International Labour Organization

ILO Decent Work and Recovery Programme

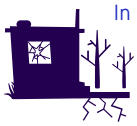
Supporting emergency employment and labour-intensive public works



November 2026

The challenge

The war has caused devastating loss of life, widespread displacement, extensive damage to infrastructure, services and employment in Gaza, with spillover effects in the West Bank. In April 2026, the United Nations, World Bank and European Union estimated that physical damage to Gaza's infrastructure amounts to US$35.2 billion. The immediate restoration of social infrastructure and services is an urgent priority, as is the need to create employment and rebuild livelihoods.



In Gaza, **damage** has been incurred by:

81% of **all structures** (OCHA estimates as of November 2025), including:

92% of housing units

60% of primary health facilities

88% of commercial facilities

89% of water & sanitation assets



Unemployment has risen to:

85.1% in Gaza as of Q3 2025

28.5% in the West Bank as of Q3 2025*

The ILO's solution

Employment is vital for socio-economic recovery. Emergency employment in labour-intensive public works – i.e. creating jobs and securing incomes for affected populations while restoring essential infrastructure and services – alleviates humanitarian needs while laying the groundwork for an inclusive recovery, resilient livelihoods and sustainable future work.

What we have achieved so far

An **emergency employment scheme** implemented by the ILO in partnership with the Palestinian Employment Fund (PEF) created short-term jobs for 1,250 Palestinians between February and August 2025 – providing decent work opportunities while restoring vital services, dignity and hope for communities in the West Bank and Gaza. The scheme builds on a 2024 pilot by the ILO and the United Nations Development Programme (UNDP) that created temporary jobs for 150 workers in Gaza. It applied the ILO's employment-intensive approach, a proven, gender-responsive and disability-inclusive model for addressing humanitarian and recovery needs.



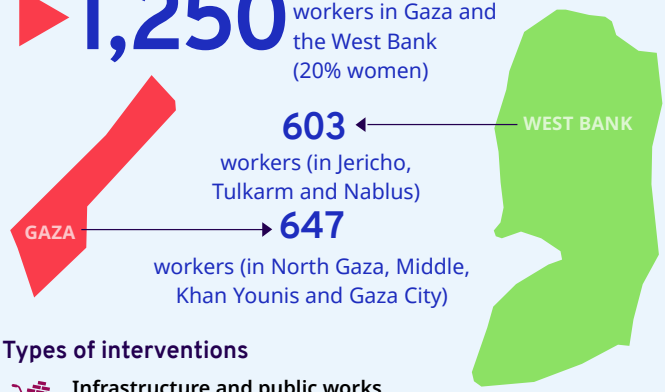
The scheme's job announcement received **12,000** applications in just 10 days

With current resources, the ILO was only able to meet **10%** of this demand

$39 million+ would be needed to meet the demand

The emergency employment scheme created short-term jobs for

1,250 workers in Gaza and the West Bank (20% women)



603 workers (in Jericho, Tulkarm and Nablus)

647 workers (in North Gaza, Middle, Khan Younis and Gaza City)

Types of interventions

- **Infrastructure and public works** (e.g. removing rubble, restoring buildings and roads, etc.)
- **Health and medical services** (e.g. supporting health facilities, medical waste disposal, etc.)
- **Water, sanitation and waste management** (e.g. repairing water and sewage pipelines, solid waste collection, etc.)
- **Shelter and displacement camp maintenance** (e.g. repairing shelters, sanitation services for displaced persons, etc.)
- **Education services** (e.g. providing catch-up lessons for children to bridge learning gaps, etc.)
- **Other support** (e.g. supporting the agriculture sector, cooperatives, the private sector, the distribution of food and non-food items, etc.)

* Latest comparable data.

The ILO is also supporting the **transition from cash-for-work to employment** in the Occupied Palestinian Territory. This includes establishing standard operating procedures and environmental and social safeguards for emergency employment schemes, including cash-for-work, in collaboration with the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), the Cash Working Group (CWG) and active partners, including the Palestinian General Federation of Trade Unions (PGFTU) and the Ministry of Labour.

What we aim to achieve with donor support

The ILO aims to **expand the emergency employment scheme** to meet existing demand and support the support the Ministry of Labour, in collaboration with social partners, to set up a **public employment programme (PEP)**. The goal is the creation of 1,000 short-term jobs for the most affected workers (for 3 months), ensuring decent working conditions and fair wages. These workers will support the delivery of critical social services and labour-intensive infrastructure works in priority sectors, such as health, education, and water and sanitation. This will provide workers with urgent income support and the opportunity to gain skills, while addressing pressing community needs and laying the foundations for labour market recovery and resilience.

Key activities

The following areas are proposed for employment interventions, while recognizing that conditions in Gaza and the West Bank require differentiated approaches:

1. **Infrastructure development**, including reconstruction in sectors like water, sanitation, health care, roads and housing, which can create many jobs.

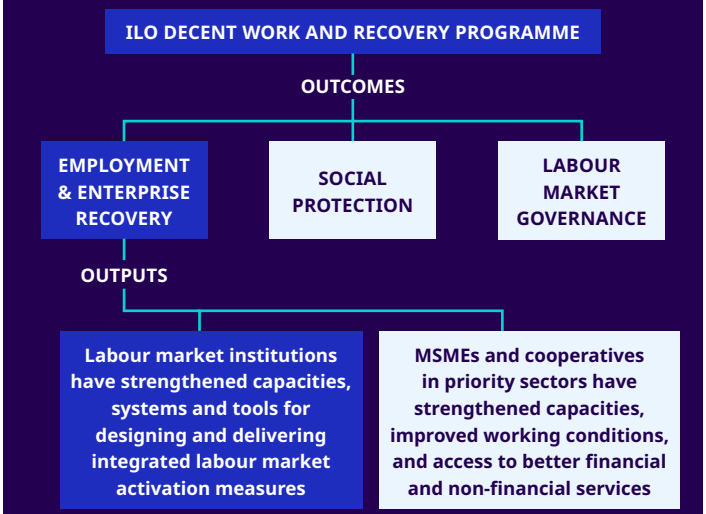
2. **Social services**, for example by placing support workers in schools, health clinics, and care facilities for children and the elderly. Service-related work relies primarily on labour rather than materials, allowing direct impact without heavy resource requirements. Many forms of local support can be considered, including forms of care, community health, out-of-school activities, sports, etc.

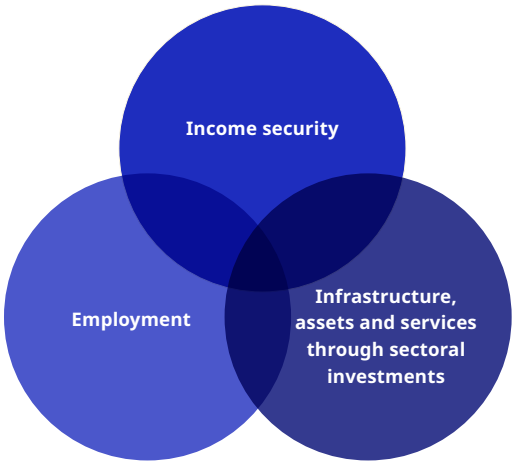
3. Contributing to **food security** by supporting local food initiatives, such as community kitchens, school feeding, urban gardens, smallholder farming and cooperatives, with scope for strategies that sustain employment in agriculture and strengthen value chains.

4. Using the **creative arts** to address trauma, e.g. social histories, public art, protecting heritage sites, etc.

5. **Environmental/green works**, e.g. waste management, water protection and urban greening, paired with longer-term efforts for climate resilience.

Where this project fits under the ILO Decent Work and Recovery Programme





Required budget

Component	Estimated cost (US$)
Outcome 1. Crisis-affected workers have improved income security and employability through short-term decent employment opportunities	4,860,000
Outcome 2. Targeted communities benefit from the restoration of essential infrastructure and services through employment-intensive public works	1,460,000
Total budget	**6,320,000**

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Project summary 02

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ILO Decent Work and Recovery Programme

Private sector recovery and labour market stabilization



November 2026

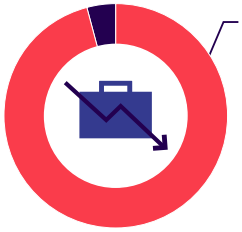
The challenge

The private sector has been severely affected by the war in Gaza and the economic downturn across the Occupied Palestinian Territory, marked by movement and trade restrictions, supply chain disruptions, falling revenues and rising unemployment. Gross domestic product (GDP) contracted by 26.4 per cent between the third quarter (Q3) of 2023 and Q3 2025 (falling by 14.2 per cent in the West Bank and 89 per cent in the Gaza Strip). This been driven by a contraction in value added in virtually all sectors, with major repercussions for living standards and labour market outcomes.

Micro, small and medium-sized enterprises (MSMEs) are bearing the brunt of the impact, particularly because most lack access to support required to remain afloat. Yet they are also the entities best placed to propel socio-economic recovery, as long as they have the support they need to survive, thrive and lead the way towards a sustainable, resilient future.



99% of surveyed businesses in the West Bank report being **negatively affected by the impact of the war**



95% of **private sector employment** has been lost in Gaza as of October 2024 (most recent estimate available)

The ILO's solution

The scale and complexity of economic challenges across Gaza and the West Bank require an integrated recovery approach that restores livelihoods, revitalizes enterprises, creates decent jobs and reconnects disrupted markets, while addressing the distinct needs and recovery priorities in both regions. The ILO proposes a jobs-first recovery model focused on MSME revival, work-based employment pathways, and strengthened economic institutions.

What we have achieved so far

Under the ILO Emergency Response Plan's (ERP) Recovery Programme, the ILO is implementing the Business Recovery Initiative (BRI) in partnership with the Palestinian Chambers of Commerce and the Palestinian Employment Fund as a rapid stabilization and early recovery mechanism targeting crisis-affected MSMEs. The BRI is delivering targeted business recovery assistance through wage-supported employment, enabling enterprises to sustain operations, retain workers, provide apprenticeship placements for fresh graduates, and progressively resume productive activities. In parallel, the initiative promotes the economic empowerment of women-led startups and women entrepreneurs through integrated business development services combined with seed grants, supporting business growth, resilience, and job creation.

The ILO's comparative advantage

The ILO has unique experience of supporting businesses and workers, both worldwide and in the Occupied Palestinian Territory. This includes immediate measures to prevent businesses from slipping into economic collapse, enabling them to generate and retain decent jobs, and lay the foundations of economic recovery. The ILO's longstanding partnership with Federation of Palestinian Chambers of Commerce, Industry and Agriculture (FPCCIA) and its regional chambers has been instrumental in fostering business recovery and resilience. The ILO's approach is also guided by the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), which is particularly relevant for recovery interventions in the West Bank and Gaza. The Recommendation emphasizes the importance of supporting enterprises, protecting livelihoods, promoting decent work, and strengthening institutional resilience in contexts affected by conflict and fragility.

Between October 2025 and June 2026, the BRI supported the creation and preservation of employment across 110 MSMEs, reaching 479 beneficiaries (30 per cent women). By strengthening enterprise viability, the initiative contributes to safeguarding livelihoods, stabilizing employment relationships, and laying the foundations for inclusive, sustainable private sector recovery.

What we aim to achieve with donor support

The ILO aims to implement a **chamber-led, jobs-first early recovery initiative to revitalize the private sector in the West Bank and Gaza, restore employment, and reactivate priority sectors and value chains**. By implementing a coordinated, integrated response anchored in the FPCCIA and its regional chambers, the project will strengthen their role as key delivery hubs of enterprise support services, business recovery and labour market activation measures. It will simultaneously support MSMEs to restore operations, improve productivity and resilience, regain access to essential inputs and productive assets, and reconnect with employment, apprenticeship and work-based learning opportunities. Through targeted enterprise support and employment recovery measures, the project will support the restoration of livelihoods, enterprise recovery and decent job creation in Gaza, while advancing labour market recovery, economic resilience and stabilization in the West Bank.

Key objectives

- **Institutional strengthening:** Equip the FPCCIA and its regional chambers to act as effective enterprise recovery and support hubs by strengthening their governance structures, institutional systems and service delivery capacities. This will enable them to deliver demand-driven business support services and labour market intelligence, while enhancing coordination among sectoral unions, development partners, UN agencies and public institutions.

- **Enterprise recovery and revitalization:** Support MSMEs in restarting operations, restore productive capacity, and re-engage their workforce across priority sectors and value chains. This will be achieved through access to blended recovery finance combining grants, productive assets, and targeted business development support, complemented by productivity improvements and market linkages.

- **Employment recovery through work-based learning pathways:** Reconnect workers to productive, decent employment by embedding labour market activation within MSMEs' recovery. This includes work-based learning, apprenticeships and wage-supported placements that enable MSMEs to retain and rehire workers while helping youth and women regain skills, income and work experience.

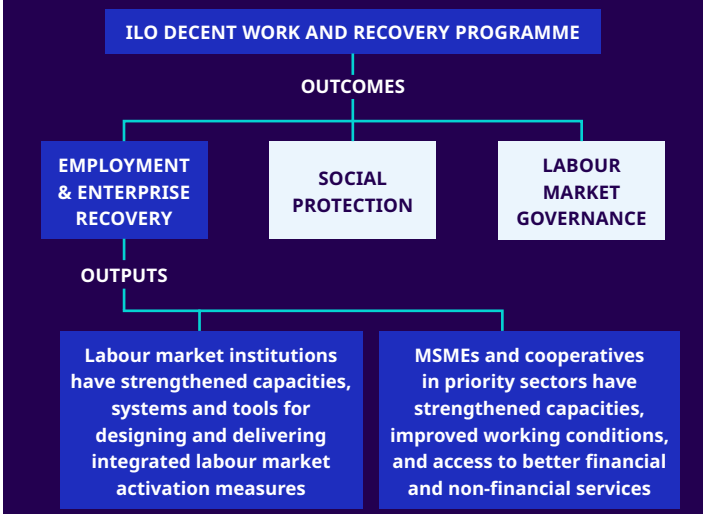
Key outcomes

- **Strengthened chambers deliver coordinated MSME recovery and labour market intermediation services.**

- **MSMEs are stabilized, sustaining and generating decent jobs through improved access to blended finance and productive inputs.**

- **Demand-driven jobs are generated through work-based learning pathways in priority sectors.**

Where this project fits under the ILO Decent Work and Recovery Programme



Expected results

Chambers
deliver coordinated enterprise, employment and value chain services, with improved systems, staff capacity and outreach

Reactivation
of priority sectors and value chains and improved access to recovery finance

250+
MSMEs are supported to restart or stabilize operations via access to finance, productive assets, inputs and business development services

1,000+
jobs retained or created via work-based learning, apprenticeships and placements, enhancing women's and youth's skills and employability

Required budget

Component	Estimated cost (US$)
Outcome 1 (strengthened chambers)	700,000
Outcome 2 (MSMEs restarted and stabilized)	2,100,000
Outcome 3 (demand-driven jobs generated)	5,400,000
Total budget	**8,200,000**

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ILO Decent Work and Recovery Programme

Anchoring youth employment in private sector recovery



November 2026

The challenge

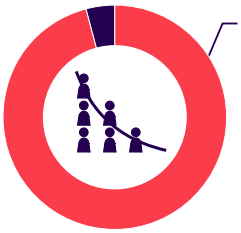
The war in Gaza has caused unprecedented devastation to the Palestinian economy, labour market and private sector. Young people are particularly affected. While overall unemployment in Gaza was estimated at 85.1 per cent in the third quarter (Q3) of 2025, youth unemployment is near total. In the West Bank too, the rate of youth unemployment (37.5 per cent) is far higher than the overall unemployment rate (28.5 per cent). The sheer scale of jobs lost means that most working-age people have been left either unemployed or inactive and without incomes. Young women and men have not only lost jobs and critical years of learning – they have also lost pathways from education into work and opportunities to gain their first work experience. Without avenues for education, training or early career jobs, an entire generation faces an uncertain future, compounded by the profound psychological trauma and mental exhaustion wrought by years of violence, displacement, the loss of lives and livelihoods, and the collapse of economic activity.

Unemployment has risen to:

85.1% in Gaza as of Q3 2025

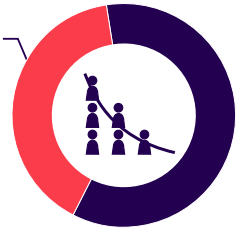


28.5% in the West Bank as of Q3 2025*



95% rate of **youth unemployment in Gaza** as of Q4 2024 (most recent estimate available)

37.5% rate of **youth unemployment in the West Bank** as of Q3 2025*



The ILO's solution

Addressing youth employment challenges in the Occupied Palestinian Territory requires a jobs-first recovery approach that reconnects workers to decent employment and supports demand-driven skills development.

What we have achieved so far

Under the ILO Emergency Response Plan's (ERP) Recovery Programme, the ILO is implementing the Business Recovery Initiative (BRI) in partnership with the Palestinian Chambers of Commerce and the Palestinian Employment Fund. One of the initiative's four components focuses on apprenticeship opportunities and job placements for fresh graduates. It incentivizes private sector employers to hire recent graduates by subsidizing a portion of their wages, targeting young professionals who face significant barriers to labour market entry. Between October 2025 and June 2026, the BRI supported the creation and preservation of employment across 110 MSMEs, reaching 479 workers (30 per cent women). The fresh graduate component recorded exceptionally high demand, with 24,087 applications received for 100 available placements – reflecting the scale of needs among young Palestinians for pathways to productive, decent employment.

The ILO's comparative advantage

The ILO has unique experience of supporting businesses and workers worldwide, including in crisis contexts and specifically in the Occupied Palestinian Territory. This comes from its unique tripartite mandate, its long-standing engagement with Palestinian stakeholders, and its proven ability to turn labour-market evidence into inclusive decent-work responses in crisis and post-conflict settings. As the United Nations agency specialized in the world of work, the ILO is well placed to help ensure that early recovery efforts do not stop at short-term relief, but contribute to decent employment outcomes. The ILO has global expertise in supporting skills development, apprenticeships and youth empowerment, alongside its central role in advancing international labour standards that promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. These include the ILO's Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), which is especially relevant for the recovery context in Gaza.

* Latest comparable data.

What we aim to achieve with donor support

The ILO plans to implement a project that **advances enterprise-linked employment pathways for 1,500 young people, principally work-based learning opportunities and wage-supported job placements**, to enable workers to access income and rebuild skills through real employment opportunities aligned with enterprise demand. In this way, the project's practical, job-focused approach, anchored in the ILO's Decent Work Agenda and the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), aims to contribute to a resilient, inclusive and employment-centred economic recovery.

Key outcome

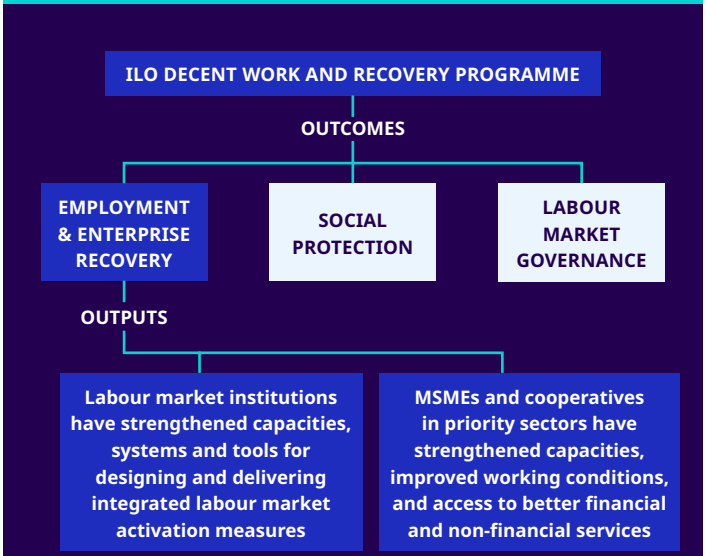
- **Demand-driven employment opportunities for young people are generated in line with enterprise needs in priority sectors.**

Key outputs and activities

- **Labour-market intermediation arrangements are established and operationalized to match enterprise demand with available skills:** The project aims to translate recovery into tangible employment opportunities by directly linking recovering MSMEs with youth seeking pathways back into decent work. Chambers of Commerce, in coordination with national implementing partners, will serve as local labour market intermediation platforms, identifying labour demand generated through enterprise recovery and matching youth to employment opportunities, including apprenticeships, work-based learning schemes and wage-supported placements. The approach is based on the recognition that, under current conditions, sustainable employment recovery must be embedded within enterprise revitalization efforts. The intervention will combine data-driven targeting with proactive outreach to identify and engage jobseekers, drawing on labour market assessments, national registries, chamber databases and academic institutions.

- **Enterprise-linked employment pathways are implemented, including accelerated apprenticeship, work-based learning (WBL) and placement schemes, and protection-sensitive support for jobseekers:** This will involve implementing enterprise-linked employment pathways that respond directly to labour demand among MSMEs and priority sectors. In coordination with partners, the project will support apprenticeships, work-based learning and wage-supported placements that provide workers with practical opportunities to re-enter employment while helping enterprises meet their labour needs. The approach will prioritize simple apprenticeships, including work-based and on-the-job modalities, together with follow-up and protection-sensitive support, to help workers enter, remain in and transition from supported pathways into continued employment or self-employment.

Where this project fits under the ILO Decent Work and Recovery Programme



Through this component, young women and men are expected to benefit from labour market intermediation and enterprise-linked employment pathways that strengthen employability, facilitate labour market re-entry and support income recovery. In parallel, the project will integrate psychosocial support and awareness raising on fundamental principles and rights at work, delivered in partnership with the Palestinian General Federation of Trade Unions (PGFTU), to strengthen resilience, promote well-being and support safe, dignified, rights-based access to work.

Expected results

1,500

young women and men benefit from labour market intermediation and enterprise-linked employment pathways

Required budget

Component	Estimated cost (US$)
Outcome 1. Labour-market intermediation systems and tracking mechanisms effectively connect young jobseekers with enterprise demands	700,000
Outcome 2. Young women and men access demand-driven apprenticeships, work-based learning and wage-supported employment opportunities in priority sectors	5,500,000
Total budget	**6,200,000**

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ILO Decent Work and Recovery Programme

Supporting economic recovery through ICT skills and digitalization



November 2026

The challenge

As the Palestinian economy reels from the impact of the war, the digital economy offers a potential lifeline. With its relatively low infrastructure requirements and high levels of adaptability, the digital economy encompasses both information and communications technology (ICT) sector, as well as businesses using ICT across the economy in general. Digitalization can boost productivity, access to markets and innovation, particularly for micro, small and medium-sized enterprises (MSMEs). Creating more decent jobs in the digital economy requires addressing major challenges. These include skills gaps, limited digital adoption among businesses, and decent work deficits in the gig and platform economy – challenges that particularly affect women and persons living with disabilities.

Unemployment has risen to:

85.1% in Gaza as of Q3 2025

28.5% in the West Bank as of Q3 2025*



99% of surveyed businesses in the West Bank report being **negatively affected by the impact of the war**

34% **growth of the ICT services sector** between 2010 and 2020



49% of Palestinian **ICT-related graduates are women**

The ILO's solution

What we aim to achieve with donor support

The ILO is planning a **project that leverages the potential of the digital economy to advance economic recovery** in the Occupied Palestinian Territory. The project will support workers and employers in the digital economy to improve businesses, access decent job opportunities, and foster better working conditions.

Key objectives and activities

1. Foster a supportive, inclusive environment for digital entrepreneurship so that MSMEs can maintain and expand their businesses.

- Conduct a gender-responsive **cross-sectoral assessment** on how to advance digital entrepreneurship.
- Implement at least **three interventions to strengthen the digital entrepreneurial ecosystem**. The aim is to **support at least 60 MSMEs** (led by both women and men) to advance their digitalization.
- Build the **capacity of business development service (BDS) providers** and social partners to effectively deliver digitalization tools and services.

The ILO's comparative advantage

The ILO's global expertise in skills development and apprenticeships makes it uniquely well-placed to undertake this project in the Occupied Palestinian Territory. The ILO's gender-responsive support for MSMEs includes the "Women in Digital Business" programme, which equips women entrepreneurs with digital skills and support services to thrive in the digital economy. The "Digitalize Your Business" (DYB) tool helps entrepreneurs and MSMEs leverage digital technologies, improve their online presence and sell online.

This project will also benefit from the experience, expertise and insights of ILO flagship initiatives in the digital economy. These include the ILO AI and Digitalization Observatory, the ILO PROSPECTS Opportunity Fund project on the gig economy, the ILO-ITU-AU programme for young people in Africa's digital economy, and the process of standard-setting for decent work in the platform economy.

* Latest comparable data.

- Adapt and **roll out ILO tools**, such as Digitalize Your Business (DYB) and Women in Digital Business, to **support 60 MSMEs**.

2. Match trained young Palestinian women and men with employers in digital and digitally-enabled sectors.

- Develop industry-led competency-based **training modules for digital skills**.
- Implement a gender- and disability-responsive **apprenticeship programme**.
- Support **employment services for graduates**, including by building the capacity of public employment services.

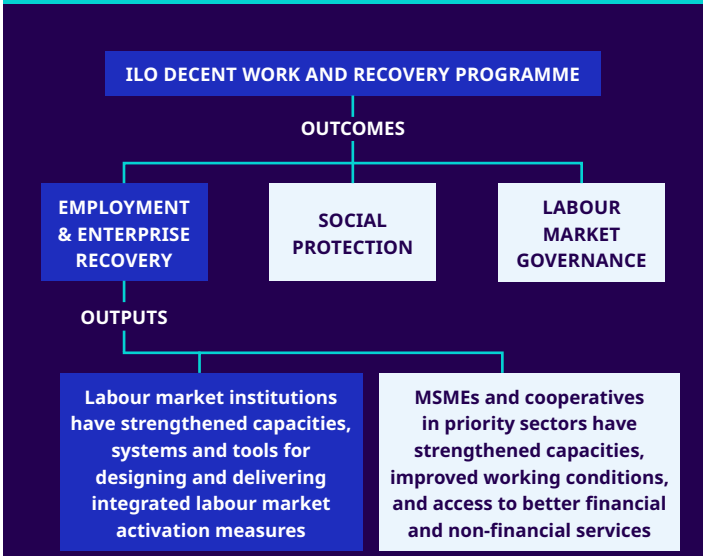
3. Improve access to decent work in the gig and platform economy

- Develop a gender- and disability-responsive **action plan** to address decent work deficits and gender gaps in the gig/platform economy.
- Engage in **social dialogue with tripartite partners** to improve the regulatory and policy framework for decent work in the platform economy.
- **Sensitize platform workers** on decent work opportunities, and labour and social protection.
- Deliver **innovative, inclusive services to improve the employability** of young and women, such as an innovation challenge for partner organizations.
- Build PGFTU's capacity to **organize platform workers**.
- Support **workers' organizations to contribute to shaping digital policy, better representing gig and platform workers, and monitoring working conditions** in line with the ILO's standard-setting process on decent work in the platform economy.

Required budget

Component	Estimated cost (US$)
Outcome 1. MSMEs and business-support institutions strengthen enterprises' digital adoption, entrepreneurship and digital business capabilities	300,000
Outcome 2. Young women and men improve their employability and access employment in digital and digitally-enabled sectors	1,600,000
Outcome 3. Gig and platform workers benefit from strengthened rights, representation and access to decent work	800,000
Total budget	**2,700,000**

Where this project fits under the ILO Decent Work and Recovery Programme



Target beneficiaries

500

unemployed or under-employed workers,
especially ICT programme graduates
(50% women, and 5% persons living with disabilities)

60

enterprises affected by the
loss of revenue, income and lack of digital skills
(30% will receive targeted gender-responsive support)

Implementing and tripartite partners

(e.g. line ministries, employers' and workers' organizations, business development service providers, and TVET providers)

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ILO Decent Work and Recovery Programme

Supporting SMEs with business development services and Islamic microfinance solutions



November 2026

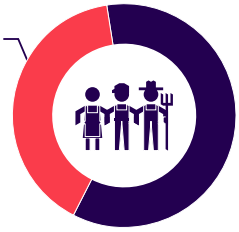
The challenge

Palestinian businesses are struggling to cope as Gaza's economy has virtually collapsed and the West Bank is weathering an economic downturn marked by movement and trade restrictions, supply chain disruptions, falling revenues and rising unemployment. This struggle is especially severe because micro, small and medium-sized enterprises (MSMEs) tend to lack access to the finance and business development services they need to remain afloat.



99% of surveyed businesses report being **negatively affected by the impact of the war**

40% of surveyed SMEs have been forced to **permanently lay off workers**



The ILO's solution

Access to finance and business development services is vital for business recovery. So too is support for employers' organizations, as they are in prime position to help businesses survive now, and foster the enabling environment enterprises need to thrive in the future.

What we have achieved so far

The ILO has supported the Federation of Palestinian Chambers of Commerce, Industry, and Agriculture (FPCCIA) to establish an **Enterprise Support and Advocacy Unit (ESAU)** to:

- offer **direct emergency advisory and support services** to businesses affected by economic shocks;
- act as a central voice for businesses, strengthening **advocacy and dialogue** with policymakers;
- provide **integrated business development services** (training, coaching and digital advisory solutions);
- support **skills development** programmes and connect businesses with a skilled labour force; and
- enhance **institutional coordination** by streamlining service delivery across the FPCCIA, chambers, and key economic actors.

However, the FPCCIA is overstretched by demand for emergency services. **Further support is needed** to enable the Enterprise Support and Advocacy Unit within the FPCCIA to expand the business services it can provide to Palestinian enterprises.

The ILO's comparative advantage

The ILO has unique experience of supporting businesses and workers worldwide, as well as in the Occupied Palestinian Territory. This includes immediate measures to prevent businesses from slipping into economic collapse, and instead enabling them to generate and retain decent jobs. The ILO's longstanding partnership with FPCCIA has been instrumental in fostering business recovery and resilience. Past efforts include providing emergency assistance to Gaza-based enterprises and assessing the impact of the war on businesses in the West Bank.

Microfinance involves financial products that help the poor cope with risks, take advantage of income-generating opportunities, organize and have a voice. According to the Palestinian Central Bureau of Statistics, there is strong demand for Islamic microfinance in the Occupied Palestinian Territory. The ILO has global experience of facilitating access to finance for MSMEs and cooperatives through microfinance initiatives and partnerships with financial institutions.

What we aim to achieve with donor support

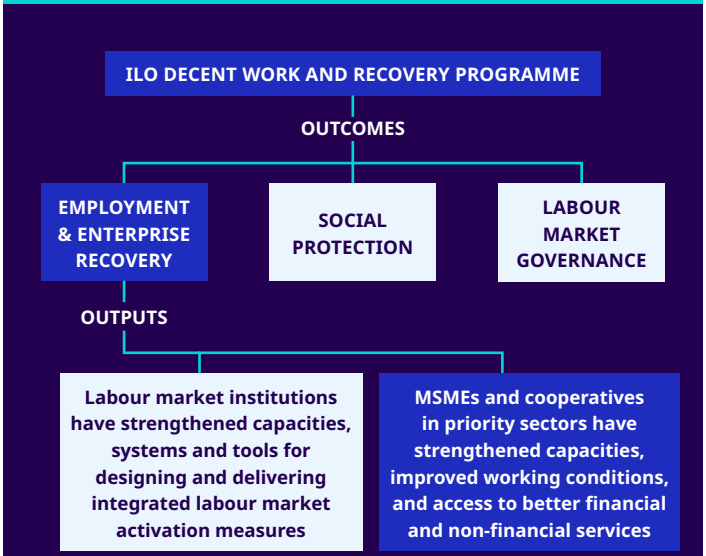
The ILO plans to partner with a financial service provider to co-design and roll out a **Revolving Fund**, and support this provider to develop blended-finance schemes. A suitable provider will be selected during the project's design phase. The fund will provide low-interest loans and grants to enable the creation, recovery and expansion of Palestinian businesses, particularly for youth and women entrepreneurs. Rather than relying solely on traditional grants, the fund will adopt **Islamic microfinance principles**, such as interest-free loans (*Qard Hasan*), diminishing partnerships (*Musharaka Musaneh*) and profit-sharing (*Mudarabah*) models for long-term sustainability. The aim is to support entrepreneurs and financial institutions to build back their assets.

How the Revolving Fund will work

- **Initial seed capital:** The fund will start with US$4.5 million.
- It will provide **targeted financial support** for:
  - **start-ups and micro, small and medium sized enterprises (MSMEs)** led by women and youth in high-growth sectors (information and communication technology, renewable energy, recycling, etc.); and
  - **business expansion**, specifically support for existing businesses to recover and scale up.
- **Business development services (BDS):** Training, incubation and mentorship for entrepreneurs.
- **Sustainability mechanism:** Loans will be repaid and reinvested, allowing for continuous fund circulation and long-term impact.

As part of the Revolving Fund's governance, the ESAU will play a key role in assessing and recommending enterprises for financing, using transparent, pro-poor and gender-responsive criteria aligned with local needs and market potential. This will include evaluating business viability, recovery needs, job-creation potential, and commitment to decent-work principles.

Where this project fits under the ILO Decent Work and Recovery Programme



Key objectives and expected impact

Expand access to finance
for youth and women through **tailored loan products and financial education** programmes

Support 30–50
new enterprises/ cooperatives annually, particularly those led by women and youth

Support 100–150
businesses to recover or expand by providing **financing and business development services**

Facilitate 1,350–1,500
employment opportunities, at least 30% for women

Integrate businesses
into existing **value chains and high-growth sectors** to promote market resilience

Required budget

Component	Estimated cost (US$)
Outcome 1. Youth- and women-led enterprises, cooperatives and crisis-affected MSMEs gain sustainable access to tailored recovery and growth finance	6,200,000
Outcome 2. Entrepreneurs and MSMEs have improved business viability, productivity and market access through incubation and business development services	1,300,000
Outcome 3. Women and men gain improved skills and access employment opportunities generated through enterprise recovery and expansion	700,000
Total budget	**8,200,000**

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ILO Decent Work and Recovery Programme

Supporting cooperatives and value chains in the Palestinian agri-food sector



November 2026

The challenge

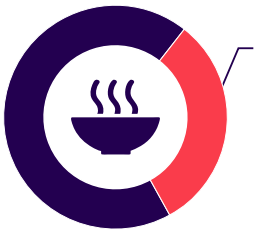
The war in Gaza has devastated businesses and value chains across the Occupied Palestinian Territory, driving up poverty, unemployment and food insecurity. Immediate solutions are needed to restore livelihoods and boost local food systems. The agricultural sector can play a vital role in recovery. As the largest sector employing 20 per cent of the Palestinian labour force, agriculture is fundamental to both food security and economic stability. The food-processing sector, which links producers to consumers, absorbs surplus agricultural products, with 50 per cent of its raw materials sourced locally. This makes support for agri-businesses more crucial than ever, particularly support for cooperatives engaged in food production and processing given their strong potential to generate and sustain decent jobs.

Economic activity
(real GDP) plummeted by:

89%
in Gaza between Q3 2023 and Q3 2025



14.2%
in the West Bank*



Palestinian households spend **36%–38%** of their income on food, on average (pre-war estimates)

Extreme food deprivation
threatens to affect

2 million
people in Gaza (100% of the population)



Food insecurity
threatens to affect

0.6 million
people in the West Bank

according to United Nations estimates (WFP and OCHA)

The ILO's solution

Cooperatives are a proven model for fostering economic resilience by addressing labour market fallout, empowering marginalized people, creating jobs and supporting inclusive, sustainable development. The ILO will leverage its extensive expertise in supporting cooperative development to drive economic recovery, focusing on the agri-food sector, followed by other priority sectors.

What we have achieved so far

Recent ILO interventions have improved cooperative governance and market access for small-scale Palestinian agricultural producers. These employed the ILO's Approach to Inclusive Market Systems (AIMS), which combines interventions to develop sectors with the potential to create decent jobs with interventions to build marginalized groups' skills to engage with the market (e.g. production efficiency, digital marketing, etc.). They are guided by value chain analysis (VCA) to identify bottlenecks and opportunities for expanding sectors to create more and better jobs.

The ILO's comparative advantage

The ILO will leverage its cooperative development tools (Think.Coop, Start.Coop, My.COOP and Manage.COOP) and approaches (AIMS and VCA) to equip Palestinian cooperatives with skills that ensure:

- **Community ownership**: Members manage cooperatives democratically, ensuring accountability.
- **Affordable, quality services:** Cost-effective food production.
- **Employment creation:** Jobs are created in priority sectors like agri-food, particularly for women.
- **Scalability and replication:** Interventions are designed for expansion into multiple governorates, with private sector engagement ensuring long-term sustainability.
- **Financial sustainability:** Revenue streams derive from member contributions, cooperative income and strategic partnerships, which reduces reliance on aid.

* Latest comparable data.

What we aim to achieve with donor support

The ILO is planning a project to strengthen Palestinian cooperatives, beginning with the agri-food sector and expanding to critical sectors that support early recovery and address the needs of displaced communities in Gaza. With donor support, cooperative models can be scaled up to create decent jobs, build sustainable livelihoods, and foster an inclusive, economic recovery.

Key objectives

1. Strengthening cooperative governance and youth employment in the agri-food sector

Enhance cooperative governance through training, increase employment opportunities for young women and men via grants and micro financing, and aid the cooperative sector's recovery through linkages with technical and vocational education and training (TVET) to bridge skills gaps.

2. Enhancing sustainable food value chains, and cooperatives' productivity, resilience and market access

Enhance food value chains by promoting climate-smart practices, expanding cooperatives' market access with fair agreements, and increasing financing to support cooperative growth and youth employment.

Support local food initiatives, like food banks and urban gardens, to advance food security and agricultural employment, paired with innovative financing for the long-term resilience of agricultural cooperatives.

3. Economic recovery and cooperative revitalization

Restore and modernize damaged cooperative infrastructure, provide input support to revive operations, and support informal businesses to transition to the formal economy, with a focus on promoting inclusive and equitable work environments, especially for women.

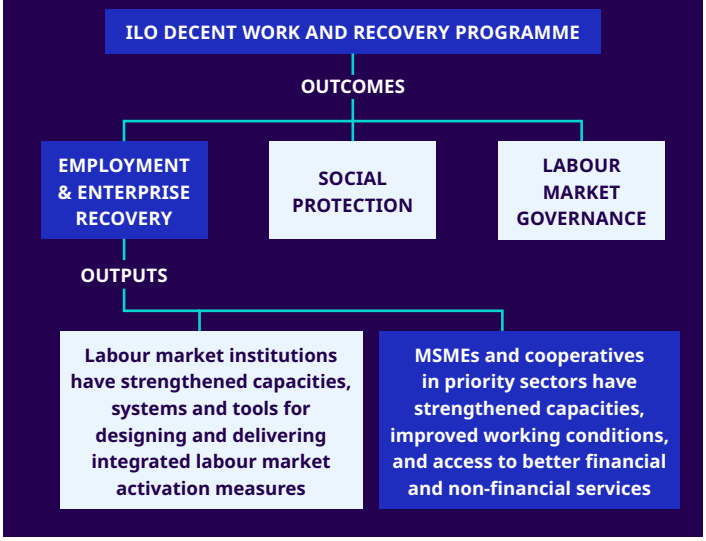
Key activities and beneficiaries (objective 2)

250 small-scale farmers
and herders are provided with inputs in the West Bank and Gaza Strip (animal feed, shelters, greenhouse inputs, fertilizer, seeds, plant protection, animal health measures, veterinary services and renewable energy)

250 cooperative members
are supported with home-based food production (providing seedlings, "Stay home – farm at home" initiative)

50 cooperatives
engaged in small-scale food processing (including youth and women-led) **are supported to enhance product quality, safety and shelf-life** for market adaptation

Where this project fits under the ILO Decent Work and Recovery Programme



50 cooperatives
are supported with innovative marketing solutions and access to finance to mitigate access and movement restrictions (including online marketing and wholesale/ retail centres in cities)

Essential service providers
are supported to ensure the continued delivery of business development services that improve productivity and competitiveness, as well as sanitary and phytosanitary (SPS) services to reassure consumers about food safety

Required budget

Component	Estimated cost (US$)
Outcome 1. Small-scale farmers, cooperative members and food-processing cooperatives restore and improve their productive capacity and sustainable livelihoods	4,750,000
Outcome 2. Cooperatives and agri-food value chains enhance gain improved market access and access to finance and essential services, while enhancing their competitiveness and food safety	2,500,000
Total budget	**7,250,000**

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ILO Decent Work and Recovery Programme

Supporting childcare cooperatives in the Palestinian care economy



November 2026

The challenge

Unemployment has skyrocketed in the Occupied Palestinian Territory as a result of the war, especially in Gaza, but also in the West Bank. The devastation is poised to compound longstanding challenges, such as women's low levels of labour force participation. Women's disproportionate burden of unpaid care work leaves them 'time poor' and keeps them out of the workforce, especially given the lack of accessible, affordable childcare services.

Economic recovery requires support for sustainable solutions to create and restore employment. As care needs soar in the wake of the war, prioritizing the care economy is vital to increase women's economic participation. Enabling working parents, particularly women, to enter and thrive in the labour force is an urgent priority. The care economy is also critical for recovery as an enabler and creator of decent jobs. Despite this, the care sector remains under-prioritized and work within it remains invisible, undervalued and unevenly distributed.

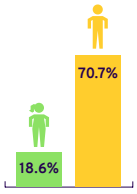
Unemployment has risen to:

85.1% in Gaza as of Q3 2025



28.5% in the West Bank as of Q3 2025*

Even before the war, **women's labour force participation** was very low



(average across the OPT in 2022)

Women spend **7x more time on care work** than men, on average

35 hours per week



5 hours per week

The ILO's solution

Cooperatives are a proven solution for fostering economic resilience as they address market failures, empower marginalized people, create employment and enable sustainable development.

The ILO will leverage its expertise in cooperative development, both globally and in the Occupied Palestinian Territory, to advance economic recovery through support for the care economy.

What we have achieved so far

Recent ILO projects in the Occupied Palestinian Territory have advanced cooperative governance. One of these projects is supporting the establishment of a childcare cooperative in the West Bank. Its launch will serve as "proof of concept" to expand a model of affordable, high-quality childcare nationwide, enabling parents to enter and thrive in the labour force.

The ILO's comparative advantage

The ILO will leverage its cooperative development tools (Think.Coop, Start.Coop, My.COOP and Manage.COOP) to equip Palestinian cooperatives with skills that ensure:

- **Community ownership**: Members manage cooperatives democratically, ensuring accountability.
- **Affordable, high-quality services:** Cost-effective and effective childcare services for working parents.
- **Employment creation:** Jobs in the care work sector, particularly for women.
- **Scalability and replication:** Interventions are designed for expansion into multiple governorates, with private sector engagement ensuring long-term sustainability.
- **Financial sustainability:** Revenue streams derive from member contributions, cooperative income and strategic partnerships, which reduces reliance on aid.

* Latest comparable data.

What we aim to achieve with donor support

The ILO is planning a **project to strengthen cooperatives in the care sector**. This will mitigate hardships while empowering workers, particularly women, to become or remain employed. With donor support, cooperative models can be scaled up for an inclusive recovery.

Key activities

1. ESTABLISH AND ENHANCE CHILDCARE COOPERATIVES

- Set up **3 new childcare cooperatives** in the West Bank and Gaza, which will create 30 new jobs for care works and benefit approximately 250 working parents.
- Equip cooperatives with **modern infrastructure, facilities and digital services**.

2. SUPPORT CAPACITY BUILDING AND PROFESSIONALIZATION

- Provide **specialized training for childcare providers** to enhance service quality and employment.
- Offer cooperative **governance and business sustainability workshops**.
- Support the **transition** of informal childcare workers into formal, secure employment.

3. ENHANCE DIGITAL INNOVATION AND SERVICES

- Modernize **15 existing cooperatives** in diverse sectors and support them to provide childcare, elderly care and disability support services with equipment and digital tools. This is expected to contribute to the creation of 70 new jobs.

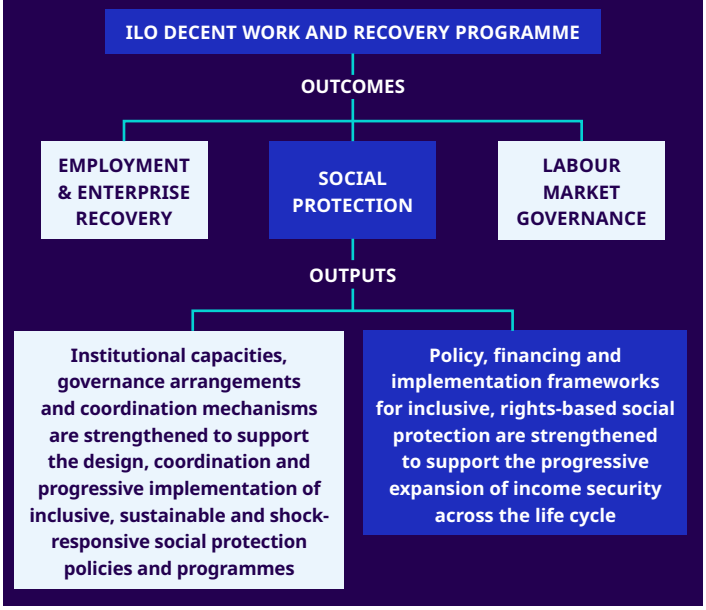
4. POLICY ADVOCACY AND COMMUNITY ENGAGEMENT

- Work with policymakers to **recognize and support childcare cooperatives**.
- Promote **public awareness** campaigns on cooperative childcare benefits.
- Strengthen **partnerships** with municipalities, businesses and civil society.

Required budget

Component	Estimated cost (US$)
Establish 3 new childcare cooperatives	1,250,000
Capacity building & professionalization training	250,000
Modernize 15 existing cooperatives with new equipment and digital tools	1,250,000
Management and oversight	250,000
Total budget for 3 years	**3,000,000**

Where this project fits under the ILO Decent Work and Recovery Programme



Target beneficiaries

- **250 families and working parents**, especially women, will benefit from greater access to affordable, high-quality childcare services through newly established and upgraded cooperatives.
- **500–750 children** will benefit from safe, inclusive and developmentally appropriate early childhood care.
- **150 care workers** will benefit from improved working conditions, job security and access to training for professionalization.
- **15 cooperative enterprises** will benefit from strengthened financial and operational capacity (including 5 new cooperatives that will be established and 30 existing cooperatives that will be modernized).
- **5 local communities** in Gaza and the West Bank where there is high demand for and low access to quality childcare services will benefit from greater access to quality services, contributing to enhanced social inclusion and economic empowerment.
- **Public institutions** will benefit from sustainable, cost-effective childcare solutions that complement public services.

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ILO Decent Work and Recovery Programme

Designing and costing social allowances for women with severe disabilities



November 2026

The challenge

As poverty and vulnerability skyrocket in the wake of the war, expanding social protection in the Occupied Palestinian Territory has never been more important. Older people and persons with disabilities are already more likely to live in poverty than other groups, and have limited opportunities of earning an adequate income. Social protection coverage, including of contributory schemes, is limited across all age groups. Social assistance, charity or *zakat* offer some relief, but such support is ad hoc and inadequate. While pension coverage is concentrated among older persons, other forms of governmental and non-governmental assistance tapers off for those in old age. As a result, older persons are covered less by different forms of social assistance than other age groups. Persons with disabilities face higher living costs, greater hardship and poverty throughout the life cycle, but they do not receive any more cash assistance than other groups. There is a significant gap in funding to support persons living with disabilities and older persons in both Gaza and the West Bank.

Nearly **100%** of Gaza's population is **living in poverty**



Even before the war,

40% of **persons with disabilities** &

27% of **older persons**

lived in poverty in the Occupied Palestinian Territory, lessening their resilience to shocks

The ILO's solution

Social allowances are tax-financed cash transfers paid regularly to provide income support across the lifecycle. External support for the extension of social allowances to older persons and persons living with severe disabilities is required to improve the well-being of two of the most vulnerable groups in Palestinian society. This will also help maintain the national social protection system and contribute to overall recovery.

What we have achieved so far

With the ILO's technical support for the design and costing of social allowances for older persons and persons living with severe disabilities, the Ministry of Social Development began rolling-out both allowances in 2024, initially only in the West Bank. Funded by both the European Union and national funding, the allowances provide regular cash transfers through national systems to vulnerable individuals to ensure a minimum level of income and dignity, and tackle poverty and inequality. This marks a significant step towards ensuring right-based social protection for all and preventing the Palestinian social protection system from collapsing.

The ILO's comparative advantage

The ILO's approach to social protection – through building rights-based, universal social protection floors – was globally agreed at the International Labour Conference and reaffirmed at the Arab Ministerial Forum in 2021. In the Occupied Palestinian Territory, the ILO has been providing technical assistance to the Ministry of Social Development to work towards establishing social allowances, in line with the Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Social Protection Floors Recommendation, 2012 (No. 202). This responds to a direct request from the ministry to support the design of social allowances for persons with disabilities and older persons.

In 2024–2025 in the West Bank, **social allowances** designed with ILO support, and with a transfer value of 250 shekels (US$75) per month reached:

17,000 **older persons** and

14,000 **persons with disabilities** as part of the common caseload

What we aim to achieve with donor support

The Ministry of Social Development intends to **extend social allowance payments to Gaza with a small-scale pilot** targeting women with severe disabilities. The allowances will be transferred through the ministry's national system. In addition to directly supporting a highly vulnerable group based on clearly identifiable, rights-based criteria, the allowances will bolster long-term recovery by strengthening the national social protection system.

This planned ILO project aims to provide technical assistance for the design and costing of the pilot scheme.

Key activities

- **Providing technical assistance for the design and costing of a pilot scheme** to extend social allowances to women with severe disabilities who are heads of households. The scheme will be designed to provide beneficiaries with predictable, monthly payments for 12 months, rather than a one-time disbursement. This will enhance economic security and resilience.

- **Generating institutional learning and explore scalability options** to expand coverage in the future.

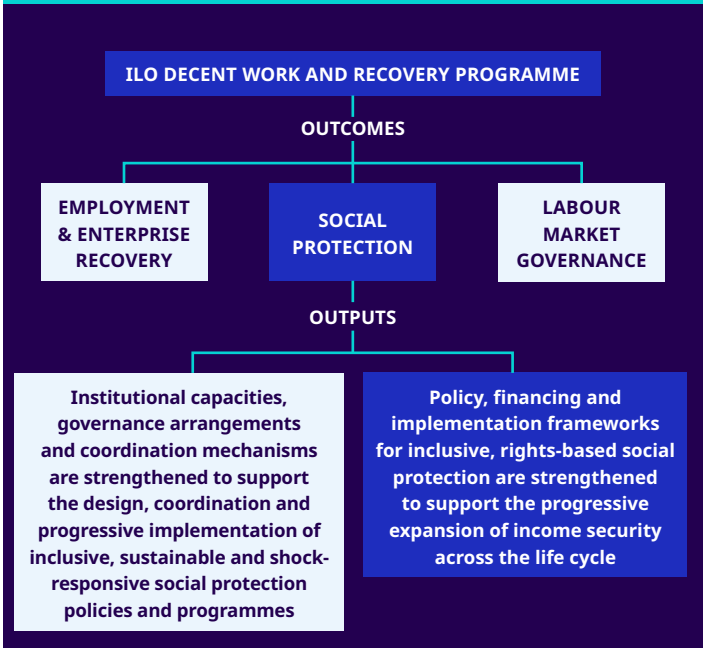
- By **channelling funds through the national social protection system**, the pilot will adopt a cost-effective, sustainable approach while also strengthening the institutional capacity of the Ministry of Social Development to manage and deliver social allowances efficiently. This investment in national systems will enhance long-term ownership, accountability and scalability, paving the way for broader and more resilient social protection coverage and for increasing women's participation in economic and social life.

Target beneficiaries of the pilot scheme designed with ILO support

2,980

women living with severe disabilities who are heads of households

Where this project fits under the ILO Decent Work and Recovery Programme



Required budget

Component	Estimated cost (US$)
Provide technical assistance for the design and costing of social allowances for 2,980 women with disabilities for a period of 1 year/12 monthly payments)	600,000
Technical advisory and support, including data collection and communication	400,000
Management and oversight	500,000
Total budget	**1,500,000**

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ILO Decent Work and Recovery Programme

Laying the foundations for child allowances for 0–3-year-olds



November 2026

The challenge

Two years of war has had a devastating effect on the Palestinian economy and population, especially in Gaza but also in the West Bank. The most vulnerable groups, including children, face heightened risks of exclusion. An estimated 1.7 million Palestinian children (49 per cent of whom are girls) are in need of assistance. In Gaza, over 450,000 children face the severe and lasting impacts of war, including physical and psychological trauma, the loss and injury of immediate caregivers, separation from their families, malnutrition, mass and repeated displacement, sleep disturbances and setbacks to their education.

High rates of unemployment and poor labour market prospects make it difficult for households across the Occupied Palestinian Territory to meet children's needs, posing risks to their health, nutrition, well-being and education, and putting them at increasing risk of becoming engaged in child labour, including its worst forms. Meanwhile, social protection coverage remains limited. The National Cash Transfer Programme has not been functional in Gaza since September 2023. In the West Bank, the programme disburses transfers through three sub-caseloads (cash transfers to poor families, social allowances for persons with disabilities, and social allowances for older persons) but requires sustained support to reach all those in need, including children.



1.7 million
Palestinian children (49% girls) are **in need of assistance** as of June 2026, according to UNICEF's Humanitarian Situation Report No. 48

470,000
children in Gaza face devastating consequences from mass displacement and war-related trauma



Nearly **100%**
of Gaza's population are **living in poverty**



The ILO's solution

There is a need to **progressively reintroduce national cash transfers in the Gaza Strip and expand these in the West Bank.** This is vital to **support families and young children**, including orphans and other vulnerable groups, as well as to prevent harmful coping strategies among vulnerable households, including **preventing child labour**.

What we have achieved so far

The ILO supported the Palestinian Authority to launch its first-ever rights-based social allowances in 2024 for persons with disabilities and older persons.

The ILO has also been at the forefront of coordinating social protection and cash assistance through the Social Protection Cash and Voucher Assistance Thematic Working Group (SPCVA TWG) since 2022.

The ILO's comparative advantage

In line with the ILO's normative frameworks, including the Social Protection Floors Recommendation, 2012 (No. 202) and its focus on peace and resilience, the Decent Work and Recovery Programme is grounded in a humanitarian–development–peace nexus (HDPN) approach that links technical assistance for social protection with longer-term systems strengthening and sustainability. It also takes into account the ILO's and UNICEF's position on social protection, which notes that universal child benefits are the foundational policy for child and social development.

These efforts reflect the ILO's commitment to ensuring that all Palestinians – especially the most vulnerable – have access to adequate, coordinated and inclusive social protection.

What we aim to achieve with donor support

The ILO aims to provide technical assistance for the reintroduction of cash transfers in Gaza, prioritizing children and especially orphans, who are among the most vulnerable groups facing compounded deprivations. This project will apply a rights-based targeting approach aligned with national priorities and international standards. By utilizing and strengthening systems that are already operational in the West Bank, this approach will ensure coherence while preventing duplication and fragmentation. As such, the project will foster coherence and coordination through the Social Protection Cash and Voucher Assistance (SPCVA) Thematic Working Group. By providing technical assistance to help link humanitarian cash responses with national systems, this project will contribute to the foundations for sustainable, nationally-led social protection in the Occupied Palestinian Territory.

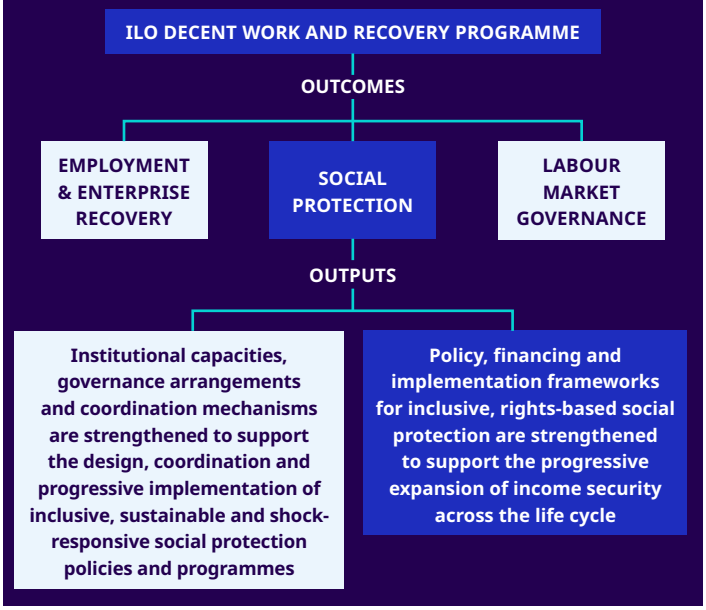
Key activities

Systems-strengthening for the design of a child social allowance: Building on its leadership of the SPCVA Thematic Working Group, the ILO will provide technical assistance to design a cash transfer programme for children in Gaza and the West Bank. Through the SPCVA Thematic Working Group, the ILO will promote coherence between humanitarian cash and voucher assistance (CVA) and the national social protection system, alongside promoting effective linkages, avoiding duplication, and the transition from emergency assistance to nationally-led social protection delivery.

Supporting efforts to update the National Social Registry to enable efficient, effective social transfers: The ILO will provide technical assistance strengthen the nationally-owned National Social Registry as a foundational tool for HDPN partners to introduce social transfers for children in Gaza and the West Bank. This will promote interoperability with other data systems, while ensuring alignment with national priorities and humanitarian assessments.

Technical assistance for the design of cash transfers in Gaza and the expansion of categorical targeting in the West Bank, through social allowances for children between 0 and 3 years old: The ILO will provide technical assistance for the design of predictable and sustained cash assistance of 250 shekels (equivalent to US$75) per month for 12 months to 9,000 children in Gaza and the West Bank. These will complement existing allowances for persons with disabilities and older persons, contributing to the progressive establishment of a social protection floor, in line with the Social Protection Floors Recommendation, 2012 (No. 202). This approach represents a sustainable pathway for transitioning from short-term humanitarian assistance to nationally-owned social protection mechanisms.

Where this project fits under the ILO Decent Work and Recovery Programme



Expected outcomes

9,000

children (0–3 years old) receive cash transfers, designed with ILO support

Updated National Social Registry

enables efficient transfers and acts as a foundational tool for partners across HPD nexus

Improved coordination

between humanitarian responses and the national social protection system

Required budget

Component	Estimated cost (US$)
Systems-strengthening for the design of a child social allowance	50,000
Supporting efforts to update the National Social Registry to enable efficient, effective social transfers	100,000
Technical assistance for the design and costing of the child social allowance	600,000
Technical and advisory support, including data collection and communication	500,000
Project management and oversight	750,000
Total budget	**2,000,000**

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ILO Decent Work and Recovery Programme

Expanding inclusive access to labour justice



November 2026

The challenge

Labour justice means an effective system for preventing and resolving disputes between workers and employers quickly, fairly and affordably. Access to labour justice for all is vital for fair, sound and equitable labour relations, dignity at work, and an enabling environment for sustainable enterprises. Labour administrations and judicial authorities share key roles in advancing dispute resolution, including through specialized labour courts. At the same time, alternative dispute resolution can help reduce judicial backlog. Yet adeqaute access to labour justice is lacking in the Occupied Palestinian Territory. The Labour Law of 2000 does not provide mechanisms for preventing or resolving individual or collective disputes. In the absence of dedicated labour courts or labour chambers in civil courts, labour disputes are managed by local civil courts, leading to protracted delays. In a context of widespread informality and a large number of micro, small and medium-sized enterprises (MSMEs), collective bargaining is also underutilized. Most collective bargaining agreements are concentrated in larger enterprises, often facilitated by the Ministry of Labour. The COVID-19 pandemic and the war in Gaza have intensified the urgent need for reform, with rising economic instability and increased violations of labour rights.

867
individual dispute cases addressed by the Ministry of Labour in 2018 (latest available data)

373 cases resolved

244 cases referred to the judiciary

27 requests for assistance in resolving collective labour disputes submitted by trade unions in 2017

7 new collective bargaining agreements reached in 2018, facilitated by the Ministry of Labour

Rising incidence of labour disputes since the COVID-19 pandemic, including a rise in layoffs and collective dismissals in 2021

The ILO's solution

Strengthening labour dispute resolution mechanisms, processes, systems and procedures is a priority for the ILO in the Arab States region, including in the Occupied Palestinian Territory.

What we have achieved so far

- Training employers', workers' and Palestinian Authority representatives on labour dispute prevention and resolution.
- A policy paper proposing a mediation-based alternative dispute resolution mechanism, and discussions with stakeholders to refine the mechanism.
- Establishing a core team of authorized conciliators and mediators for labour disputes.
- Drafting relevant provisions for amendments to the Palestinian Labour Law.
- Strengthening complaints units in trade union offices to address violence and harassment.

The ILO's comparative advantage

Access to labour justice is crucial for realizing labour rights and implementing international labour standards as mandated by the ILO's Constitution. It requires enhancing both procedural and substantive justice to ensure that workers and employers fully enjoy their rights and have their interests recognized. The ILO has longstanding experience of supporting labour justice systems around the world. In 2013, the 102nd Session of the International Labour Conference (ILC) noted an increase in individual labour disputes, driven by declining trade union membership, deteriorating working conditions and rising unemployment. At its 107th Session in 2018, the ILC highlighted the challenges that Member States face in establishing fair, effective and sustainable dispute resolution systems. Ever since, the ILO has supported Member States with research, expert advice, capacity building and experience-sharing on expanding access to labour justice by revising legal frameworks, streamlining procedures to reduce costs, and enhancing the qualifications and capacities of personnel in courts and dispute resolution institutions. The ILO has also developed a diagnostic tool for self-assessing the effectiveness of labour dispute prevention and resolution to support governments and social partners. In February 2025, a tripartite technical meeting in Geneva on access to labour justice adopted a set of conclusions, including recommendations for future action by the ILO and its Members.

What we aim to achieve with donor support

The ILO is planning a project that will develop strategies to **enhance access to labour justice** in the Occupied Palestinian Territory by improving the prevention and resolution of labour disputes. This includes facilitating the creation of labour courts and alternative dispute resolution bodies/services, strengthening institutional capacities, increasing legal awareness among workers and employers, and promoting effective dispute resolution mechanisms.

Key objectives

- Resume **social dialogue on labour law reform**.
- Establish a **joint tripartite committee** to facilitate the creation of specialized labour courts and alternative dispute resolution bodies/services to address individual and collective labour disputes.
- Support the implementation of **grievance, conciliation and mediation mechanisms** to prevent labour disputes from escalating, and link grievance-handling with formal judicial and non-judicial processes.

Key activities

1. STRENGTHEN INSTITUTIONAL CAPACITIES

- **Train** labour inspectors, judges, and legal and alternative dispute resolution professionals on labour rights and dispute resolution.
- Support the **creation of labour courts** and alternative dispute resolution bodies/services to manage labour disputes effectively and ensure timely justice.
- Provide technical and financial assistance for the development of **infrastructure and digital case management systems** for labour courts.

2. ENHANCE WORKERS' AWARENESS AND REPRESENTATION

- Conduct **awareness raising campaigns** on labour rights and available legal remedies.
- Support **trade unions and legal aid providers** to assist workers in accessing labour justice.

3. PROMOTE ALTERNATIVE DISPUTE RESOLUTION

- Establish **mediation and arbitration mechanisms** to resolve individual and collective labour disputes.
- Build the capacities of alternative dispute resolution practitioners (conciliators and mediators).
- Encourage **social dialogue** among workers, employers and government institutions to prevent conflict.

4. ADVOCACY AND POLICY DEVELOPMENT

- Engage with policymakers to strengthen **labour legislation** and enforcement mechanisms.

Where this project fits under the ILO Decent Work and Recovery Programme



Expected outcomes

- Improved **access to labour justice** for Palestinian workers through traditional and alternative mechanisms
- The establishment of dedicated **labour courts and dispute resolution mechanisms**
- Increased **awareness** of workers' rights and legal protections
- Enhanced **social dialogue and cooperation** among key labour stakeholders

Partners we will work with

- Ministry of Labour, Ministry of Justice, High Judicial Council, Prime Minister's Office
- Federation of Palestinian Chambers of Commerce, Industry and Agriculture, private sector entities
- Palestinian General Federation of Trade Unions
- Bar Association, legal NGOs (international and local), local universities and faculties of law

Required budget

Component	Estimated cost (US$)
Estimated costs of key activities (including direct and indirect costs covering programme design, infrastructure and digital systems, capacity building, awareness raising, staffing, M&E)	2,000,000
Management and oversight	750,000
Total budget for 3 years	**2,750,000**

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