



National Committee for Women's Employment

اللجنة الوطنية

لتشغيل النساء

National Committee for Women's Employment "NCWE" Palestine

1. Vision

Our vision is to create a society based on social justice and equality, free from gender discrimination at all levels, particularly in employment opportunities.

2. Mission

Our mission is to promote social justice through advancing gender equality in the world of work by ensuring that legislation, policies, programmes and actions adequately respond to the different needs of women and men.

3. Objectives

- To provide guidance and advice to the Ministry of Labour, policy and decision makers on issues related to gender equality in the world of work by building a conceptual and policy framework to promote women's economic participation.
- To advocate the promotion of better knowledge and understanding on gender equality and advancement of women's employment opportunities.
- To coordinate and among all actors to promote and increase the participation of women in the economy, and remove discrimination in the workplace.

Formation and Establishment of NCWE

Article (1) of Ministry of Labour Decree No. 490/m (2010) states that the National Committee for Women's Employment was established to contribute to the elaboration and adoption of a conceptual policy framework to promote the economic participation of women, to eliminate discrimination and inequality, to provide support and assistance to the Ministry of Labour, and to work effectively to influence national policies in order to increase job opportunities for women.

Article (2) identified the mandate of the NCWE to work as an advisory committee to the Ministry of Labour in partnership with representatives from government institutions, worker unions, employers, and civil society organizations.

Article (3) assigned the gender unit at the Ministry of Labour to be the secretariat for NCWE, in coordination and cooperation with the relevant actors in and outside the ministry.

Structure and Membership

According to the internal platform, the structure of the NCWE is as follows:

1. President of NCWE is the Minister of Labour
2. NCWE coordinator is chosen by consensus from the General Assembly for a term of two years
3. Permanent Bureau consists of five members including the NCWE coordinator
4. NCWE Secretariat provides support and logistical assistance
5. Special Committees to follow up on NCWE's work upon assigned tasks
6. The General Assembly consists of the following members:

a. Social partners (Ministry of Labour, Federation of Chambers of Commerce and Industry and Agriculture, General Federation of Trade Unions of Palestine, International Labour Organization and other partners)

b. Advocates of gender equality in the public sector (Ministry of Women's Affairs, the Cabinet, Palestinian Central Bureau of Statistics, Ministry of Planning and Administrative Development, Ministry of Education, Ministry of Social Affairs, Ministry of Economy, Ministry of Information, Ministry of Finance, Ministry of Agriculture, Ministry of Culture, and Ministry of Detainees and ex-Detainees Affairs.

c. Advocates of gender equality in the non-governmental sector (General Union of Palestinian Women – Secretariat, Institute of Women's Studies at Birzeit University, Women's Research and Documentation Centre, Women's Studies Centre, Palestinian Initiative for Promotion of Global Dialogue and Democracy – Miftah, Development Studies Centre – Birzeit, Palestinian University, Federation of Industries, Business Women's Forum, the Union of Palestinian businessmen, Micro-Finance Network, the Palestinian Society for Businesswomen – Asala, Palestinian Working Women and Development society, Women's Centre for Legal Aid and Counselling, the Centre for Democracy and Workers' Rights, the Palestinian NGO Network.

d. United Nations organizations as observers (UNRWA, UNESCO, UNFPA, UNDP, UN Women, and the MDG-F secretariat)

Roles and responsibilities of the National Committee for Women's Employment:

1. To develop policies that contribute to the strengthening and increasing of women's economic participation and protect and guarantee their rights.
2. To propose draft laws and other legislation related to the objectives of the National Committee and follow up with the authorities for their adoption.
3. To build the capacity of government bodies and non-governmental organizations whose objectives intersect with those of the Committee, through the provision of technical and advisory support.
4. To provide support and assistance to the Ministry of Labour as the official body responsible for the protection, monitoring and implementation of the labour law.
5. To promote and mainstream the concept of gender equality in policies, programmes and plans relating to the employment of women.
6. To set priorities for advocacy, media attention and increase public awareness and mobilization on gender equality for women's employment in the occupied Palestinian territory.
7. To strengthen the role of monitoring and observation and to lobby for opportunities for women's employment.



NCWE Strategic Objectives (2013–2015)

1. To promote a favourable environment for the provision of decent work for women through the following sub-goals:

- a) To promote the application of the principle of equal remuneration for work of equal value in line with the principles set out in the ILO Equal Remuneration Convention, 1951, (No.100)
- b) To raise awareness and mobilize for the development of appropriate childcare solutions in the workplace such as nurseries, children's clubs etc.
- c) To contribute to the development of a strategy to support the organizing of women in the informal sector

2. To contribute to the development of education and vocational training through the following sub-goals:

- a) To contribute to the expansion of female participation in education and vocational training
- b) To support a culture of women's entrepreneurship in the workplace

3. To contribute to the development of the cooperative sector and strengthen local, regional and international cooperation through the following sub-goals:

- a) To contribute to strengthening the role of women's cooperatives, which accommodate a large number of women, especially agricultural
- b) To facilitate the procedures for acceptance of the establishment of women's cooperatives by the Ministry of Labour
- c) To support policies that improve women's cooperatives access to resources and opportunities
- d) To support the marketing of products and services of cooperatives locally, regionally and internationally

4. To contribute to the improvement of working conditions (occupational safety and health, social protection, and ensure decent work) through the following sub-goals:

- a) To contribute to the activation of the control and inspection of women's work places
- b) To raise awareness of safety measures and decent work for women

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