

# Meeting with ILO Annual Mission Situation of Palestinian Workers 2021

4.4.2022



**HISTADRUT**

The General Federation  
of Labour in Israel

# Macro-Policy Changes Of 2021

## Effects on the Palestinian Workers in Israel

**1**

**General Elections**  
Leading to a new Parliament 23.3 and Government 13.6, resulting in working Knesset committees, and dialogue with the PA.

**3**

**Implementation of the permit reform**  
Minimal success in removing the failures of the past and dependence on brokers.

**2**

**Workers from Gaza**  
Positive and negative.

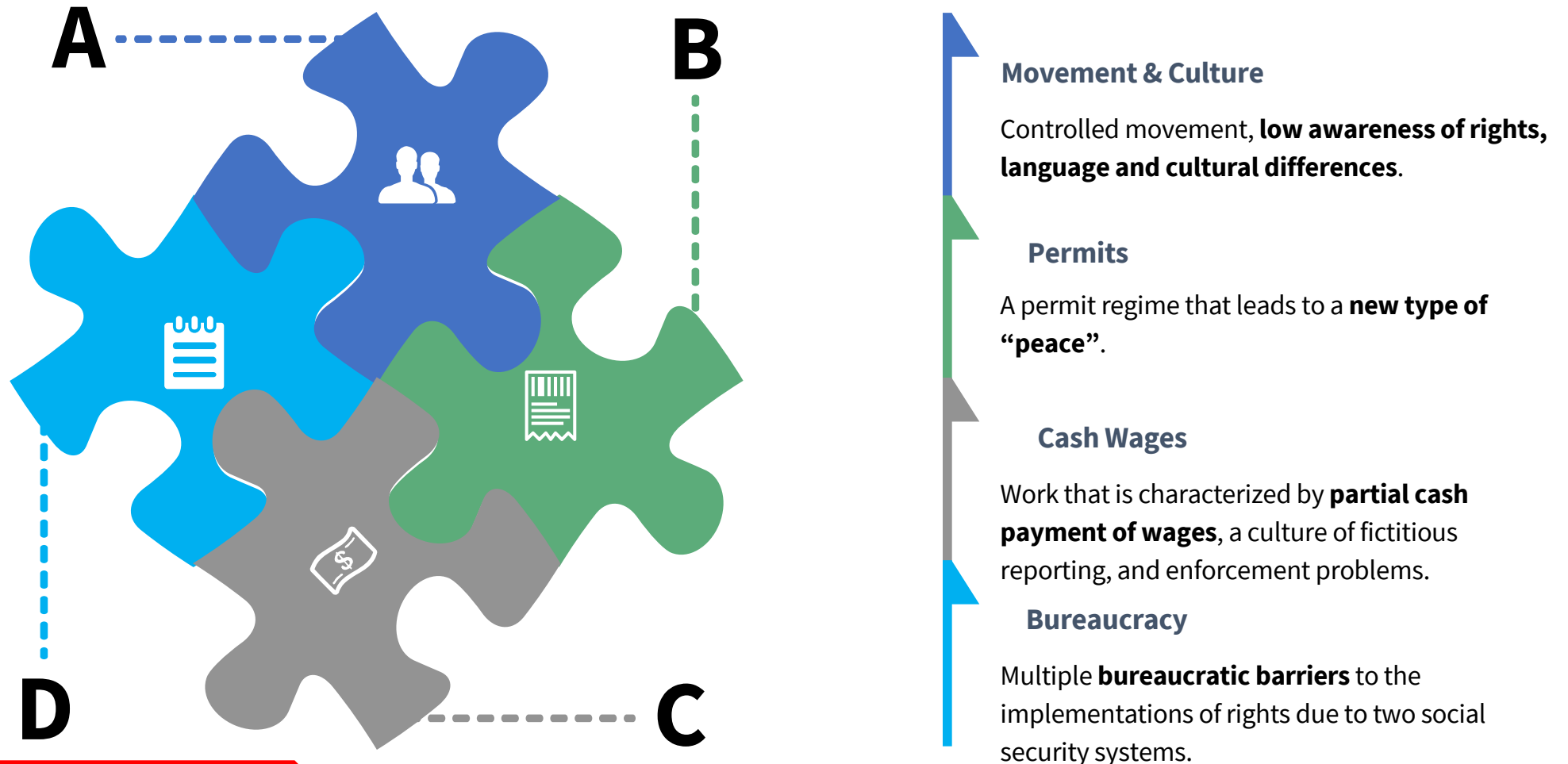
**4**

**Governments announcement OSH**  
The Government is expected to implement in 2022 OSH training as a condition to work in Israel



# Characteristics of the Palestinian Worker in the Israeli Market

- Palestinian workers suffer from extreme dependence on the employer and increased difficulty in implementing and enforcing their rights, due to their unique structural features.
- These characteristics create a structural disadvantage for Palestinian workers in the Israeli labor market.



# Characteristics of the Palestinian Worker in the Israeli Market

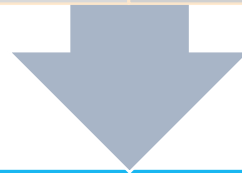
Due to the inferiority of the institutions serving the worker in the Israeli labor market, the ability of a Palestinian worker to exercise his rights is significantly lower than that of an equivalent Israeli worker.



Reducing the cost of employment of Palestinian workers, as a result of systematic violations of rights and the lack of structural ability of workers to implement their rights, creates a variety of problems.

Reducing labor costs will lead to deteriorating employment standards for local workers.

Universal values & Jewish principles command the protection of the foreign and the weak.



It is not enough to state that a Palestinian worker is entitled to wages and social conditions equal to those of his Israeli counterpart - **essential performance and oversight mechanisms must be provided to ensure this** (as in the case of foreign workers).



# The Histadrut and Palestinian workers

Policy and Practice

## 1. Representative Org.



**The Histadrut represents all employees in the construction, agriculture, hotels and industrial sectors.**

The Palestinian workers in these branches are represented and handled by the Histadrut, which is the representative workers' union in these branches.

## 2. Exploitation Prevention



**The Histadrut is addressing low-wage workers exposed to rights violations.**

Palestinian workers employed in low-wage industries are exposed to exploitation and multiple violations of rights, with difficulty fulfilling fundamental employment rights.

## 3. Labour Market



**The Histadrut support to the Israeli labor market.**

The linkage in the labour market suggests that reduction the cost of hiring Palestinian workers will lead to the deterioration and erosion of Israeli workers' rights.

## 4. Cooperation



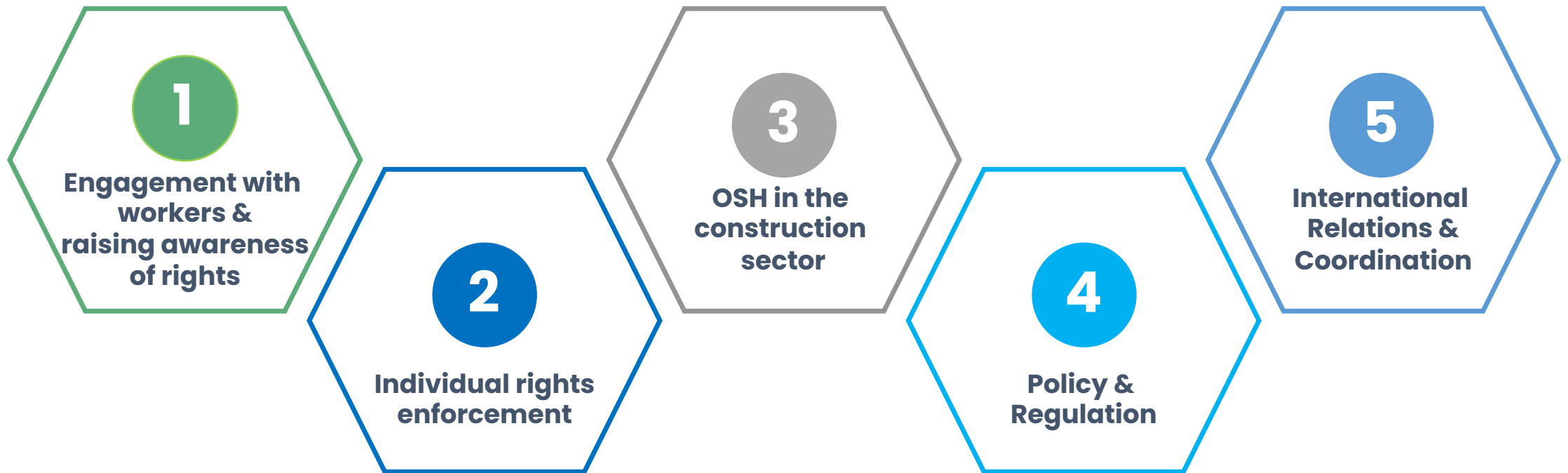
**The Histadrut is a bridge to cooperation, solidarity and goodwill between Israel and the PA.**

Maintaining the rights of Palestinian workers employed in Israel contributes to the Palestinian economy and cooperation between the parties for the benefit of the workers.



# 5 Histadrut Activities for Palestinian Workers 2021

Since 2019, the Histadrut expanded the extent of the efforts, services and protections delivered to Palestinian Workers



# 1. Engagement with workers & raising awareness of rights



Site visits



## Distribution of information

Translation to Arabic of the CBA and formulating dedicated information material for Palestinian workers and distributing them to workers by sending text messages, information campaigns at crossings and visiting construction sites.



## Public Diplomacy



## 2. Individual Rights



1

### Information & Service Center

Arabic language hot-line  
Operational Sun-Thur  
0800-1800  
Approximately 4000  
inquiries.

3

### Arabic Language Trade Union Reception

Histadrut national  
manager and dedicated  
Histadrut reception  
centers in Arabic. Tel Aviv,  
Beer Sheva, East  
Jerusalem, Taibeh, Haifa,  
Nazareth, Kfar Kara.

### Grievance Committee

The Grievance Committee  
established as an  
alternative dispute  
mechanism between  
Palestinian workers &  
employees.

2

### Individual treatment by Histadrut workers

Advice and consultation  
on rights and assistance  
in enforcing individual  
rights

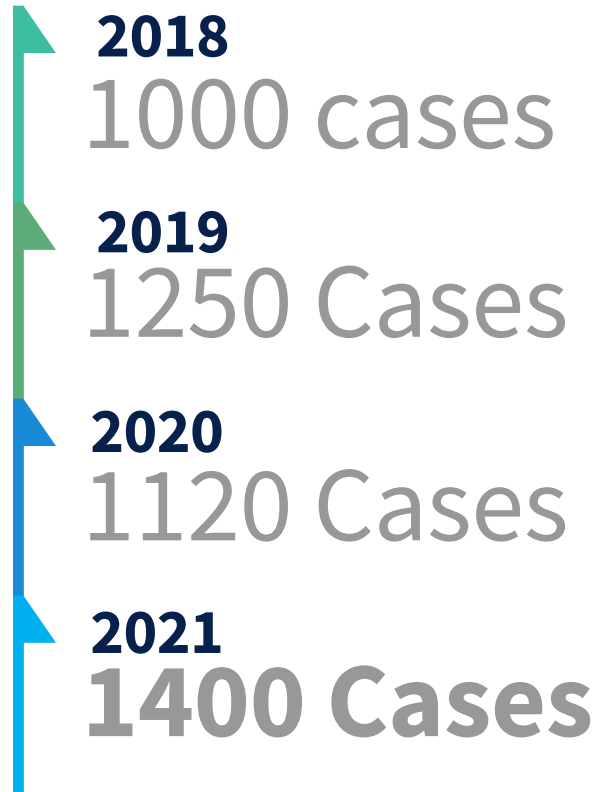
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# Grievance Committee

- The Grievance Committee, established by the CBA, continues to constitute an efficient conflict resolution mechanism in the construction sector.
- The process is swifter than the Labour Court.
- Over 90% of the cases discussed rule in favor and to the satisfaction of the Palestinian worker.
- **Due to the success of the committee and increase in demand a second committee will be established in the Jerusalem area in 2022.**



# 3. Occupational Health & Safety in the Construction Sector

## Activities 2021

Distribution of work safety brochures in Arabic.

Conducting field visits on construction sites

One-day safety training seminar for 600 Q2 2021, weekend retreats & mobile unit seminars.



**BUT...**  
Government's commitment to the Histadrut regarding measures to increase safety in the construction industry



# LEONARDO PLAZA



# 4. Policy and Regulation

Maintaining ongoing communications on issues related to the rights of Palestinian workers with the Ministries of Finance, Labor, Construction and Housing, the Population and Immigration Authority and the Payments Division, and the Coordination of Government Activities in the Territories in the Ministry of Defense.

## 01

Since May 2020 the Government unilaterally ceased collection of due for the Histadrut.



**Cessation of  
Government  
collection of dues**

## 02

6.12.2020 The Government began to implement the permit reform.



**Government reform  
of work permit allocation to  
Palestinian workers**





# 5. International Relations and Coordination

## PGFTU

- Collaboration with the Palestinian General Federation of Trade Union (PGFTU) to promote the rights of Palestinian workers employed in Israel.
- Need for a higher level of cross border joint activities.
- Continuation of Histadrut - PGFTU Agreement. Due to the Government unilateral decision to cease collection of dues, the Histadrut actively operated to secure agreement from employers to pay dues in accordance to the CBA.

## Vocational Training

In 2021 the vocational training was conducted with the support of BWI. Also - For the first time the Histadrut together with the MAI and the assistance of the Government conducted vocational training in the Industry. This was implemented with the financial support of LO Sweden and DGB Germany.

## Conferences

The Histadrut participated a joint conference with PGFTU and the Italian Federation UIL.



# 5. International Relations and Coordination



# Moving Forward 2022

Policy and International Relations



**الهستدروت**  
 سيدت العمال ، في ، اسداتك  
**مُلخّص حقوق العمّال بالفنادق**  
 \*2383

**مستحقّات الرّبي**  
 لاول ايام الربيع

تاريخ ايام الربيع	مدة العمل
يوم سبتنا من 27 ايلول الى 28 ايلول	7 ايام
يوم سبتنا من 28 ايلول الى 29 ايلول	7 ايام
يوم سبتنا من 29 ايلول الى 30 ايلول	7 ايام
يوم سبتنا من 30 ايلول الى 1 ايلول	7 ايام

**الاقبال**  
 يستحق العمال التبرك في سبتى الايام  
 القابل يجمع ما هو اربعة وثلاثون  
 الشبوعه والاوقات والوقت

**الاقبال في قطرات السفر الى قطر**  
 العمل  
 العمال الذي لا ياتي في وسيله نقل يستحق استرجاع قطرات السفر من ماله الى  
 قطر منه والعقد بعد يشار منه القدر في 22.000 ليرات جديده من كل يوم

**ايام العداة**  
 العمال الذي عمل في قطر منه لا اكثر على الاقل يستحق العود من ماله  
 في ايام العداة اذا قام سبت ايام عداة على الرّبيد ايكادته لوجت ووجت ايكادته  
 ايكادته مع عدم الاستطاع من اكرهه ولا من ماله

**مخاض العمال**  
 سبوعه التفرق على عهده العمال ماله من مرة واحدة في السنة وفيه لوجت  
 منهم



# Thank you!



**HISTADRUT**

The General Federation  
of Labour in Israel