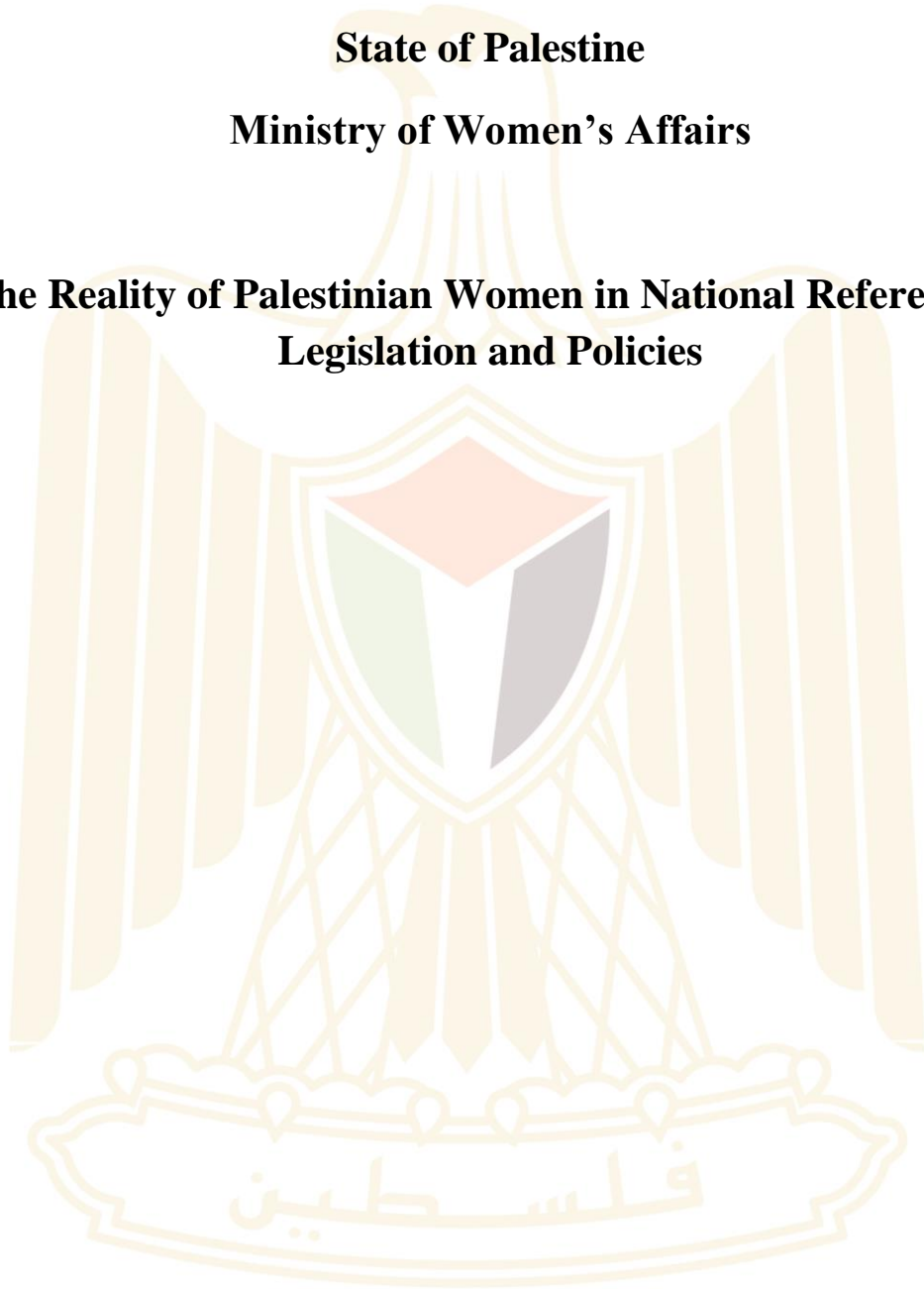


State of Palestine

Ministry of Women's Affairs

**The Reality of Palestinian Women in National References,
Legislation and Policies**





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Word of her Excellency Ms. Mona Al-Khalili Minister of Women's Affairs

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Word of her Excellency Ms. Mona Al-Khalili

Minister of Women's Affairs



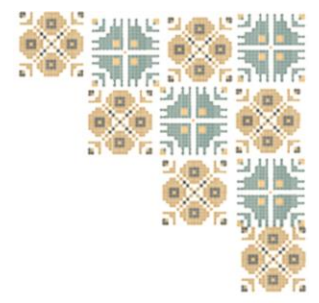
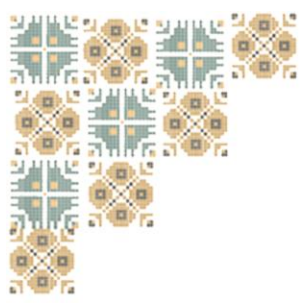
Gender equality and the reduction of gender-based violence are not only national imperatives but also moral, legal, and political necessities. Women and girls continue to face harsh realities and persistent challenges, with the oppression of the Israeli occupation at the forefront of their struggles. These efforts are further undermined by exclusionary factors rooted in prevailing customs, social and economic contexts, and the growing risks posed by climate change. Together, these forces obstruct the progress needed to achieve equality and justice for all.

We have all united in our struggle, government, civil society organizations, and grassroots groups, to achieve development and social justice while safeguarding the dignity of women and girls. In a state committed to narrowing the gender gap and fostering equity, women are empowered to cultivate their discourse, ideas, and national identity in harmony with the historical, cultural, and religious heritage of our people. This environment enables them to unleash their potential across all fields at local, regional, and international levels.

In pursuit of a constructive approach that considers the concept of providing development and justice for all, the Ministry of Women's Affairs conducts regular assessments of legislation, public policies, and procedures that impact gender equality. It works in coordination with partners to design and launch improved legislation and policies.

After years of dedicated work that remains ongoing, I am pleased to present this booklet, which encapsulates the fruits of our struggle and the constructive approach we have adopted to address the shortcomings that hinder an effective and coordinated response to achieving gender equality and reducing gender-based violence. This booklet highlights the provisions most relevant to and impactful on the rights of women and girls within laws, administrative decisions, and directives, as well as in sectoral and cross-sectoral strategic frameworks.

Through this launch, the ministry aims to protect these hard-won achievements, showcase the areas where progress has been made, and make this resource available to all women and stakeholders. Our goal is to ensure the effective implementation, evaluation, and monitoring of these references, grounded in practical application, while encouraging our partners to pursue further improvements.



First: Basic Palestinian National References

Declaration of Independence of the State of Palestine Document 15/11/1988

The State of Palestine is the state of Palestinians wherever they may be. The state is for them to enjoy in it their collective national and cultural identity, theirs to pursue in it a complete equality of rights. In it will be safeguarded their political and religious convictions and their human dignity by means of a parliamentary democratic system of governance, itself based on freedom of expression and the freedom to form parties. The rights of minorities will duly be respected by the majority, as minorities must abide by decisions of the majority. Governance will be based on principles of social justice, equality and nondiscrimination in public rights on grounds of race, religion, color or sex, under the aegis of a constitution which ensures the rule of law and an independent judiciary. Thus, shall these principles allow no departure from Palestine's age-old spiritual and civilizational heritage of tolerance and religious coexistence.

Amended Basic Law of 2003 (Basic Principles of Human Rights):

Article (2)

The people shall be the source of power, which shall be exercised through the legislative, executive, and judicial authorities based upon the principle of separation of powers and in the manner set forth in this Basic Law.

Article (5)

The governing system in Palestine shall be a democratic parliamentary system based upon political and party pluralism. The President of the National Authority shall be directly elected by the people. The Government shall be accountable to the President and to the Palestinian Legislative Council.

Article (6)

The principle of the rule of law shall be the basis of government in Palestine. All governmental powers, agencies, institutions and individuals shall be subject to the law.

Article (7)

Palestinian citizenship shall be regulated by law.

Article (9)

Palestinians are equal before the law and the judiciary, regardless of race, sex, color, religion, political opinion or disability.

Article (10)

1. Human rights and fundamental freedoms are binding and respected.
2. The Palestinian Authority works without delay to accede to regional and international declarations and charters protecting human rights.

Article (11)

1. Personal freedom is a natural right and is guaranteed without prejudice.
2. It shall be prohibited to arrest, search, imprison, restrict the freedom, or prevent the movement of any person, except by judicial order pursuant to the provisions of the law. The law shall determine the period of provisional detention. Imprisonment or detention shall only be permitted in places that are subject to laws related to the organization of prisons.

Article (12)

Whoever is arrested or detained shall be informed of the reasons for his arrestment or detention and shall be promptly informed of a language he understands of the charge against him. He shall have the right to contact a lawyer and to be tried before a court without delay.

Article (13)

1. No person shall be subject to any duress or torture. Accused and all persons deprived of their freedom shall receive proper treatment.
2. All statements or confessions obtained through violation of the provisions set forth under paragraph 1 of this Article shall be nullified and of no force or effect.

Article (14)

The defendant is innocent until proven guilty in a legal trial in which he is guaranteed the right to defend himself, and every defendant in a felony must have a lawyer to defend him.

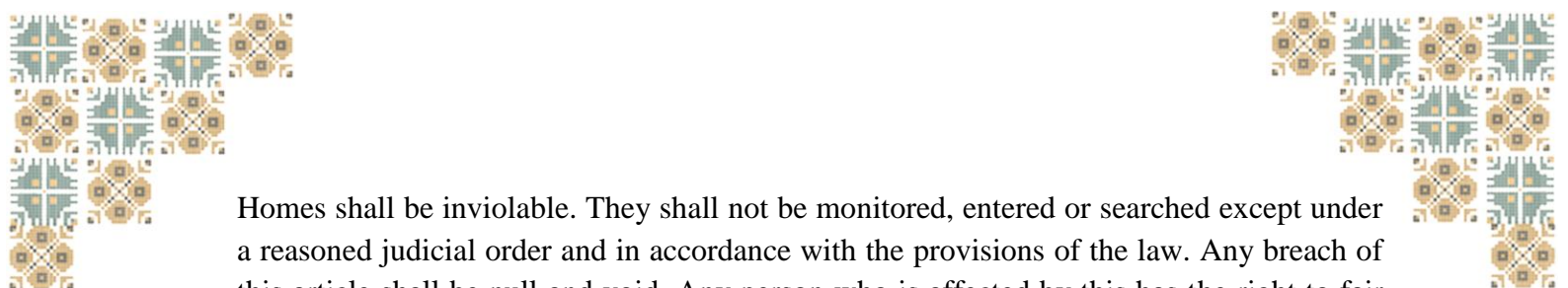
Article (15)

Punishment shall be personal. Collective punishment is prohibited, no offence is punishable only by a statutory provision, punishment is imposed only by a judicial judgement, and punishment is imposed only for acts subsequent to the enforcement of the law.

Article (16)

No medical or scientific experiment shall be conducted on anyone without prior legal consent. No one shall be subjected to medical examination, treatment or surgery except under the law. The law shall regulate the provisions for the transfer of organs and other developments in scientific progress for legitimate humanitarian purposes.

Article (17)



Homes shall be inviolable. They shall not be monitored, entered or searched except under a reasoned judicial order and in accordance with the provisions of the law. Any breach of this article shall be null and void. Any person who is affected by this has the right to fair compensation guaranteed by the State.

Article (18)

Freedom of belief, worship and religious observance is guaranteed provided that public order or morals are not impaired.

Article (19)

Freedom of opinion is not impaired, and everyone has the right to express and disseminate his opinion in words, writing or other means of expression or art subject to the provisions of the law.

Article (20)

Freedom of residence and movement is guaranteed within the limits of the law.

Article (21)

1. The economic system in Palestine shall be based upon the principles of a free market economy. The Executive may establish public companies that shall be regulated by the law.
2. Freedom of economic activity is guaranteed and its supervision and limitations are regulated by law.
3. Private property is protected and not expropriated and property or movable property is seized only for public benefit in accordance with the law in exchange for fair compensation or under a judicial provision.
4. No confiscation is made except by Judicial provision.

Article (22)

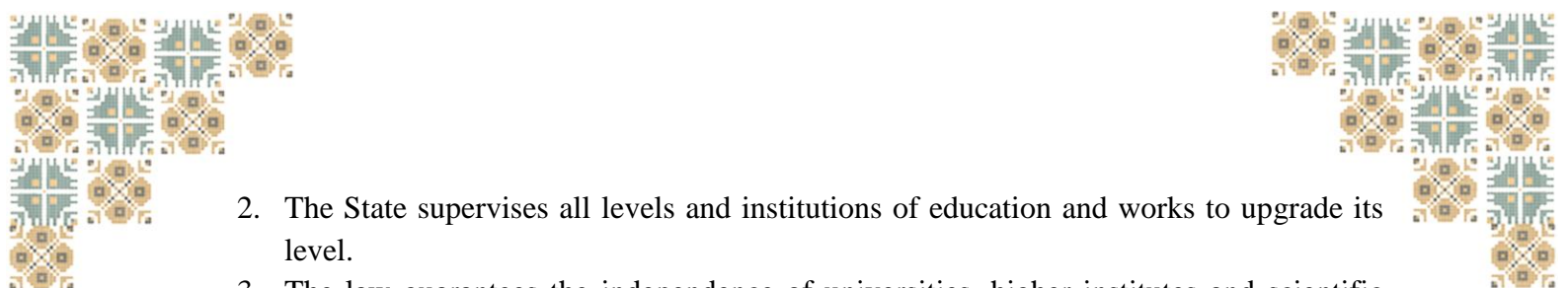
1. Social and health insurance services, disability and old-age pensions are regulated by the law.
2. Care for the families of martyrs and prisoners and care for the injured and the disabled is a duty of the state which its provisions are regulated by the law. The State of Palestine guarantees them education and health and social insurance services.

Article (23)

Adequate housing is the right of every citizen and the State of Palestine seeks to secure housing for the homeless.

Article (24)

1. Education is the right of every citizen and is compulsory until at least the end of the primary level and free of charge in public schools, colleges and institutes.

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2. The State supervises all levels and institutions of education and works to upgrade its level.
 3. The law guarantees the independence of universities, higher institutes and scientific research centers, guarantees the freedom of research and literary, cultural and artistic creativity, and encourages and subsidizes them.
 4. Schools and private educational institutions adhere to the curricula adopted by the State and subject to its supervision.

Article (25)

1. Work is the right of every citizen and the State seeks to provide it to every capable person.
2. Organize labor relations to ensure justice for all and provide workers with security, health and social care.
3. Trade union organization is a right regulated by law.
4. The right to strike is exercised within the limits of the law.

Article (26)

Palestinians have the right to participate in political life, both individually and collectively, and have in particular, the following rights:

1. Form and join political parties in accordance with the law.
2. Form trade unions, associations, federations, leagues, clubs and people's institutions in accordance with the law.
3. Voting and standing in elections for the selection of representatives shall be elected by public poll in accordance with the law.
4. Public posts and positions are held on the basis of equal opportunities.
5. Private meetings are held without police officers present, and public meetings, processions and gatherings are held within the limits of the law.

Article (27)

1. The establishment of newspapers and other media is a right of all guaranteed by this Basic Law and its sources of funding are subject to the control of the law.
2. Freedom of audio, visual, and written media, as well as freedom to print, publish, distribute and transmit, together with the freedom of individuals working in this field, shall be guaranteed by this Basic Law and other related laws.
3. Censorship of the media is prohibited and may not be alerted, interrupted, confiscated, abolished or restricted except in accordance with the law and under a judicial provision.

Article (28)

No Palestinian may be expelled from the country's territory, deprived of his return, prevented from leaving, deprived of his nationality or extradited to any foreign party.

Article (29)

Maternal and child care is a national duty, and children have the right to:

1. To comprehensive care and protection.
2. They shall not be exploited for any purpose whatsoever and shall not be allowed to carry out an act that damages their safety, health or education.
3. Protection against abuse and cruel treatment.
4. The law prohibits the subjection of children to beatings and cruel treatment by their relatives.
5. They shall be separated from adults if they are sentenced to a penalty of deprivation of liberty and treated in a manner aimed at their reform and adequate to their age.

Article (30)

1. Filing an action before a court shall be a protected and guaranteed right for all persons. Every Palestinian shall have the right to seek redress in the judicial system. Litigation procedures shall be regulated by the law to guarantee the prompt resolution of cases.
2. Laws may not contain provisions that provide immunity to any administrative decision or action or that bars judicial review.
3. Judicial error shall result in a remedy by the National Authority. Conditions and methods of such remedy shall be regulated by the law.

Article (32)

Every attack on any of the personal freedoms or inviolability of the human person's private life and other public rights and freedoms guaranteed by the Basic Law or the Law is an offence that neither extinguishes the criminal proceedings nor the civil arising therefrom by statute of limitations, and guarantees the State just compensation to the injured.

Article (33)

A balanced and clean environment is a human right and the preservation and protection of the Palestinian environment for present and future generations is a national responsibility.

Palestinian Women's Rights Document

First: Political rights

1. Palestinian women have the right to vote in all general elections in Palestine, whether it was a presidential, legislative, municipal or a union election, or any election that can determine the legal framework in Palestine.
2. Palestinian women have the right to run for elections, regardless of the legal position, and under equal legal conditions to those applicable to men, without discrimination.
3. Palestinian women have the absolute right to participate in all public referendums in the state, as long as these referendums extend to men and women alike.

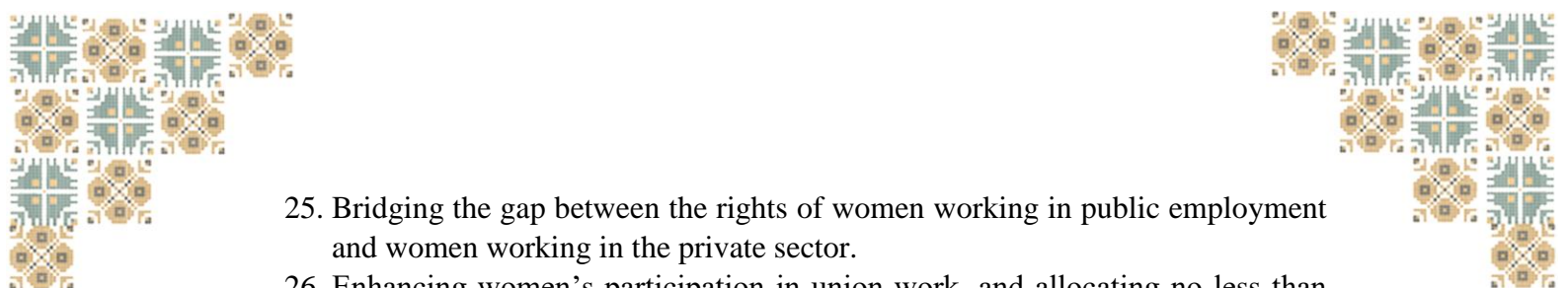
4. Palestinian women have the right to hold all working positions within the state, and to exercise legal powers related to the work of these positions, in accordance with legal and professional needs and conditions, without discriminating between women and men.
5. Election legislation in Palestine guarantees the inclusion of a legal quota for women among the candidates in all elections in the country, to ensure their effective and essential representation in both legislative and executive institutions.
6. Palestinian women have the right in forming and joining political parties, as long as their establishment is in accordance with the conditions for formation stipulated by law based on the rule of non-discrimination between men and women.
7. Palestinian women shall be protected from any physical and psychological torture and arrest, and they shall not be used as a means of pressure in cases of arrest of men.
8. Palestinian women have the right to participate in decision-making in situations of war and peace.
9. Palestinian women have the right to participate in all political activities regardless of their orientation and goals, as long as they do not conflict with the requirements of the public interest and national security, without distinction from men.
10. Palestinian women have the right to retain her original nationality upon her marriage to a foreigner, or separation from him upon the dissolution of the marital bond.
11. Palestinian women enjoy all of the rights and conditions stipulated for men in regards to acquiring, changing, or retaining their nationality. Her marriage to a foreigner does not result in any prejudice to her nationality or the imposition of the foreign husband's nationality on her without her consent.
12. The husband and children of a Palestinian woman married to a foreigner are entitled to obtain her nationality, in accordance with the conditions and requirements for naturalization within the Palestinian legal system.
13. These rights may not be interpreted in a way that withdraws a privilege granted to the Palestinian wife, whether judicially or legislatively, with regard to her right to request the citizenship of her foreign husband based on the principle of not infringing upon acquired rights.
14. Achieving Palestinian family unity in their homeland, in accordance with the Declaration of Human Rights.
15. Emphasizing the right of refugee women to return in accordance with UN Resolution 194, and to enjoy all the rights on an equal basis with refugee men.

Second: Economic and social rights

1. Palestinian women have the right to enjoy fair and satisfactory working conditions, including financial rewards, without discrimination between them and men, provided that they enjoy the right to receive equal wages with men when their labor is equal.

2. Palestinian women have the right to equal opportunities for vocational training, which helps them to freely choose the profession that they desire, provided that the appropriate authorities in Palestine are committed to creating a social and cultural environment that enables a collective acceptance of working women in different types of professions that are usually dominated by men.
3. The Palestinian Authority is committed to taking all legislative and executive measures to ensure the protection of working women from all forms of violence and sexual harassment to which they are exposed in the workplace.
4. Palestinian women have the right to enjoy equal treatment within the work environment, and have the right to a paid leave, retirement benefits, and social guarantees insuring against unemployment, illness, old-age, or any other causes that lead to inability to work.
5. Palestinian women have the right to enjoy financial independence to ensure that they carry out their family and commercial duties, and to guarantee their right to obtain all financial aid and insurance that is granted to men, as well as absolute equality in all banking transactions.
6. The Palestinian Authority is committed to recognizing the importance of rural women's work, recognizing their contribution to the well-being of their families and the national economy, ensuring their participation in the preparation and development of development planning, and taking all necessary measures to develop their social, cultural and economic capabilities.
7. It is not permissible to force women of any age to work during the night in any public or private industrial establishment, or in any of its branches with the exception of family-owned establishments. The Palestinian legislator is obligated to specify night work hours, taking into account international covenants and customs.
8. Every employer in establishments where women work is obligated to provide a nursery, alone or in partnership with other establishments, provided that the Palestinian legislator is committed to specifying the conditions for establishing specifications and systems for nurseries.
9. A working woman has the right to obtain a full paid leave before and after childbirth, for a period determined by Palestinian national legislation and taking into account what is stipulated in international conventions and norms, without prejudice to her right to promotion, seniority, and periodic bonuses. Married women also have the right to be granted paid sick leave, especially in the event of birth-related illness, provided that the Palestinian legislator determines the maximum period for this period, such that this leave is excluded from the calculation of legally stipulated sick leave.
10. A working woman has the right to stop working if she presents a medical certificate indicating that the situation is likely to occur within a period of time determined by the Palestinian legislator. The employer may not require her to work during this period, dismiss her, or impose financial penalties on her.
11. A woman who breastfeeds her child is entitled to two rest periods daily during her working hours, each of which should not be less than half an hour, so that she can breastfeed her child, provided that the period of this break is counted as paid working hours.

12. Palestinian women have the right to obtain maternity, childhood, and family planning services, which enables them to manage her family, in accordance with their educational role in the family.
13. Both spouses have the right to obtain unpaid leave to accompany the other in the event that one moves to a workplace other than the original workplace, inside or outside the country, provided that the Palestinian legislator determines the maximum authorized period for this type of leave, without discrimination between men and women.
14. A working woman has the right to obtain unpaid leave to devote herself to raising her children according to conditions determined by the Palestinian legislator, provided that the woman maintains her job during this period.
15. Both men and women have the right to combine their job pension with their spouse's pension without diminution at the time of death, on the basis of the separation of financial assets for both of them. This right also extends to the children of a working woman to receive the pension of their parents without diminution at the same time upon their death.
16. All family members benefit from women's health insurance benefits, and working women benefit from family financial grants if they support their children.
17. A working woman has the right to receive her full financial entitlements, including end-of-service benefits, pensions, and any other financial entitlements, without distinction from men.
18. Palestinian women have the right to education at all levels. This includes enrollment in all types of educational institutions, equality in academic curricula and qualifications required to work in the field of teaching prescribed for both sexes, and equal opportunities to obtain scholarships, grants and educational information, on the basis of the principle of equal opportunities between the sexes.
19. Women have the right to enroll in all educational and cultural programs related to eradicating illiteracy and eliminating ignorance in society, and to have equal opportunities with men to participate in sports activities and physical education.
20. A woman has the right to obtain all medical information that helps her make her own decision, to be treated with respect throughout the period of her health care, and to have the confidentiality and privacy of her treatment respected.
21. Women have the right to receive comprehensive health care free of charge, and a female child may not be exploited in any work that harms her safety or health or her right to free education.
22. The Palestinian legislator works to protect the female child from abuse and cruel treatment, whether by her family or by strangers, and to tighten the legal punishment for anyone who harms, beats, or attacks her rights related to her nature and age.
23. Applying the provisions of the Labor Law to domestic workers and first- and second-degree relatives of the employer.
24. Providing social security for working and non-working women against poverty and unemployment.

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25. Bridging the gap between the rights of women working in public employment and women working in the private sector.
 26. Enhancing women's participation in union work, and allocating no less than 30% of seats in union leadership bodies for them.

Third: Criminal rights

1. Palestinian women have the right to enjoy equal rights as men to life, liberty and personal security.
2. The Palestinian legislator is committed to working to abolish all provisions of the penal laws that discriminate against women, in particular the provisions related to issues of honor and adultery, in a way that achieves women's equality with men in regulating this legislation.
3. The testimony of women in crimes of adultery is taken into consideration equally as that of men, given that they are equal in terms of legal capacity.
4. The Palestinian legislator is working to tighten the punishment for anyone who commits a crime against a pregnant woman against her will, and to provide a great deal of legal flexibility with regard to the reasons that prompt a pregnant woman to abort her fetus against her will.
5. The criminal penalties imposed for crimes of rape and indecent assault are tightened, in a way that achieves general deterrence for anyone who commits them, and the Palestinian legislator works to criminalize a husband having sexual intercourse with his wife against her will, as it is a form of domestic violence against her.
6. The Palestinian legislator works to criminalize all forms of physical, sexual, and psychological violence that may affect women within the family, including beating and sexual assault on the family's female children, violence related to the husband's rape of his wife, and other traditional practices that may affect women within the family.
7. Women have the right to be free from torture or cruel, inhuman or degrading treatment or punishment in society.
8. The Palestinian Authority is committed to eliminating all customs, traditions and religious beliefs that permit violence against women, and to include deterrent legal penalties for anyone who practices such acts, while compensating her for the damage and harm she has suffered, ensuring her rehabilitation and assistance in getting rid of all the physical and psychological effects of this violence, and providing assistance. And facilities for civil society organizations working to eliminate the phenomenon of violence against women in Palestinian society.
9. Women have the right to file a complaint in cases related to rape and indecent assault.

Fourth: Rights related to civil capacity and personal status

1. When a woman reaches the age of eighteen, she has the right to marry and establish a family without any restrictions due to race, nationality, or religion. She is equal with men in all rights upon marriage, during its establishment, and at its dissolution.

2. Marriage shall not be valid except with the complete consent of both parties without coercion, and with their personal expression of it without the woman being forced to do so.
3. The Palestinian legislator is obligated to consider the minimum age of marriage for girls as eighteen years, as this age is consistent with the provisions of the Civil Code regarding the age of legal capacity necessary to undertake legal actions.
4. The official requirement for documenting the marriage contract is to preserve women's rights after the dissolution of the marital bond. It also requires that a medical examination be conducted for both spouses shortly before marriage, and this examination is considered one of the conditions for the validity of the marriage contract.
5. The principle in the marriage contract is oneness and permanence, and the judge may make an exception to allow a man to marry a second wife, provided that he gives necessary and urgent reasons, provided that he proves the ability to spend and be fair, in addition to requiring that the first wife be aware of this right, and that the second wife be aware of the existence of a previous wife.
6. A woman has the right to obtain compensation for arbitrary divorce, and to be granted the right to request judicial separation when there is justification for that, such as the man being infertile, chronically ill, unable to continue his married life, having multiple wives, abandoning his wife, or any reasons that justify the futility of marriage.
7. The Palestinian legislator works to activate the role of the alimony fund to support women who have not received alimony as a result of the absence of the husband who is sentenced to it, or his financial inability to pay the amount of this alimony.
8. The Palestinian legislator seeks not to approve the inclusion of the female in a way that does not deprive her of her alimony. It also works to determine the mother's right to custody.
9. Women have the right to absolute equality with men in all areas of civil law, such as equality in the right to property and inheritance, and their right to conclude private contracts for their personal rights.
10. A woman has the right to choose her place of residence and permanent residence, and this place may not be determined based on the man's desire alone without taking into account the woman's reality and desire.
11. Women are equal to men in all legal areas related to children and managing households. Women have the right to guardianship over children for what is determined for their benefit, and not for consideration of gender.
12. Women have the right to own, possess and dispose of family property on an equal basis with men.
13. Women have full capacity to conduct business in their name and for their benefit.
14. Women have the right to keep their name, surname, and family name after marriage.
15. Women have the absolute right in issuing all identification and official documents without the need to receive permission from anyone.

16. Women have the right to movement, travel and work without the need to receive permission from anyone, as long as they have attained the required legal capacity for this, without distinction from men.

Resolutions of the Palestine Central Council of the Palestine Liberation Organization and presidential decrees:

1. Statement of the Central Council of the Palestine Liberation Organization at its session No. (26) held on 26-27, April, 2014.

Item Nine

The Central Council stresses the need to achieve women's full equality and promote their participation with not less than 30% in all PLO institutions.

2. Statement of the Central Council of the Palestine Liberation Organization at its session No. (30) held on 28-29, October, 2018.

Item Five

The Central Council reaffirmed that the Executive Committee must implement the National Council's decision on Palestinian women and commit to giving them at least 30% of representation in all institutions of the State of Palestine and the Palestine Liberation Organization and implement its decision to select 21 new women's competencies.

3. Statement of the Central Council of the Palestine Liberation Organization at its session No. (31), held on 6-8, February, 2022.

Decisions No. (4) Item Ten:

The Council emphasizes the completion of the implementation of its decision to represent women by 30% in State institutions and PLO bodies and emphasizes the importance of the role of young men and women in the process of building State institutions and the process of development and construction.

Presidential decrees:

4. Presidential Decree No. (24) of 2005 based on the provisions of Security Council Resolution No. (1325) of 31/10/2000

Article (1)

PNA institutions support women's full and equal participation in and promotion of all efforts to maintain peace and security.

Article (2)

The Palestinian national authority support women's participation in women international body, to bring good endeavors within the framework of the United Nations, participate in negotiations and making genuine, just and lasting peace in the Palestinian-Israeli conflict.

5. Presidential Decree No. 8 of 2021 on the composition of the Court of General Election Cases.

Article (1)

The Court of General Election Cases shall be presided over by Judge "Eman Nasiruddin".

Second: Palestinian Law Decrees and Decisions

Civil Service Law No. 4 of 1998, as amended:

Article (1) Definitions:

Employee: employee or staff member who is an able person appointed by a competent authority to fill a post included in the Civil Service Formation System on the budget of a government service, whatever the nature or name of the post.

Spouse: male or female spouse (The Husband and The Wife).

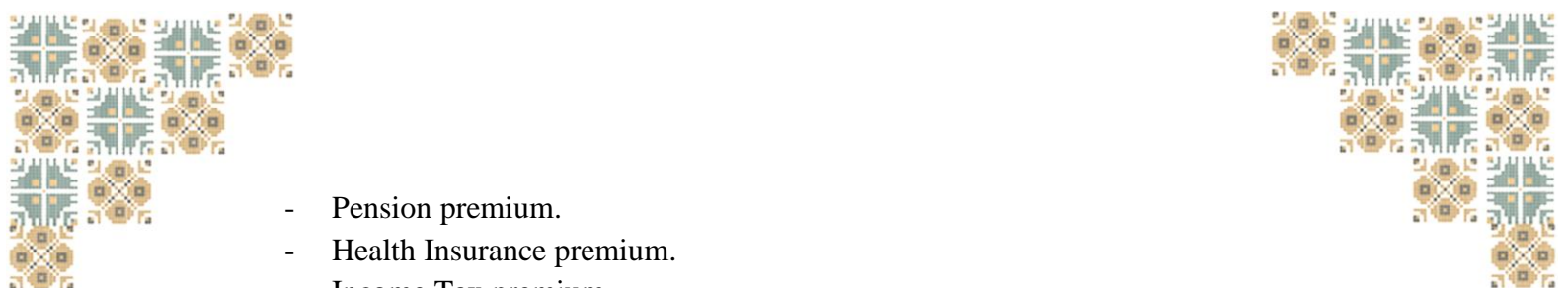
Article (51)

1. Employees' salaries shall be determined in accordance with the salary scale attached to this Law.
2. Staff member's gross salary shall be paid on a basis of the following:

First: benefits

- Basic salary.
- Work specialization allowance.
- Social allowance for husband and children.
- Relocation allowance from the place of residence to the workplace.
- Cost-of-living allowance.
- A scarce allowance.
- Risk allowance.
- Nature of the work allowance.
- Supervisory administrative allowance.

Second: Deductions

- 
- Pension premium.
 - Health Insurance premium.
 - Income Tax premium.

Article (53) Social Allowance:

1. A staff member's social allowance shall be paid for his or her spouse and for his or her children in accordance with the categories established for each of them until they reach the age of 18.
2. The allowance shall continue to be paid to any of the two mentioned in paragraph (1) above in the following circumstances:
 - If he is pursuing his studies in any recognized educational institution and pending completion of his studies or completion of 25 years of age whichever is earlier.
 - If he is disabled or becomes disabled and at a disability rate determined by the Higher Medical Commission.
 - If she is an unmarried and unemployed girl.
 - If she is divorced or widowed and unemployed.
3. If the spouses are both civil servants, the social allowance is only paid for the husband.

Article (54) Allowance for Births and Marriages:

1. The allowance for births and marriages commences from the date of birth or marriage contract.
2. The allowance shall be discontinued for deceased children or for the deceased, divorced spouse, or the married daughter from the date of death, divorce or marriage as the case may be.

Article (79)

Amended Law No. 24 of 2022, Amend article 79, paragraph (6), of the original Act to read:

First: Maternity and paternity leave.

Article (88)

Amended by Law No. 24 of 2022:

1. Pregnant employee is granted full salary maternity leave for 90 days in a row before and after delivery.
2. The employee shall be granted three days' full salary continuous leave to accompany his wife upon delivery, which shall not be deducted from his annual leave.
3. A breastfeeding employee has the right to leave her work one hour prior to the end of the work day for one year from the baby's birth date, and she has the right to an unpaid leave for one year to nurse him.

Public Pension Law No. 7 of the year 2005, as amended:

Article (1): Definitions

Employee: Any person or staff member appointed by a competent authority to fill a post included in the civil or military Service on the budget of a government body, whatever the nature or name of that position or any other user provided by laws and regulations that is subject to the public pension Law.

Pensioner: An employee who is referred to retirement in accordance with the provisions of the law.

Participant: An affiliate staff member to the public pension system to whom the provisions of the law apply.

Beneficiary: A person who receives retirement benefits after the application of the law including the pensioner and the entitlement beneficiaries in accordance with the provisions of the law.

Salary: Monthly amount of money that an employee receives from which contributions are deducted, and it includes basic salary and constant allowances such as, nature of work, periodic allowances and cost-of-living allowance.

Survivors' Benefits: The money share of the pension received by the survivors of the deceased employee in accordance with the provisions of the law.

Decree Law No. 48, of 2022 amending the Public Pension Law

Article (5/25)

The payment of the survivors' benefits of the pension shall cease from the first month following the date of realization of the following cases:

- Death of the survivor.
- The widows, daughters or mothers if they marry.

Article 32: Eligible Survivors

1. Widow or Widows of the participant.
2. His children and his dependents who are male brothers, who did not exceed 21 years at the time of his death.
3. Children and siblings above (21) years and below (26) years who were dependent on the participant before his death and who continue to complete their academic or vocational education.
4. His children and dependents of male brothers over 21 years of age who are unable to earn income for health reasons, which will be determined by the competent medical committee. (Whether or not a person's health status prevents him from working).
5. Unmarried, divorced or widowed daughters and sisters.
6. Parents of the participant.

Article (33)

1. The pension payment shall cease upon death or marriage of the widow, widower, daughter or sister, and he or she regain their right to the pension if divorced, widowed within the understanding that the pension shall be recalculated and distributed to the eligible survivor in accordance with table No. 2 to article 34 of this Law.
2. A widow may not combine her pension from her first husband with her pension from her last husband, in which case the greater pension shall be paid to her.
3. There shall be no income for the eligible heir from brothers and sisters, or their income is less than the value of their benefit. Therefore, the maintenance paid to the sisters is not considered income and the beneficiary must prove that he has no income or that his income is less than his entitlements by means of a certificate from the relevant authority supporting his approval. Also, in the case of private income, it is deducted from retirement benefits, and pension benefits are redefined annually in the light of income variables, both in increase and decrease.
4. In order to obtain survivor's retirement, the mother is required not to be married to other man than the father of the deceased.
5. Upon the death of his wife, the widower shall be entitled to the share specified in Table No. (2) attached to Article (34) of the Original Act. If, at the time of her death, there is no private income equal to or greater than the value of his pension entitlement. If the income falls short of what he is entitled to, he receives the payment of his share in the amount of the difference. In this case, the remainder of the wife's pension shall be distributed to the beneficiaries within the limits of the assessments shown in the following table without the presence of the husband.

Article (34) Survivors' Pension Ratios:

	Eligible Survivors	Assessments Due to the Survivors			
		Widows	Children	Parents	Brothers
1.	Widow, widows or eligible spouse and more than one child	0.5/half	0.5/half	—	
2.	Widow, widows, eligible spouse, one child and tow parents	0.5/half	one third	one sixth for one or both	
3.	Widow, widows, eligible spouse, and one child	0.5/half	one third	—	
4.	Widow, widows, eligible spouse, more than one child and eligible parents	one third	0.5/half	one sixth for one or both	
5.	Widow, widows, eligible spouse, parents and no children	0.5/half	—	one sixth for each	

6.	More than one child and two parents with no widow or eligible spouse	—	Three-quarters 75%	one sixth for one or both	
7.	One child and two parents with no widow or eligible spouse	—	0.5/half	one sixth for each	
8.	Two parents with no widow or eligible spouse	—	—	one third for one or both	
9.	Brother or sister with no widow or eligible spouse, no children, and no parents	—	—	—	one sixth
10.	More than one brother or sister with no widow or eligible spouse, no children, and no parents	—	—	—	one third equally

Labor Law No. (7) of 2000

Article (1) Definitions:

Worker: Any natural person who performs work at the employer's disposal for remuneration while performing work under his or her management and supervision.

Employer: Any natural person, legal or his or her representative who employs one person or more for remuneration.

Article (2)

Employment is the right of every citizen who is able to work on the basis of equality of opportunity and without discrimination of any kind.

Article (3)

The provisions of this law apply to all workers and employers in Palestine except:

1. Civil servants and local bodies while ensuring their right to form their own trade unions.
2. Domestic servants and others of equivalent status, that the Minister shall issue their own regulations.
3. First-class members of the employer's family.

Article (4)

Workers are exempt from judicial fees in labor suits brought by them as a result of a wage or leave dispute, end of service benefits, compensation for work injury or arbitrary dismissal

Article (5)

Workers and employers have the right to form trade union organizations on a professional basis for the purpose of taking care of their interests and defending their rights.

Article (16)

Discrimination in working conditions and terms between workers in Palestine is prohibited.

Article (45)

Any worker who has spent one year's employment shall be entitled to an end-of-service benefits of one month's wage for each year of his employment on the basis of the last wage paid without taking into account the overtime working hours.

Article (47)

A worker shall be entitled to compensation for his arbitrary dismissal equals two months' remuneration for each year spent working, on the understanding that the compensation shall not exceed two years' remuneration.

Article (81)

A worker is entitled to his remuneration even though he is in the workplace, but not performing any work for reasons relating to the establishment.

Article (85)

According to the provisions of the law, the worker's remuneration is a privileged debt.

Article (86)

The Council of Ministers shall constitute a commission called the Wages Commission from representatives of the Government, employers and workers on the recommendation of the Minister.

Article (87)

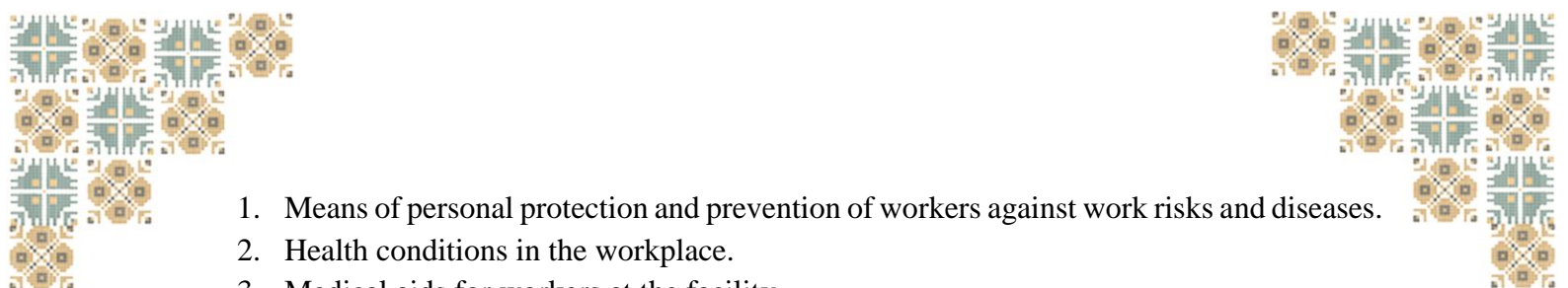
1. The Wages Commission shall examine public wage policies and their relevance to the living standard and make recommendations to the Council of Ministers upon that.
2. The minimum wage shall be fixed, subject to a decision of the Council of Ministers (cabinet).

Article (89)

The worker's remuneration shall not be less than the minimum wage standard approved by the law.

Article (90)

Occupational health and safety regulations related to the work environment are issued by the council of ministers including the following in particular:

- 
1. Means of personal protection and prevention of workers against work risks and diseases.
 2. Health conditions in the workplace.
 3. Medical aids for workers at the facility.
 4. Periodic medical examination of workers.

Article (92)

No work facility may charge the worker any expenses or deductions from his wages for the provision of occupational health and safety conditions.

Article (100)

Discrimination between men and women is prohibited according to the provisions of this law and the regulations thereunder.

Article (101)

Women employment is prohibited in each of:

1. Risky and hard work determined by the minister.
2. Overtime during pregnancy and the six months following giving of birth.
3. Night hours except for actions determined by the Council of Ministers.

Article (102)

The facility should provide special conveniences for female workers.

Article (103)

1. A working woman who has spent one hundred and eighty working days before each birth has the right to 10 weeks' paid maternity leave, including at least six weeks after delivery.
2. A working woman shall not be dismissed for the leave mentioned in paragraph (1) above, unless she is found to have engaged in other work during the period.

Article (104)

1. A breastfeeding woman has the right to at least one hour per day period of breastfeeding while working for one year from the date of birth.
2. The breastfeeding hour mentioned in paragraph (1) above shall be counted from the daily working hours.

Article (105)

In accordance with the labor interest, a working woman may take unpaid leave to care for her child or to accompany her husband.

Article (106)

The work facility or establishment shall display the provisions on women's employment inside the workplace.

Public Health Law No. (20) of 2004, Chapter Two: Mother and Child Health

Article (4)

Mother and child health care shall be regarded as an integral part of the developmental strategy of the Palestinian National Authority.

Article (5)

The Ministry shall provide preventive, diagnostic, curative and rehabilitative services to the mother and child, including:

1. Pre-marriage medical test to be provided by the Ministry. While the marriage contract would not be approved without conducting the pre-marriage test to ensure that the couple are not carrying any diseases that would affect the life and health of their offspring;
2. The Ministry shall care for women especially when they are pregnant, or during breastfeeding phases. Also, it shall support natural breastfeeding;
3. The Ministry shall monitor the child growth and development;
4. The Ministry shall make the family and society aware of child care and protection during his/her growth and development.

Article (6)

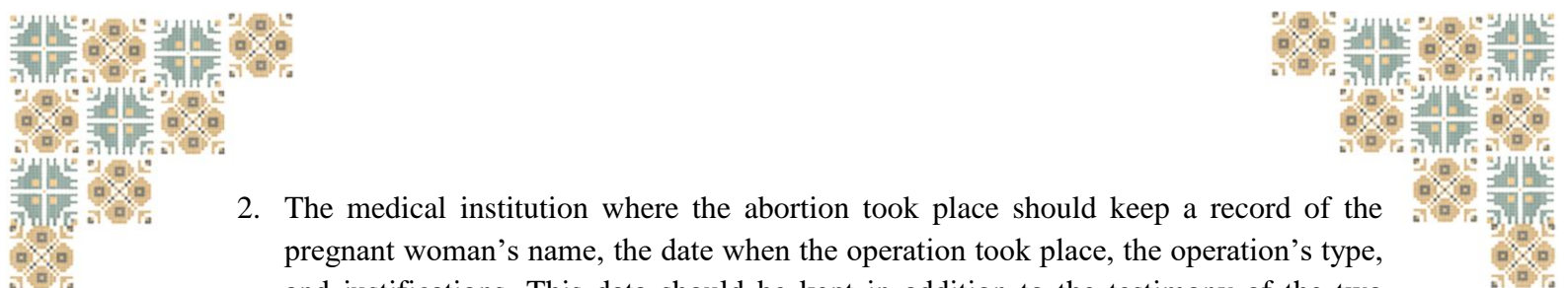
1. The Ministry should perform the following:
 - a) Form and implement preventive vaccination programs;
 - b) Ensure the quality of vaccines during transportation, storage and usage.
2. No charges any fees in return for vaccination or immunization of children or pregnant women.

Article (7)

According to the law, parents or those who are the legal guardian of the child should meet the terms of the vaccination programs formed by the Ministry.

Article (8)

1. It is forbidden to abort any pregnant woman by any means, unless there was an urgent reason to save her life and under the condition of having two specialized physicians as witnesses, one of them is a gynecologist and the following should be available:
 - a) A written approval from the pregnant woman. In the case of her disability to do so, the written approval should be obtained from her husband or her legal guardian;
 - b) The process of abortion should be performed in a medical institution.

- 
2. The medical institution where the abortion took place should keep a record of the pregnant woman's name, the date when the operation took place, the operation's type, and justifications. This data should be kept in addition to the testimony of the two doctors and the written approval for the period of ten years at least.

Maintenance Fund Law No. (6) of 2006, Chapter One: Definitions and General Provisions

Article (1)

Maintenance Judgment: Any final judgment issued by the competent court, and ordering the payment of maintenance to the wife, the wife during the waiting period, the children, the parents, or a dependent relative.

Judgment Creditor: The party in whose favor a Maintenance Judgment is issued.

Judgment Debtor: The party against which a Maintenance Judgment is issued.

Local Council Elections Law No. (10) of 2005

Article (7)

According to the provisions of this law, the right to vote shall be practiced by every person fulfilling the following conditions:

1. A Palestinian, who has attained eighteen years of age on polling day;
2. Resident at the electoral district for a period not less than six months prior to the date of elections;
3. His/her name is listed on the final voters' list of the electoral district where he/she shall vote;
4. He/she shall not be legally incompetent.

Article (17)

The representation of women in any of the local councils must not be less than 20%, provided that each of the lists includes a minimum level for women's representation that is not less than:

1. A woman among the first three names on the list;
2. A woman is among the four names that follow;
3. A woman is among the names that follow.

Decree Law No. (1) of 2021, amending Decree Law No. (1) of 2007 of General Elections

Each of the electoral lists running for the elections must include a minimum representation of women, not less than one woman from each of the following:

1. The first three names on the list;
2. All four names following that.

Decree Law No. (7) of 2011, amending the Penal Law in Force in the Northern Governorates, and the Penal Law in Force in the Southern Governorates

Article (1)

In accordance with the provisions of this Law by Decree, the provisions of Article 340, Chapter 1, of Title VIII of the Penal Law No. 16 of 1960 in force in the Northern Governorates shall be repealed.

Article (2)

The provisions of Article 18 of the Penal Law No. 74 of 1936 in force in the Southern Governorates shall be amended by the addition of the phrase (This shall not include the crimes of killing women against the background of "family honor") at the end of the article.

Decree Law No. (10) of 2014, amending the Penal Law No. (16) of 1960

Article (1)

The provisions of Article 98 of the Penal Law No. 16 of 1960, as amended, shall be amended so as to become as follows:

"The perpetrator who commits a crime in while he is in fit of fury resulting from an unlawful and dangerous act on the part of the victim shall benefit from a mitigating excuse. The perpetrator shall not benefit from such mitigating excuse in the event the crime is committed against a female under the pretext of honor".

Decree Law No. (5) of 2018, amending the Penal Law No. (16) of 1960

Article (2)

Article (99) of the Original Law shall be amended by adding a new paragraph holding the number (5) as follows:

5. The offences against women and children shall be exempt from the provisions of the preceding paragraphs.

Article (3)

Article (308) of the original law, regarding the marriage of the perpetrator of the crimes, shall be repealed, as they are considered to be crimes against morals and ethics.

Decree Law No. (20) of 2022, amending the Decree Law No. (17) of 2016 regarding Penal Law No. (16) of 1960

Article (2)

Article No. (14) of the original law shall be amended by deleting Paragraph No. (1) thereof¹.

Article (3)

Paragraph (1) of Article No. (15) of the original law shall be amended to read as follows: “Notwithstanding any of the legislation in force, refusal to hand over the child or failure to implement the judgment of viewing, hosting or accompanying is a crime punishable by imprisonment for a period of no less than six months.

Decree Law No. (22) of 2019, regarding the right of a mother to open a bank account for her minor children

Article (1)

Notwithstanding any of the legislation in force, the mother has the right to open, withdraw and close bank accounts for her minor children.

Decree Law No. (21) of 2019, amending the legislation governing personal status regarding determining the age of marriage in the State of Palestine

Article (2)

1. In order for the marriage to be valid, the two parties to the marriage contract must be of sound mind, and each of them must complete eighteen years of age.
2. As an exception to what was stated in Paragraph (1) of this article, the court may approve the marriage of those under 18 years, provided on a permission from the Supreme Judge of Palestine or any other religious references of other religions.

Civil Status Law No. (2) for the Year 1999

¹ Article No. (14) before the amendment: It is not permissible to imprison any of the following: 1. Employees of ministries and official and public departments who receive a monthly salary. 2. Whoever is not responsible for the debt, such as an heir who is not a custodian of the estate, guardian, or trustee. 3. The lunatic and the insane. 4. The pregnant woman until the end of three months after delivery, and the mother of the newborn until he completes two years of age.

Article (17)

1. The persons responsible for reporting the birth are:
 - a) One of the parents of the newborn, provided that the legality of the marriage is proven.
 - b) Those who attended the birth from adult relatives up to the fourth degree of the newborn.
 - c) Directors of hospitals, maternity homes, social care, prisons, and midwives.
2. Reporting is not accepted from those who are not assigned to it, and the responsibility for reporting does not fall on one of the categories mentioned in Paragraph (1), except in the absence of one of the categories that precede it in the order.

Decree Law No. (6) of 2023 on the division of inheritance rights

Article (1)

The words and expressions set forth in this Decree Law shall have the meaning the Law assigned to them below, unless the presumption indicates otherwise:

The Estate: All property left by the deceased or the immovable or other rights of the deceased.

Heir: Every person, whether male or female, is entitled to a part of the estate under an inheritance restriction argument issued in accordance with Sharia and law.

Article (2)

Cases relating to the division of inheritance rights by the competent courts shall be considered urgently, in accordance with the provisions of the applicable Code of Civil and Commercial Procedure.

Article (3)

Judgements and decisions in cases relating to the division of inheritance rights are subject to expedited enforcement in accordance with the enforcement law in force.

Article (4)

In cases relating to the division of inheritance rights, the plaintiff may submit a letter to the President of the Supreme Council of the Judiciary, requesting that payment of the lawsuit fee be deferred until it is decided.

Article (5)

If the plaintiff in cases relating to the division of inheritance rights is not able to engage a lawyer to represent him or her, and is supported by the Ministry of Social Development, the

court may assign him or her a lawyer at its expense, and the court may refer to him or her for legal fees after deciding the case and obtaining his or her share of the estate.

Article (6)

1. Anyone who commits any of the legally criminalized acts, which would have altered the outcome of the judgement or affected the administration of justice in matters relating to the division of inheritance rights, shall be punished with the heaviest penalty prescribed in the Penal Code in force. 2. Anyone who disrupts the provisions of the law in cases relating to the division of inheritance rights, or the execution of judgements and judicial decisions rendered therein, shall be punished in accordance with the provisions of the Penal Code in force.

Decree Law No. (43) of 2022 amending the Palestinian Children's Act No. (7) of 2004 and its amendments

Article (2)

Article 1 of the original Act is amended by adding the following definitions: trafficking in children: Recruiting, transporting, transferring, harboring, extraditing or receiving children, whether within or across the State's national borders, for the purpose of exploitation. Exploitation includes, at a minimum, exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or service, slavery or practices similar to slavery, servitude or the removal of organs. Sexual exploitation of children: any sexual act or exercise with or against the child or the child's use for sexual activities, pregnancy or coercion to engage in any sexual activity exploitative use of children in prostitution or other sexual practices, or the exploitative use of children in pornographic performances and materials, whether for or without charge, directly or indirectly, child prostitution by using them for sexual activities in exchange for reward or any form of compensation or child pornography through the portrayal of any child, by any means, engaging in genuine or simulated explicit sexual activities, or any portrayal of the child's sexual organs for sexual purposes, or the production, presentation, publication, possession or circulation of an image, film or drawing by means of communication, social networks or other means, or any other means in which a child appears in a disgraceful situation in a sexual act or a real, fictional or simulated sexual display or filming, recording or producing child pornography, publishing, distributing or facilitating a child's access to pornography by any means whatsoever or downloading, uploading or transmitting child pornography through the Web or through any means of communication or information technology. Customs and practices similar to slavery: sale of children for exploitation, serfdom, forms of bonded marriage, or any custom or practice that allows one or both parents or guardians to hand over a child or adolescent under the age of 18 to another person, for or without compensation, with a view to exploiting the child or adolescent or his or her labor.

Article (4)

Article 48 of the original Act is amended to read: "1. It is prohibited to infringe the child's right to be protected from trafficking or slavery-like practices, to be sold, to be sexually exploited, to be exploited in prostitution or to be exploited in pornography, including through electronic means, and the child has the right to be sensitized and empowered to counter such exploitation. 2. Temporary hard labor shall be punishable by a term of not less than five years and not more than fifteen years, a fine of not less than ten thousand Jordanian dinars and not more than forty thousand Jordanian dinars or their equivalent in the currency legally traded, or a fine equal to the value of the benefit of any more, whoever carries out or participates in the following acts: a. Child trafficking. b. Selling, purchasing, offering for sale, delivering, receiving or transporting a child as a slave. Practice or sexually exploit a child, whether in return or free of charge, in a direct or indirect manner. d. Exploiting a child in prostitution. e. Offering a child or prepare him for prostitution. f. Exploiting children for pornography. 3. The instigator or accomplice in any of the acts mentioned in Paragraph (2/B) of this Article shall be punished. 4. Anyone who conceals any of the acts mentioned in Paragraph (2/B) of this Article shall be punished. 5. In all cases, materials, assets, and other equipment used to commit the crimes mentioned in Paragraph (2) of this Article shall be confiscated, and the proceeds derived from them shall be confiscated."

Decree Law No. (28) of 2020, amending Decree Law No. (10) of 2018 regarding cybercrimes

Article (2)

Article 15 of the original Act is amended to read: "1. Anyone who uses the electronic network or any information technology means to threaten or blackmail another person to force him to do or abstain from doing an act, even if this act or abstention is lawful, shall be punished by imprisonment for a period of no less than one year and no more than two years. Two years of imprisonment, suspended for a period of five years starting from the end of the actual sentence, and a fine of not less than one thousand Jordanian dinars and not more than three thousand Jordanian dinars, or its equivalent in the currency in legal circulation. 2. If the threat is to commit a felony or to attribute matters that are dishonorable or prestige, he shall be punished with imprisonment for a period of not less than two years and not more than three years, and three years of imprisonment suspended for a period of five years starting from the end of the actual penalty, and a fine of not less than five thousand Jordanian dinars and no more than ten thousand Jordanian dinars, or its equivalent in the legally circulated currency.

Decree Law No. (12) of 2020, amending the General Pension Law No. (7) of 2005

Article (4)

Article 33, paragraph 3, of the original Act is amended to read: "3. a. When the participant dies, there shall be no income for the partner (brothers, daughters and sisters) or their income is less than the value of their entitlement. For this purpose, maintenance paid to girls

and sisters shall not be considered an income. The beneficiary shall prove that he or she does not receive an income or that his or her income is less than his or her entitlements by means of a certificate of confirmation.

Decree Law No. (1) of 2019 on the Palestinian National Institution for Economic Empowerment

Article (4)

1. The Institution's programs and interventions target the following categories: a. poor families. b. young graduates and unemployed youth. c. women producers, poor and marginalized women. d. female-headed families. e. workers in settlements. f. poor farmers and fishermen. g. persons with disabilities. h. entrepreneurs, innovators and professionals. 2. In addition to the categories listed in paragraph (1) of this article, the Council of Ministers may add any other category which it considers should be empowered upon the Council's proposal. 3. The controls and mechanisms for targeting the categories set out in paragraph (1) of this article are defined by a regulation issued by the Council of Ministers.

Article (5)

The Institution seeks to empower the economically targeted groups through the following:

1. Development of economic and development empowerment tools through the establishment of companies and projects necessary to support the Palestinian economy and the empowerment of the target groups of this resolution by law.
2. Work to provide financial and technical resources to contribute to economic empowerment by supporting SMEs and contributing to the Palestinian people's empowerment of target groups.
3. Supporting and developing partnerships with the civil and private sectors to establish economic development projects to develop the Palestinian economy.
4. Operating as an Islamic financial institution in accordance with the policy decided by the Council.
5. Establishment of waqf funds in partnership with the Islamic Development Bank and Arab and Islamic funds.

Decree Law No. (20) of 2022 amending Decree Law No. (17) of 2016 on legitimate implementation

Article (3)

Paragraph 1 of Article (15) of the original law shall be amended to read as follows: "Notwithstanding any of the legislation in force, refusal to hand over the child or failure to implement the judgment of viewing, hosting or accompanying is a crime punishable by imprisonment for a period of no less than six months."

Decree Law No. (22) of 2019, regarding the right of a mother to open a bank account for her minor children

Article (1)

Notwithstanding any of the legislation in force, the mother has the right to open, withdraw and close bank accounts for her minor children.

Decree Law No. (25) of 2022, regarding establishing the National Anti-Torture commission.

Article (1): Definitions

Torture: 1. An act or omission that inflicts and results in severe pain or suffering, whether physical or mental, intentionally inflicted on a person for the purpose of obtaining from that person or another natural person information or a confession or punishing him for an act he or another natural person has committed or is suspected of committing or intimidating any other natural person. 2. Infliction of such pain or suffering on any ground based on discrimination of any kind, instigated, approved or silenced by a public official or any person acting in an official capacity. Torture does not involve pain or suffering arising from, inherent in or incidental to the penalties established under the laws in force. Ill-treatment: an inhuman, degrading or cruel act of punishment which does not amount to torture, committed by an official or other person acting in an official capacity, inciting or carrying out with his consent. Deprivation of liberty: any form of detention, accommodation or care of a natural person through imprisonment, arrest or probation in a public or private place, without the order of a judicial authority or competent official entity.

Decree Law No. (23) of 2023 regarding the publication of the International Covenant on Economic, Social and Cultural Rights.

Decree Law No. (18) of 2023, Concerning the publication of the International Covenant on Civil and Political Rights.

Decree Law No. (14) of 2021, regarding the publication of the Convention on the Elimination of All Forms of Racial Discrimination in the Official Gazette

Decree Law No. (25) of 2021, regarding the publication of the Convention on the Rights of the Child in the Official Gazette

A Decree Law was recently issued regarding the Penal Code of 1960 No. (16) amending Art. (208), which redefines torture, ill-treatment, inhumane treatment, degrading treatment and discrimination and sets the punishment for any official employee or officer that commits any of the acts mentioned in the articles.

Third: Regulations Issued Pursuant to the Decisions of the Council of Ministers

Cabinet Decision No. (14) of 2005 regarding the Social Assistance Regulation

Article (1)

The employee shall be granted a social allowance for his non-employee spouse who is not working, at the rate of sixty shekels per month. This allowance shall be discontinued on behalf of the spouse or divorced person from the date of death or divorce, as the case may be.

Article (2)

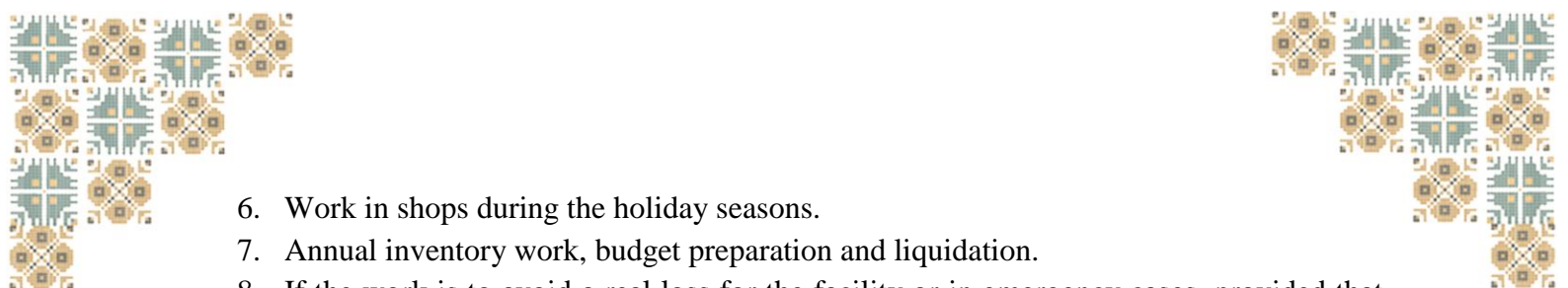
1. The employee is granted a social allowance for his children at the rate of twenty shekels per month for each child until they reach the age of eighteen.
2. The social allowance shall continue to be paid to the employee's children in the following cases:
 - a) If the son/daughter is pursuing their studies in any recognized educational institution until they complete their studies or reaches the age of twenty-five, whichever is earlier.
 - b) If the son/daughter is disabled or becomes unable to work by a decision of the Supreme Medical Committee.
 - c) If the daughter is an unmarried and unemployed girl.
 - d) If the daughter is a divorced or widowed girl and is not employed.
3. If both spouses are civil servants, the social allowance for children is paid to only one of them.
4. The social allowance for children is given to the wife if the husband is disabled and unable to work.

Cabinet Decision No. (14) of 2003 regarding women working during night

Article (1)

It is permissible for women to be employed between eight o'clock in the evening until six o'clock in the morning, in the following works, conditions and occasions:

1. Work in hotels, restaurants, theatres, cafes, cinemas and music halls.
2. Work in airports, airlines and tourist offices.
3. Work in hospitals, sanatoriums, clinics, and pharmacies.
4. Work in the media.
5. Work in nursing homes, nurseries, orphanage and handicapped places.

- 
6. Work in shops during the holiday seasons.
 7. Annual inventory work, budget preparation and liquidation.
 8. If the work is to avoid a real loss for the facility or in emergency cases, provided that the Ministry of Labor is notified with a statement of the emergency situation and the period required to complete the work and obtain the approval of the Ministry, and if the approval is verbal, it must be supported in writing.

Article (2)

In order to allow women to be employed at night in any of the cases, occasions, or works stipulated in the previous article, the employer must provide the working women with all guarantees of protection and transportation.

Cabinet Decision No. (2) of 2009 of Civil Status Law No. (2) of 1999

Article (47)

Changing the wife's family name to the husband's family name:

1. If the wife's family name is the same as the husband's family name in her premarital identity card, the situation remains the same.
2. The wife bears in her record her husband's family name and she has the right to apply to replace it with her maiden name for a certain fee.

Article (48)

In order for a wife to retrieve her maiden family name, she shall ask the Department for approval requesting that her maiden name be returned, even if a marriage contract still exists between her and her husband.

Cabinet Decision No. (181) of 2022, regarding the ratification of the national referral system for battered women

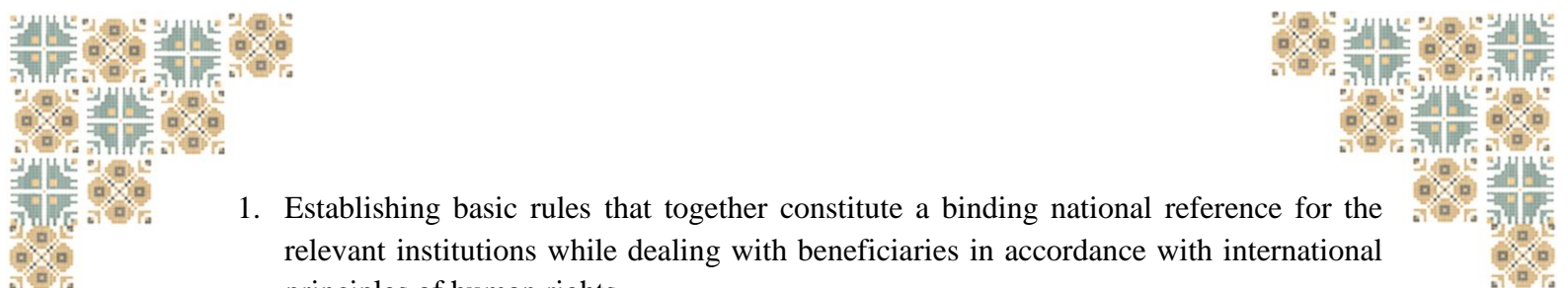
Article (1): Definitions

Battered: Every woman who has been subjected to violence and has reached the age of 18 or more, and/or every girl under the age of 18 who has been subjected to violence if she is married or pregnant, whether the marriage is still valid or not, in accordance with the measures and procedures for childhood.

Beneficiary: The beneficiary of any type of service according to the system

Article (2)

The system aims for the following:

- 
1. Establishing basic rules that together constitute a binding national reference for the relevant institutions while dealing with beneficiaries in accordance with international principles of human rights.
 2. Providing all services needed by the beneficiary.
 3. Ensuring the protection and empowerment of the beneficiary and her reintegration into her family and society.
 4. A statement of the rights, duties, responsibilities and roles of service providers in accordance with the standards of effective cooperation and partnership.
 5. Governing the work of the system and strengthening follow-up and accountability mechanisms.

Cabinet Decision No. (9) of 2011, regarding system of protection centers for battered women

Article (1): Definitions

Director: Executive Director of the Protection Center for Battered Women.

Center: The center for the protection and empowerment of battered women and the family, whether governmental or private.

Violence against women: physical, sexual, and psychological violence that occurs within the framework of the family and society, and is in violation of applicable laws.

Beneficiary: Every female victim who has benefited and is benefiting from the center's services.

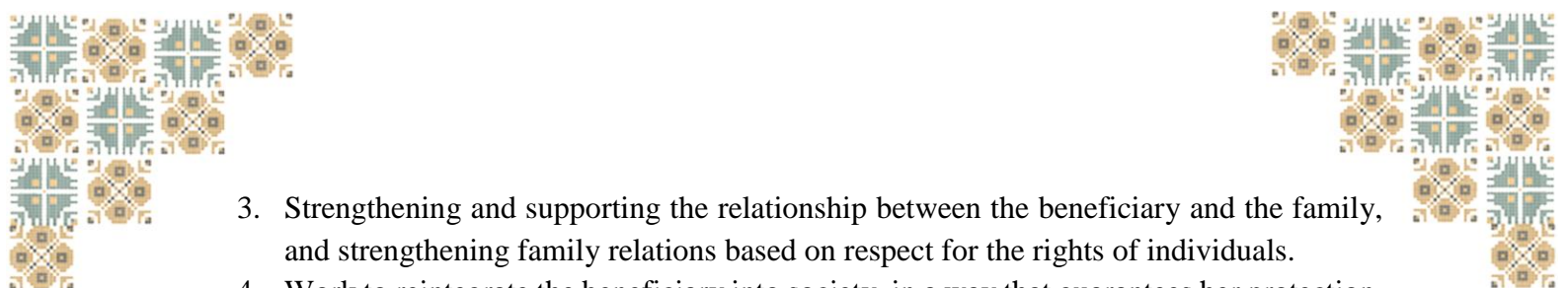
Article (2)

1. The approved center is considered a governmental center, which works to provide protection for battered women by providing integrated social, health, legal, psychological, educational and rehabilitative services.
2. A special center may be established from voluntary bodies to carry out its tasks under the supervision of the Ministry. The basis for its licensing and organization, the nature of its services and activities, a name that distinguishes it from others, and all its activities shall be determined in accordance with the provisions of this system.

Article (3)

The center aims to protect and rehabilitate battered women through the following:

1. Protecting and caring for the beneficiary and her children, enhancing her self-confidence and developing her abilities and skills, by providing integrated social, health, legal, psychological, educational and rehabilitative services.
2. Rehabilitating the beneficiary and restoring her psychological stability in a manner commensurate with her capabilities.

- 
3. Strengthening and supporting the relationship between the beneficiary and the family, and strengthening family relations based on respect for the rights of individuals.
 4. Work to reintegrate the beneficiary into society, in a way that guarantees her protection.
 5. Taking all measures to empower the beneficiary and enhance her social and economic independence to ensure a decent life for her.

Article (4)

The center is concerned with securing protection for the beneficiary and her children through the following tasks:

1. Providing shelter and protection for the beneficiary and her children, in coordination with the Directorate, until the danger has been eliminated.
2. Following up the beneficiary's case with the Directorate in whose area the center operates, and any other official bodies whose intervention is necessary.
3. Providing psychological, social and legal counseling services to battered women, their children and families who go to the center in coordination with the Directorate.
4. Following up on the status of the beneficiary inside and outside the family to protect her from violence.
5. Coordinating work with relevant national institutions, and activating international conventions, charters and agreements related to the women's rights.

Article (5)

The center provides its services to:

1. Every beneficiary that is exposed to a state of violence.
2. Children of the beneficiary, provided that the age of males does not exceed 12 years old.

Fourth: Cabinet Decisions

1. **Cabinet Decision No. 13(4) of 2019:** considering the 26th of October of each year as a national day for Palestinian women. Noting that a booklet has been prepared by the Ministry of Women's Affairs explaining the reasons for adopting this day and includes an overview of historical milestones in the life of Palestinian women.
2. **Cabinet Decision in Session No. (44) of 2020:** approving March 8 of each year as one of the official holidays in the State of Palestine.
3. **Cabinet Decision No. 149(2) of 2018:** concerning calculating the one-year leave period without pay to take care of a newborn within the retirement entitlements.
4. **Cabinet Decision No. (366) of 2005:** to strengthen the protection of battered women:

Article (1)

Violence directed against women means physical, sexual, and psychological violence that occurs within the framework of the family and society, and is in violation of applicable laws.

Article (2)

Assigning the Ministry of Interior and National Security to provide qualified female personnel to deal with cases of violence against women in police stations

Article (3)

Assigning the Ministry of Justice, in coordination with the Public Prosecutor, to issue instructions to members of the Public Prosecution Office to provide protection for battered women by transferring them to one of the protection centers of the Ministry of Social Development until the compelling reasons are over.

Article (4)

Assign the Ministry of Health to:

1. Provide specialized psychiatrists to deal with cases of violence against women.
2. Oblige the doctor treating the battered woman to prepare a psychological report on the case attached to the treatment report for the same case to the Public Prosecution.

Article (5)

Assign the Ministry of Social Affairs to include battered women in the Ministry's relief and development programs as exceptional, urgent cases.

Article (6)

The Ministry of Women's Affairs is responsible for coordinating with the concerned ministries for the purposes of implementing the provisions of this decision.

5. **Cabinet Decision No. 149(3) of 2022:** regarding granting an annual award to the most distinguished woman in the political, social, economic, cultural, legal and media sectors.
6. **Cabinet Decision No. 149(4) of 2022:** regarding granting incentives to girls to enroll in university vocational education.
7. **Cabinet No. 194(7) of 2018:** regarding granting the mother the right to obtain a passport, open bank accounts, and register or transfer schools for her underage children.
8. **Cabinet Decision No. 171(2) of 2022:** regarding the approval of the application of the concept of a "unified service center" for government departments.
9. **Cabinet Decision No. 104(9) of 2021:** concerning the formation of a permanent national committee to monitor the practices and violations of the occupation's crimes against women.

- 10. Cabinet decision No. (98) of 2021:** regarding the adoption recommendations of a report on the reality of women in decision-making, including the submission of draft laws and the development of a strategy aimed at overcoming the underrepresentation of women in decision-making positions and institutionalizing programs for young leaders in educational institutions.
- 11. Cabinet Decision No. 100(2) of 2021:** adopting a national program for the economic empowerment of working women in the settlements, with the aim of removing them from the Israeli labor market, and integrating them into the Palestinian labor market.
- 12. Cabinet Decision** to include two women in the National Reconstruction Committee, for the reconstruction of the Gaza Strip after the Israeli aggression in 2021.
- 13. Cabinet Decision No. (87) of 2022:** regarding the establishment of a mobile legal clinic for human rights.
- 14. Cabinet Decision No. (189) of 2022:** regarding the formation of a national committee for fair wages, headed by the Ministry of Women's Affairs and the Ministry of Labor as a deputy, with the aim of working on equal pay for work of equal value.
- 15. Cabinet Decision No. (4) of 2021, which states:**
- The minimum wage in all regions of the State of Palestine and in all sectors is 1880 shekels per month.
 - The minimum wage for daily workers, especially workers on an unorganized daily basis, in addition to seasonal workers, is 85 shekels per day.
 - The minimum wage for one working hour for workers included in Paragraph (2) of this Article is 10.5 shekels.
- 16. Cabinet Decision No. 27(4) of 2019,** the formation of a ministerial committee to study the issue of adopting the concept of multidimensional poverty.
- 17. Adding** day laborers, kindergarten workers, and abused women in safety homes to the list of poor families to benefit from their fund.
- 18. Cabinet Decision No. 134(5) of 2017:** regarding the formation of a permanent committee to supervise and monitor violence against women. This was amended by adding institutions under Decision No. 13(5) of 2019.
- 19. Cabinet Decision No. 27(8) of 2012:** regarding the formation of the National Committee for the Implementation of the UN Security Council Resolution 1325.
- 20. Cabinet Decision No. 103(9) of 2021:** regarding the adoption of the second national plan for the implementation of Security Council Resolution No. (1325) on women, peace and security.
- 21. Cabinet Decision No. 10(8) of 2012:** regarding the formation of a national committee for gender-sensitive budgets.
- 22. Cabinet Decision No. 146(7) of 2022:** regarding re-establishing a national committee for gender-sensitive budgets.
- 23. Cabinet Decision No. 5(1) of 2009:** regarding integrating gender into the budget preparation process.

24. Cabinet Decision No. 99(8) of 2020: Concerning approving the recommendations of the study prepared by the Ministry of Women's Affairs through conducting a review of what was published in the Official Gazette "Palestinian Facts" regarding gender-responsive policies over 20 years in the State of Palestine, where the decision included the following:

- a) Preparing a work system for the Ministry of Women's Affairs that clarifies the objectives, tasks, and the relationship with sectoral strategies and systems.
- b) Review the role and tasks of gender units to ensure their involvement in policy-making for the government department.
- c) Developing a planning methodology and a national monitoring and evaluation system to help government departments integrate gender issues into their plans and follow up on their evaluation.
- d) Developing general budget models to help government departments prepare budgets that respond to gender needs.
- e) Formation of a national committee to review economic policies from a gender perspective and allocate economic programs to bridge the economic gap in the policies drawn up at the level of laws and regulations.
- f) Finding appropriate mechanisms to link researchers and specialists in gender issues with Palestinian universities to benefit from libraries and peer-reviewed journals to deepen scientific and practical knowledge.
- g) Request the Fatwa and Legislation Bureau to include a gender-related page on their website to facilitate access to information and speed up the process of analysis and intervention.
- h) Holding an annual conference to determine political priorities for each year under the title "The Demands and Needs of Palestinian Women for the Next Year."
- i) Establishing an integrated program to prepare a set of policy papers in a sustainable manner.
- j) Developing indicators related to adopted policies and adopting them nationally for follow-up and monitoring.
- k) Periodically evaluating policies and establishing a mechanism for analysis.

25. Cabinet Decision No. 83(2) of 2020: regarding the formation of a national committee to harmonize legislation with international agreements and the approval of the committee's work mechanism, with the membership of the Minister of Women's Affairs

26. Cabinet Decision No. 121(6) of 2012: regarding the formation of the National Committee for the Employment of Women, with the membership of the Minister of Women's Affairs.

27. Cabinet Decision No. 26(3) of 2019: regarding the formation of a team to prepare the national employment strategy, with the membership of the Minister of Women's Affairs

- 28. Cabinet Decision No. 10(1) of 2019:** regarding amending the decision to form the National Wages Committee, with the membership of the Minister of Women's Affairs.
- 29. Cabinet Decision No. 1(8) of 2019:** regarding the formation of the Permanent Ministerial Reform Committee, with the membership of the Minister of Women's Affairs.
- 30. Cabinet Decision No. 1(3) of 2019:** regarding the formation of the permanent ministerial social committee with the membership of the Minister of Women's Affairs.
- 31. Cabinet Decision No. 115(1) of 2021:** regarding the formation of the Board of Trustees of the National Corporation for Economic Empowerment, with the membership of the Minister of Women's Affairs.
- 32. Cabinet Decision No. 90(8) of 2021:** regarding the formation of a national committee to reduce suicide attempts, with the membership of the Minister of Women's Affairs.
- 33. Cabinet Decision No. 67(5) of 2020:** regarding the formation of a ministerial committee to reduce negative manifestations in society, with the membership of the Minister of Women's Affairs.
- 34. Cabinet Decision No. 59(6) of 2008:** regarding the formation of the Supreme National Committee for Combating Violence against Women.
- 35. Cabinet Decision No. 79(1) of 2011:** regarding approving the strategic plan to combat violence against women for the years 2011-2019.
- 36. Cabinet Decision No. 65(8) of 2008:** regarding the establishment of gender units in ministries.
- 37. Cabinet Decision No. 49(5) of 2004:** regarding the formation of the Advisory Council for Official Statistics with the membership of the Ministry of Women's Affairs, and the head of the Palestinian Central Bureau of Statistics shall be the Secretary General of the Council.
- 38. Cabinet Decision of 2020 pursuant to Letter No. (661)** regarding working hours for mothers working in the public sector:
- Female employees who have children who need to be cared for, must submit a request to exempt them from working at the headquarters of the government department to the Personnel Affairs Department in their departments.
 - The Personnel Affairs Department at the government department studies the application urgently and verifies all information.
 - The head of the government department takes the decision in light of the information provided about the mother's working hours in the government department during the declared emergency period, provided that the female employees are committed to working from home.
- 39. Cabinet Decision No. (3) of 2021** regarding the cancellation of Article (22) of Cabinet Decision No. (4) of 2020 approving the Code of Conduct and Ethics of the Public Service;

Article (4): Values of Civil Service

When performing the tasks assigned to him, the employee must be committed to the following values:

1. Justice, equality and equal opportunities
 2. Transparency, accountability and integrity
 3. Professionalism and effectiveness
 4. Motivation and excellence
 5. Loyalty to the homeland
 6. Objectivity and impartiality
 7. Merit and entitlement
 8. Non-discrimination on grounds of race, sex, color, religion, political opinion, disability, belief or age
 9. Respect the rights of prisoners, women and people with disabilities
 10. Respect human dignity and appreciate the value of the individual
 11. Verity and honesty
 12. Efficiency, economy and quality
 13. Seriousness and diligence to provide the best services to the public at a lower time and cost
 14. Wisdom and patience in dealing with public complaints
 - 15.
- 40. Cabinet Decision No. (7) of 2019** regarding the establishment of Gender Equity Policy Institute.
- 41. Cabinet Decision No. (6) of 2023** regarding the approval of the national strategy to enhance the political participation of Palestinian women (2023 - 2030)
- 42. Cabinet Resolution for the year (2023)** regarding the approval of the National Strategy to Combat Violence against Women: (2023 – 2030).

Article (1)

1. Establish a Gender Equity Policy Institute whose work shall be regulated by law. 2. All financial, in-kind and intellectual assets and rights allocated to the Women's Center for Research and Documentation project shall be transferred to the Institute.

Article (2)

1. Forming a temporary board of directors for the Gender Policy Institute for a period of one year, as follows: (Minister of Women's Affairs as Chairman, Prime Minister's Office, Ministry of Interior, Ministry of Finance, Ministry of Foreign Affairs and Expatriates, Ministry of Health, Ministry of Social Development, Ministry of Education, Ministry of Higher Education and Scientific Research, the Central Bureau of Statistics, the Independent Commission for Human Rights, the Institute of Women's Studies - Birzeit University, the General Union of Palestinian Women.)

2. Representatives of government institutions in the membership of the Board of Directors shall be high-level employees, and representatives of non-governmental entities shall be at the leadership level.

43. Cabinet Decision No. (9) of 2011 regarding system of centers for the protection of battered women

Article (3)

The center aims to protect and rehabilitate abused women through the following: 1. Protecting and caring for the beneficiary and her children, enhancing her self-confidence and developing her abilities and skills, by providing integrated social, health, legal, psychological, educational, and rehabilitative services. 2. Rehabilitating the beneficiary and restoring her psychological stability in a manner commensurate with her abilities and capabilities. 3. Strengthening and supporting the relationship between the beneficiary and the family, and strengthening family relationships based on respect for the rights of individuals within it. 4. Work to reintegrate the beneficiary into society, in a way that guarantees her protection. 5. Taking all measures to empower the beneficiary and enhance her social and economic independence to ensure a decent life for her.

Article (4)

The center is specialized in ensuring protection for the beneficiary and her children through the following tasks: 1. Providing shelter and protection for the beneficiary and her children in coordination with the directorate until the danger to them is removed. 2. Follow up on the beneficiary's condition with the directorate in whose area the center operates, and any other official bodies whose intervention is necessary. 3. Providing psychological, social, and legal counseling services for abused women, their children, and families who approach the center in coordination with the directorate. 4. Follow up on the beneficiary's situation inside and outside the family to protect her from violence. 5. Coordinating work with relevant national institutions, and activating international principles, charters and agreements related to the women's sector.

Fifth: Ministerial Decisions

1. The decision of Their Excellency, the Minister of Women's Affairs and the Minister of Labor, dated October 23rd of 2022, to form a national committee to promote fair wages and ensure equal pay for work of equal value.
2. Minister of Interior Decision No. (40) of 2013 regarding the formation of an advisory committee for gender units in the security sector, including directors of gender units or their representatives.

3. Minister of Social Development Decision of 2022 regarding standard operational guide and case management for service providers to women and girls' survivors of violence.
4. Attorney General Decision for the year of 2023 regarding the standard operational guide cases of violence against women.
5. Director General of Police Decision of 2017 regarding the Operational Procedures Manual.

Sixth: Decisions Issued by the Supreme Judicial Council;

Decision No. (1) of 2020 regarding the Code of Judicial Conduct

Article (25)

When practicing his judicial work, the judge must be equal - in his speech and behavior - between all persons, whether they are parties in the dispute or others (witnesses, lawyers, court employees, or colleagues) and he must not discriminate between them for reasons related to religion or race, color, gender, or for any other reason. He must ask his employees to abide to this.

Decision No. (2) of 2020 regarding the Judicial Conduct of Code for the members of public prosecution

Chapter II

Professional Behavior of Public Prosecutors

Article (14)

The Public Prosecution member must perform his work without bias, and avoid all types of political, social, religious, racial, cultural, sexual, or any other type of discrimination.

Seventh: Circulars Issued by the Chief Judge of Palestine

1. Circular No. (59/2012) regarding judicial divorce, witnessing with hosting, and the discretionary authority of the Sharia judge in the event of discord and dispute.
2. Circular No. (49/2019) regarding defining the age of marriage in the State of Palestine at eighteen solar years for both spouses.
3. Circular No.: (15/2021) Arbitration in dispute and discord cases and expertise in expenses and other cases.
4. Circular No. (17/2021) regarding speedy decision-making in cases of expenses of all kinds, custody, witnessing, hosting, and annexation.

5. Circular No.: (18/2021) regarding witnesses of children during holidays and official holidays.
6. Administrative Decision No. (343/2022) regarding litigation procedures before the Supreme Sharia Court.

Eighth: Instructions Issued by the Palestine Monetary Authority

1. Instructions No. (5/2023) regarding market controls and protecting customers' rights;

Article (13): The relationship with the sponsor

Paragraph No. (7): The bank is prohibited from accepting the guarantee of a husband or wife for mortgage loans and home loans unless the property or assets subject to the mortgage are registered in the name of both spouses.

2. Instructions No. (31/2019) regarding a mother opening bank accounts for her minor children.

Ninth: Instructions Issued by the Palestinian Land Authority

Circular issued by the Head of the Land Authority in the year of 2023 stipulating that women's certificates be accepted in all real estate transactions that they manage and that they be equal to men in light of this certificate.

Tenth: Other Women-Related Issues

1. Completion of the Domestic Violence Survey in cooperation with the Palestinian Central Bureau of Statistics.

<https://bit.ly/3ZeEXfk>

2. Establishing a database of women in decision-making positions in cooperation with the Palestinian Central Bureau of Statistics.



<https://bit.ly/3EtDz05>

Eleventh: National strategic plans approved by the Council of Ministers

1. National Development Plan 2021-2023
2. Cross-Sectoral National Gender Strategy 2021-2023
3. National Employment Strategy 2021-2025
4. National Strategy for Entrepreneurship and Empowerment 2021-2023
5. Cross Sectoral Employment Strategy 2021 2023
6. Cross Sectoral Health Strategy 2021 2023
7. Cross Sectoral Education Strategy 2021 2023
8. Cross Sectoral Higher Education and Scientific Research Strategy 2021 2023
9. Cross Sectoral Youth Strategy 2021 2023
10. Cross Sectoral Social Development Strategy 2021 2023
11. Cross Sectoral Economic Strategy 2021 2023
12. Cross Sectoral Land Strategy 2021 2023

Twelve: Implementation Tools for Policy Development

1. The Ministry of Women's Affairs, in coordination with partners, launched the National Electronic Observatory of Violence against Women on the following website:



(<http://bit.ly/3Ikmcjv>)

2. Creating a tool to document women's experience during the COVID Pandemic, and this tool can be accessed through the following website:



(<http://bit.ly/3ERatIz>)

3. Signing at least 25 memorandums of understanding and cooperation to enhance joint action on women's issues, and to activate institutions to integrate gender issues into institutional plans and budgets.
4. During the COVID Pandemic, and in light of the state of emergency and home quarantine, the Ministry of Women's Affairs formed no less than 300 field committees in Palestinian communities under the title "Support, Guidance and Guidance Committees."

Thirteenth: References and International Agreements to which the State of Palestine has Acceded, which are directly related to women

1. Universal Declaration of Human Rights of 1948
2. Convention on the Political Rights of Women of 1952
3. Convention on the Nationality of Married Women of 1957
4. Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages of 1964
5. Convention on the Elimination of All Forms of Discrimination against Women of 1979 and its Protocol of 1999
6. International Covenant on Civil and Political Rights of 1966
7. International Covenant on Economic, Social and Cultural Rights of 1966
8. Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment of 1984
9. Convention on the Rights of Persons with Disabilities of 2006
10. International Convention on the Elimination of All Forms of Racial Discrimination of 1969
11. Convention on the Rights of the Child of 1989, and the Optional Protocols thereto
12. The Istanbul Protocol “Guide to the Effective Investigation and Documentation of Torture, Violence, and Other Cruel, Inhuman or Degrading Treatment or Punishment.”
13. UNSCR ON Women, Peace and Security (1325, 2122, 2242, 2493, 1888, 1960, 2016, 2467)
14. UNSCR 2250 ON Youth Peace and Security (YPS)