



Al-Maqdese *for* Society Development - MSD

Protecting Workers' Rights Project

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1. PROJECT OBJECTIVE:

To raise legal awareness of workers' rights, especially among laborers in East Jerusalem

2. PROJECT SUMMARY:

With to the grant agreement signed on 27/06/2010 between The National Endowment for Democracy (NED) and Al-Maqdese for Society development (MSD). *Al-Maqdese* launched its new project "Protecting Workers' Rights" on 01/07/2010.

We in *Al-Maqdese* choose our projects according to Palestinians real, urgent and challenging needs in Jerusalem. According to this methodology, the PR & Resources Development Department at *Al-Maqdese* prepared, designed and wrote a proposal to protect Jerusalemites workers' rights in the Israeli labour market specially settlements.

Through this project and as a first phase, *Al-Maqdese* will provide Jerusalemites workers with awareness raising services and activities, in order to reduce their suffering due to violations of their rights by the Israeli employer. Accordingly, *Al-Maqdese* will conduct a certain number of legal rights awareness sessions and on-site briefing sessions in Al-Maqdese offices, work places and Jerusalem neighborhoods to raise workers awareness of their rights under the Israeli labour law. Moreover, *Al-Maqdese* will carry out a campaign entitled "Workers Rights are Human Rights" for Palestinian workers in East Jerusalem to help them get their rights. Additionally, preparing and printing different publications, which tackle the issue of workers' rights such as legal booklet, pamphlets, newsletters, posters...and many other activities.

This report will cover all activities carried out by the project team in the reporting period of 3 months (01/10-31/12/2010). During the second quarter, the project team implemented the following activities: 1. Held 2 legal rights awareness sessions; 2. Held 6 On-site briefing sessions; 3. Continued distributing the legal booklet *Know Your Rights* which cover workers' rights under the Israeli labour law; 4. Continued sending mass texts and cell messages to workers; 5. Started implementing the campaign "Workers Rights are Human Rights"; 6. Produced and distributed 6 pamphlets; 7. Placed 6 newspaper ads in the local newspaper.

3. IMPLEMENTED ACTIVITIES:

3.1 legal rights awareness sessions:

The project team organized and held **2 legal rights awareness sessions** for Jerusalemite workers. The sessions covered different workers types, and they are as the following:

1st session was held on 12/10/2010, at Ras Al-Amoud Social and Cultural Club in Ras Al-Amoud neighborhood. In which 20 workers (Males and Females) from Ras Al-Amoud and Silwan neighborhoods attended the session.

While the **2nd session** was held on 14/11/2010, at Al-Maqdese Office in Wadi Al-Joz and 14 female workers from Wadi Al-Jouz and the Old City neighborhoods attended the session. Through the **2 sessions** Al-Maqdese lawyer Mr. Alaa' Adeleh managed the sessions, and explained workers rights under the international Laws especially



Picture (1): a legal rights awareness session for female workers in Al-Maqdese office in Wadi Al-Jouz

Universal Declaration of Human Rights, International Covenant on Economic, Social and Cultural Rights. Besides, mentioning and explaining some International Conventions and Treaties which organized workers rights protection methods. For instance, Freedom of Association and Protection of the Right to Organize Convention, 1948, Abolition of Forced Labor Convention, 1957, Discrimination (Employment and Occupation) Convention, 1958, Equal Remuneration Convention, 1951, Minimum Wage Fixing Convention, 1970, Night Work Convention, 1990 and Child Labor Convention, 1999. The participants were very excited to the information given through the session, and the floor was open to participants to ask questions, and the lawyer answered accordingly.

At the end of each session copies of the legal booklet *Know your Rights* were distributed for participants.

3.2 On-site briefing sessions:

6 on-site sessions were organized and held in 6 different neighborhoods in East Jerusalem. The 6 sessions were divided into 2 clusters each cluster consists of 3 sessions. The first cluster targeted female workers from Sur Baher, Wadi Al-Joz and Em-Lessoon neighborhoods. The Legal Clinic's legal consultants gave the sessions. They used the theoretical and practical methods through the sessions, as after explaining all laws and workers rights accordingly, they showed the participants documents related to their work, such as, different job contracts and forms, salary slips (Tlosh), different court complaints forms and so on. Moreover; the 3 sessions

tackle the issue of mother workers' rights such as pregnant women rights, absence from work due to their children illness, rights of mothers after birth, maternity vacation, dismissal and resignation as a result of giving birth and the social insurance benefits. The 1st session was held on 03/10/2010 at Em-Lessoon Charity in Em-Lessoon neighborhood and 13 women attended. The 2nd session was held on 27/10/2010 at the Cultural Forum in Sur Baher neighborhood and 15 women attended.



Picture (2): One of on-site briefing sessions for female workers in Al-Maqdese office in Wadi Al-Jouz.

The 3rd session was held on 02/11/2010 at Al-Maqdese office in Wadi Al-Joz and 18 women attended.

The second cluster of sessions targeted males and females workers working in settlements, nursing sector, construction sector, hygiene sector, and student workers. The 3 sessions tackle the fundamental rights of workers under the Israeli Labour Law (ILL) focusing on compensations for dismissal, equal pay between male and female workers, illness leaves, settlements workers rights and retrieved taxes. The 1st session was held on 22/11/2010 at Al-Issawiyeh Association in Al-Issawiyeh neighborhood. In which 15 women attended from Al-Issawiyeh attended. The 2nd session was held on 04/12/2010 at The Committee for the Protection of Silwan's Land and Property in Silwan neighborhood. In which 18 workers from Al-Thouri, Silwan and Ras Al-Amoud neighborhoods attended. The 3rd session was held on 16/12/2010, at Al-Maqdese office in Wadi al-Joz, 15 workers from Wadi Al-Joz neighborhood attended. The participants were very excited about the information given through the session, and the floor was open to participants to ask questions, and the lawyer answered them accordingly.

At the end of each session copies of the legal booklet *Know your Rights* were distributed for participants.

3.3 Continuing distribution of “Know your Rights Booklet”:

Al-Maqdese through its Legal Clinic and different activities as sessions continue in distributing the legal booklet “*Know your Rights*” which covers workers' rights under the Israeli labour law on Al-Maqdese beneficiaries to ensure distribution on a wide segment of the Jerusalemite society.

3.4 Sending mass texts and cell messages:

The project team sent 90 cell messages showing workers that they have rights, noting them to call *Al-Maqdese* if they need any help.

Mass texts has reached 130 beneficiaries; when they call to get services on legal and civic rights from the Legal Clinic team who asked them if they face any problem with their employers or in work places. If yes they were asked to visit the Legal Clinic to meet the project team. Who provided them with the needed services, gave them a copy of the legal booklet and followed up with them through mass texts and phone calls.

3.5 Starting implementation of the campaign “Workers Rights are Human Rights”:

Through the first 3 months, Al-Maqdese prepared for the campaign “Workers Rights are Human Rights”. While in October, Al-Maqdese started implementing the campaign. First, Al-Maqdese distributed the campaign posters to cover East Jerusalem 17 neighborhoods. The posters delivered messages against violating Palestinian labour rights, other messages about their rights and encouragement to claim these rights. Second, the project team held awareness raising sessions targeting different age groups focusing on young people as they are the most violated.

During the sessions, the project coordinator explained that the Right to Work is a fundamental and humanitarian right under all International Conventions and treaties. Moreover, nowadays the civilization of any country is measured by the applicable labour laws in that country. Moreover and in order to raise the awareness among the possible largest segment, Al-Maqdese prepared 6 brochures of one page, including workers fundamental rights under the ILL and different International Conventions and Laws. 3000 copies of the brochure were distributed while the rest will be distributed in the upcoming months.

3.6 Production and distribution of 6 pamphlets:

Al-Maqdese prepared 6 pamphlets, produced 6000 copies and distributed 3000 copies while the rest will be distributed in the upcoming months. The pamphlets covered; the most important topics concerning the rights of Jerusalemite workers in the Israeli Labor Market and all work sectors, for instance, right to work, the importance of signing a contract, the right to get monthly salary slip (Tlosh), the importance of getting work permit etc.



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They are written in a simple language to be understood by all workers whatever their education is. Each pamphlet ranged between 3 to 4 pages.

3.7 Placing 6 newspaper ads:

Al-Maqdese published 17 ads in Al-Quds Newspaper (local newspaper) about the Legal Clinic services; all of them included a part on workers' rights and all awareness raising services provided under the NED project. Besides, a space in the ads was allocated for the Legal Booklet "Know your Rights" with the phrase "get the legal booklet for free".

4. Main accomplishments of the second period 01/10-31/12/2010:

1. Al-Maqdese prepared 6 pamphlets, produced 6000 copies and distributed 3000 copies to cover workers' rights under the Israeli labour law. The pamphlets are distributed through *Al-Maqdese* office in Wadi al-Joz, in addition to the different activities implemented by the project team.
2. Held 2 legal rights awareness sessions for female and male workers. More than 34 participants attended in the sessions. A specialized lawyer in workers' rights under the Israeli labour law was present in the sessions. Through these sessions, workers awareness of their rights were raised, workers' inquires and questions were answered, the legal booklet, the pamphlets and the brochures were distributed and some urgent cases were referred to *Al-Maqdese* Legal Clinic for legal representation.
3. Held 6 on-site briefing sessions in 6 different neighborhoods in East Jerusalem. More than 94 participants attended. The sessions included an explanation of workers' rights, listening to their problems with their employers, giving them solutions, providing guidance and advice for them, explaining their rights under Israeli labour law, distributing the legal booklet, the pamphlets and the brochures, besides, referral urgent cases to *Al-Maqdese* Legal Clinic for legal support.
4. Direct and daily communication with workers wherever they are in labour market and their work places through the mass texts and cell messages after taking their numbers to contact them. Through this technique, workers are provided with advices and guidance from distance on a daily basis and in their work places. This contributed in keeping in touch with workers faster, on a daily basis and in the moment of violation if any.
5. Prepared, printed and distributed 500 posters under the campaign "Workers Rights are Human Rights". Besides, prepared 6 brochures of one page, including workers



Picture (5): one of the ads which were published in Al-Quds newspaper. The box allocated for the legal booklet appears on the picture.

fundamental rights under the ILL and different International Conventions and Laws. Produced 6000 copies and distributed 3000 copies.

6. Placed 17 ads in the Al-Quds newspaper for the Legal Clinic and allocating a special space for the workers’ rights and related activities under the NED project.

6.1 Relevance of activities to the planned objective:

Through a participatory medium-term evaluation session (with participation of the project team, PR department team and administration), MSD evaluated the relevance of implemented activities and the project objective to ensure relevance of outputs and then impact.

All participants came up with the same conclusion, the implemented activities relevant significantly to the project objective. Besides, they have led in total to reach the project objective (To raise legal awareness of workers’ rights, especially among laborers in East Jerusalem). Further, the implemented activities achieved results better than expected. With the legal representation of some cases, some beneficiaries are able to avoid violations due to negligence of the Israeli labor law and to claim their rights when recognizing these rights. Besides, a huge segment of the Jerusalemite community was aware of the services under the project due to the advertising frequency and benefited from them properly.

Table (1): shows relevance of implemented activities to the project objective, where a scale of five was used (1 is the lowest and 5 is the highest):

Project objective	Implemented activities	Relevance of activities to the objective				
		1	2	3	4	5
To raise legal awareness of workers’ rights, especially among laborers in East Jerusalem	1					√
	2					√
	3					√
	4					√
	5					√
	6					√
	7					√

The above table proved the relevance of the seven implemented activities through the project second quarter (01/10-31/12/2010) as mentioned under section 4. “Main accomplishments of the second period 01/10-31/12/2010” are 100% relevant to the project objective. Additionally, they contribute in achieving the project objective as a whole.