

2017 ANNUAL REPORT

KAYAN FEMINIST ORGANIZATION



KAYAN ENVISIONS A SECURE AND JUST SOCIETY FREE OF GENDER-BASED DISCRIMINATION, IN WHICH ARAB PALESTINIAN WOMEN IN ISRAEL ENJOY FULL AND EQUITABLE OPPORTUNITIES FOR SELF-ACTUALIZATION, AND TAKE A LEADING AND ACTIVE PART IN SOCIETY THROUGH REALIZING THEIR INDIVIDUAL AND COLLECTIVE RIGHTS.

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2017 ANNUAL REPORT: A YEAR IN REVIEW

Greetings from Kayan.

Kayan Feminist Organization envisions a secure and just society free of gender-based discrimination, in which Arab Palestinian women in Israel enjoy full and equitable opportunities for self-actualization, and take a leading and active part in society through realizing their individual and collective rights. In 2017, we continued our work towards this goal, and made another great step towards strengthening the grassroots feminist movement and developing transformative leaders. We are pleased to present you with our 2017 annual report in which we provide an overview of organizational developments, challenges, and successes in the past year. 2017 entailed breakthroughs in each of our projects, as we saw our work, both as staff and grassroots activists, elevated to new levels. Kayan participated in international and national advocacy for Palestinian women's legal rights inside of Israel, empowered grassroots Palestinian women to be facilitators in the field and hold their own workshops and trainings, supported women's groups as they worked with their communities, local councils, and other institutions to bring about gender-sensitive changes and to create new opportunities and resources for their villages, and more. Overall, we are proud of the amazing grassroots network of Palestinian women with whom we work, all that we have accomplished together over the year, and are so pleased with the developments we are seeing in grassroots women's leadership, activism, and participation in public and political spheres and in decision-making processes.

Though we continue to face systematic and social challenges related to patriarchal and State discrimination, both Kayan's staff and the Kayan grassroots network of over 200 Palestinian women activists are optimistic and motivated by the successes we have achieved, and are using challenges and obstacles as opportunities for learning, for strategizing, and for becoming even more vocal and visible in our activism. In each of the sections below we will provide a general overview of our work in 2017, as categorized by projects, main themes, and activities. We hope that you enjoy the read, and invite you to contact us with questions or for more information. Thank you,

The Kayan Team



**"A SECURE AND
JUST SOCIETY FREE
OF GENDER-BASED
DISCRIMINATION"**

THE JUSUR FORUM OF ARAB WOMEN LEADERS

The Jusur Forum is Kayan's sustainable model for grassroots movement building. The Jusur Forum is a national forum of Palestinian women leaders who represent local groups from the North and Triangle regions of Israel. The Jusur Forum meets quarterly in order to go through intensive trainings, set their agenda, and plan and implement national actions that coordinate and leverage local group work. In 2017, the Jusur Forum's trainings were relevant to the unique projects in the field. The forum learned about land and housing, and were partners in the implementation of the Raja'a campaign, they also were the driving force behind the 16 days of activism to end violence against women campaign.

A major focus of Jusur in 2017 was developing capacities for awareness-raising and media work as related to the topic of women in politics, as the Jusur Forum is responsible for developing and implementing a national campaign that promotes women's participation in the 2018 local council elections. In order to prepare for this campaign work, the women went through intensive workshops and developed their own political identity, including the political messages that the group unanimously supports. This was a deep process, that involved identifying the women's own stereotypes as related to women in politics, and also their vision and hopes for the future, and the tangible and practical steps they will take to achieve this vision.



INCREASING AND IMPROVING THE REPRESENTATION OF WOMEN IN LOCAL POLITICS

As a continuation of our work in the field of women's leadership and participation in the public sphere, in 2016 Kayan initiated a project that directly targets the political sphere, and aims to increase the number of Palestinian women that are elected to local councils and are directly engaging in local council decision making processes. In the project have worked along the lines of awareness-raising, gender-mainstreaming, and empowering and supporting grassroots women to work at the forefront of their communities as activists and candidates in the 2018 election processes. Through the project we brought a new discourse on elections to the society. As of now, elections are widely based on considerations of familial and religious affiliations. Within this electoral atmosphere, women have been largely excluded, and women who are integrated into lists are usually not included in actual decision-making processes, but rather, as used to just give the impression of progressive values for the party.

Thus we are now building a new model for election campaigns, by transforming values from the roots up, in order to establish an inclusive space where diverse leaders and voices can contribute to the political agenda. We are preparing the women for the candidacy process by giving trainings that provide them with the requisite qualifications and knowledge to meaningfully participate in local councils, and are helping them to hold public activities in their communities that put the topic of women in politics on the social agenda, and promote accountability from local leadership. Below please see some key developments from the 2017 year, as we continued throughout the past year to build upon our unique approach that focuses on working with women in the grassroots.



"WOMEN'S PARTICIPATION IN POLITICS IS AN ESSENTIAL STEP FOR THE ADVANCEMENT OF THEIR STATUS AND RIGHTS, AND FOR THE WELLBEING OF THE ENTIRE SOCIETY."

ARAB WOMEN IN LOCAL POLITICS RESEARCH REPORT

"IN-DEPTH ANALYSIS OF BARRIERS, CHALLENGES, EXPERIENCES, AND OBSTACLES RELATED TO ARAB WOMEN ENTERING POLITICS"



During the year, Kayan completed a Women in Politics Research Report, which features an in-depth analysis of barriers, challenges, experiences, and obstacles related to Arab women entering politics. For the data collection of this research report, Kayan staff held 16 personal interviews with Arab women who were current/former candidates/electees, and 13 male politicians (2 mayors, and 10 local council members). Through these interviews we gained knowledge on the real experiences and perspectives of interviewees as related to women's participation in the political sphere, and major hindrances and opportunities in advancing women's political participation. The report identifies key issues such as: compounded discrimination against Palestinian women (via state and the patriarchal society), cultural obstacles, patriarchy within Arab local party structures, patriarchy in the political sphere generally, family and tribal party structures, and Arab women's internal fears that inhibit their ability to participate in politics. An interesting point identified through the report deals with the importance of local authorities in Arab culture. Within Israel, where the Arab minority has very limited political power, local councils have become the main institution through which Arab citizens can exert authority, advocate for their needs, and make real changes in their communities. Thus, local councils are seen as centers for political authority and power. For this reason, within a patriarchal society, these councils are also viewed as the center for male authority and dominance. Thus, it is particularly challenging for Arab women to join this sphere.

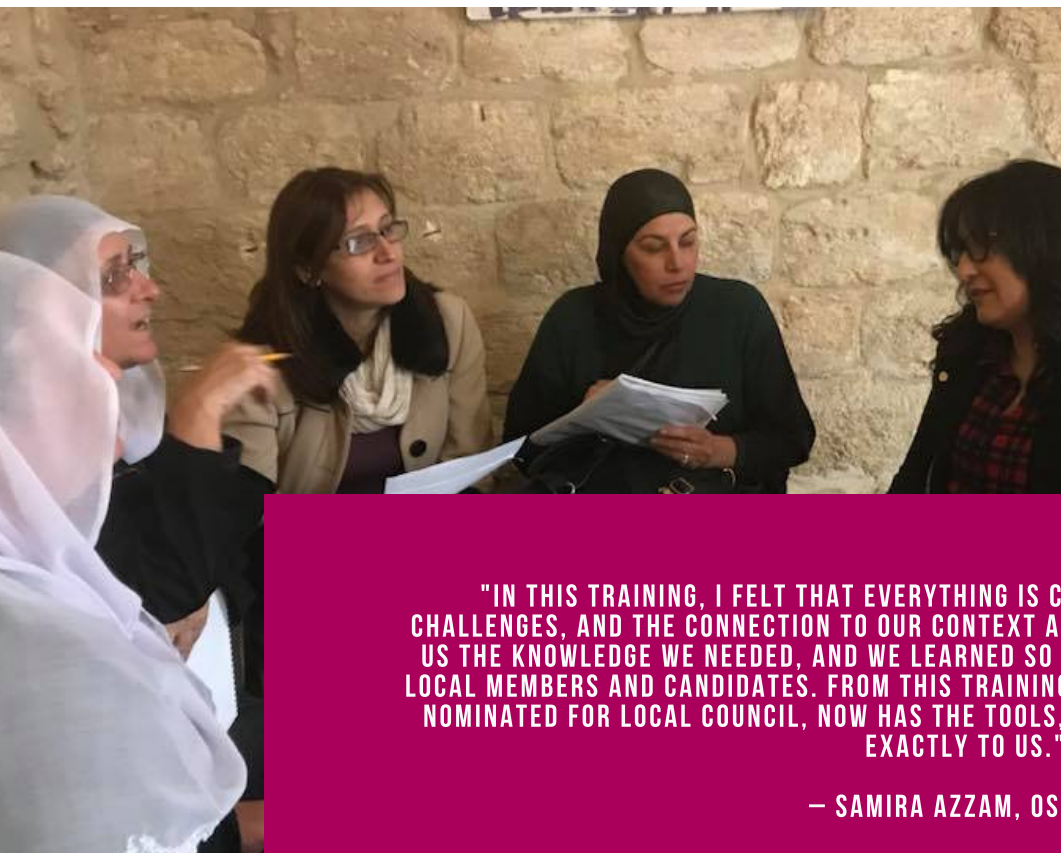
We are now using this research to guide the work of local groups in promoting women's engagement in the political sphere, to educate and awareness-raising in our public outreach work, and to provide a valuable resource for other women's rights activists from around the globe.

- The research report can be found in both English and Arabic on Kayan's website in the publications section. -

"THE RESEARCH IS LIKE A MIRROR TO SEE OURSELVES AS A SOCIETY, AND IT LOOKS LIKE ALL THE WOMEN ARE FACING THE SAME CHALLENGES. WE ALL SHARE THE SAME FORMS OF EXCLUSION."

WOMEN IN POLITICS TRAININGS

In 2017, Kayan completed a pilot women in politics training in Arrabeh, and in November of 2017 implemented the training for an additional 31 women in an additional three villages, which include, Talat' Ara, Osifiya, and Shfa'amr. The villages were selected based on the desire of local women to run in the 2018 elections, the lack of women integrated into local politics, and geographical diversity. As of the end of 2017, each women's group went through 9 hours of trainings on topics such as: gender and identity, gender in the Arab society, local council structures and regulations, campaign strategies and models, public relations, public speaking, and building a political identity. The women also analyzed functional and dysfunctional Arab local councils via case studies. The trainings were especially tailored based on lessons learned from the pilot, in order to give women a space to develop their political identities, have the requisite knowledge to engage in local councils, understand their context and key political issues, and gain the qualifications to run as candidates. The trainings were delivered by both Kayan staff and experts in the specific workshop topics. By the end of the trainings the women's groups each developed local action plans for promoting women's participation in politics and supporting local women candidate in the 2018 elections. Action plans include gender-mainstreaming activities for local councils, public events with local politicians to enhance accountability, student and youth workshops, parlor meetings for women, films, and other awareness-raising actions. These action plans are set to be implemented in 2018.



"IN THIS TRAINING, I FELT THAT EVERYTHING IS CLOSE TO US, THE PROBLEMS, THE CHALLENGES, AND THE CONNECTION TO OUR CONTEXT AS A MINORITY. THE TRAINERS BROUGHT US THE KNOWLEDGE WE NEEDED, AND WE LEARNED SO MUCH FROM THE EXPERIENCES OF THE LOCAL MEMBERS AND CANDIDATES. FROM THIS TRAINING, ANY ARAB WOMAN WHO WANTS TO BE NOMINATED FOR LOCAL COUNCIL, NOW HAS THE TOOLS, AS THE THE TRAINING WAS TAILORED EXACTLY TO US."

— SAMIRA AZZAM, OSIFIYA

SOCIAL CAMPAIGNS FOR CHANGE

ARRABEH

The Arrabeh campaign was oriented towards women's health, an issue that is attractive to the local women.

The women developed cooperation with the local council for their work, which included bi-weekly walking groups, and ongoing lectures and workshops on health. The major public achievement was the first ever Arab women-led marathon, which was a taboo breaking event that captured the attention of national media, and the society at large. The event itself was attended by 300 women, youth, and men, including local council members and even the head of the local council, who gave remarks at the concluding ceremony. At the marathon, members made public statements about women in politics in front of the crowd and media. This event was incredibly brave for the women's group as it responded to past violence against Arab women runners within the society, and broke social taboos for the sake of claiming the public sphere as a safe space for women.



"THE WOMEN-RUN MARATHON WAS ATTENDED BY 300 WOMEN, YOUTH, AND MEN, INCLUDING LOCAL COUNCIL MEMBERS AND EVEN THE HEAD OF THE LOCAL COUNCIL."

SHFA'AMR

The Shfa'amr group's campaign was oriented towards the revival of a community garden that has fallen into a state of disrepair. Main lines of intervention included working with the municipality on making construction plans for the garden that integrate the needs of women, youth, elderly, and disabled populations (e.g. lights, accessibility ramps, benches, play spaces and more), developing a community network to plan and participate in the rehabilitation of the garden and in garden activities, holding ongoing activities and meetings in the garden, and reaching out to the garden's neighbors. This was ultimately a successful process, and official construction started in September. The group also recruited a large network of volunteers of all ages and backgrounds who worked on rehabilitating the garden, and held ongoing public events in the garden that were widely attended by families that came from all neighborhoods of the village.





OSIFIYAH

The Osifiya campaign was oriented towards creating a women's network that is empowered and active in the community. The group went through an intensive training in order to develop skills to recruit women, and to facilitate women's group meetings. From this training the group developed three neighbourhood teams went through an empowerment style workshops given by the Osifiya women's group members. The teams came together for joint activities facilitated by the women's group members in which they had the opportunity to meet women from different neighborhoods, discuss shared issues and concerns, learn more about the work of the women's group, and engage in cultural activities. The final public achievement implemented by the Osifiya group with their women's network, was a holiday cultural event that featured local artistic talent such as dancers, and musicians. The event was attended by 120 women, men, and children. Additionally, the women made statements during the event that clearly stated their intention to participate in the local elections. These statements were met with support and applause.

"CREATING A WOMEN'S NETWORK THAT IS EMPOWERED AND ACTIVE IN THE COMMUNITY" - OSIFIYA CAMPAIGN

It is important to note that all of the groups held public achievement activities that directly benefited the well-being of the community by providing events for all community members, of all religions, to come together and enjoy. This was true in the marathon, in the garden activities, and in the holiday event. As the Arab villages are widely underserved, events such as these are out of the norm, and the leadership rarely accounts for the wellbeing and public morale of their constituencies. The women, on the other hand, see the community's well-being as essential, and see the need for public spaces and events for the community to come together as integral to enhancing community resilience. While this is not the only element of the women's political work, it is an important point, as they aim to make their communities vibrant and thriving.

AHEL CAPACITY DEVELOPMENT TRAINING

In addition to the social campaign training, Kayan staff and leaders from the grassroots also joined together with AHEL for an intensive capacity development training. The joint grassroots activist and staff training was for women in the local project groups to develop comprehensive campaign action plans that will allow them to support women candidates in the 2018 local council elections. The campaigns account for media, outreach, volunteer networks, finances, data collection, partnership building, door to door campaigning, and more. They are also designed in accordance with a strategic election campaign time-line.

Additionally, Kayan staff attended an in-depth AHEL training which built our staff capacities to be effective trainers of AHEL's campaign methodology. We look forward to using this effective method for campaigning in our future work, in new localities, and for new purposes.

"THE GROUP RECRUITED ME FOR THE LAST TRAINING WITH AHEL, AND I JOINED A TEAM WITH ORGANIZATIONS AND LEARNED SO MUCH FROM KAYAN'S OVER 20 YEARS OF EXPERIENCE ON ISSUES RELATED TO WOMEN'S STATUS, AND SAW THE CLEAR AGENDA OF THEIR GRASSROOTS WORK, AND WORKING ON GRASSROOTS EMPOWERMENT IN THE ARAB SOCIETY. I BELIEVE THAT THROUGH BEING PART OF THIS GROUP OF WOMEN, I CAN BETTER UNDERSTAND US AS AN ARAB SOCIETY ON THE LOCAL AND NATIONAL LEVEL, IN BOTH DEEPER AND MORE EFFECTIVE WAYS. IN THE TRAINING WITH AHEL, I GAINED A UNIQUE EXPERIENCE. ESPECIALLY, IN TERMS OF LEARNING HOW TO TALK AND ENGAGE WITH PEOPLE AS A CANDIDATE, HOW TO TALK TO PEOPLE IN ORDER TO CONVINCE THEM TO SUPPORT ME AS A CANDIDATE AND FOR THE AGENDA THAT I REPRESENT. I ALSO LEARNED THE IMPORTANCE OF WORKING ON AN ORGANIZED TEAM THAT HAS A CLEAR STRATEGY, WITH EACH ONE KNOWING WHAT THEIR ROLE IS, AND WHAT THEY MUST DO ACCORDING TO OUR TIMETABLE. ALL OF THIS MADE US MORE PREPARED TO ENTER THE NEXT ELECTION, AND TO EVEN TO WIN AND CELEBRATE OUR VICTORY! I ALSO STARTED TO GET TO KNOW THE EXPERIENCE OF LOCAL WOMEN VERY INTIMATELY, AND I FEEL THE SPIRIT THE GROUP WHICH INCREASES MY MOTIVATION TO BE MORE ACTIVE AND MORE INVOLVED IN PROMOTING WOMEN'S PARTICIPATION IN POLITICS SO THAT WE CAN HAVE A BETTER FUTURE."

- NIJME ABBAS, SHFA'AMR





PILOT WORKSHOPS

Gender-Mainstreaming Workshops

In 2017, Kayan held its first two pilot gender-mainstreaming the political sphere for the local councils in Osifiya and Arrabeh. In each of meetings local council members and heads of committees, women's group members, and local activists were in attendance. The purpose of these workshops was to open discussions on how the local councils can gender-mainstream their agendas, their committees, and their party lists, and also, to collect information on politician's perspectives on women entering the political sphere.

**"IT WAS
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Youth Workshops

In December, Kayan and women from the Arrabeh group facilitated the first student workshop in the project. The workshop was for 11th and 12th grade students, and sought to open the students to the topic of women's involvement in politics. The workshop featured in depth discussions on the youth's views, how they perceive the political sphere, what changes they think will be made from women's participation, and how they understand their own role in this process. Overall, it was fascinating to see how perceptive the youth are to the reality. They understand the current conditions of the local council, and how family parties and older male family members dominate this sphere and all decision-making processes within it. They were also enthusiastic about the role women can take in the local council, but were not overly optimistic in the ability of the society to make change and accept women as candidates in the elections.



KAYAN'S PROJECTS



WOMEN IN LAND, HOUSING, AND RETURN ACTIVISM PROJECT

In our joint project with ADRID on land and housing rights, local women's groups and the Jusur Forum are critically analyzing current land and housing issues from a gendered perspective, are gaining an in depth understanding of current issues of displacement and land appropriation, and are strategizing ways to intervene through both public advocacy and awareness-raising. Through this work, grassroots women are becoming vocal non-violent activists in issues that are at the core of the Palestinian-Israeli conflict, and are bringing women's needs and perspectives to the decision-making table. Below please see some key achievements in the project from the 2017 year.

LOCAL GROUP WORK

In the project 5 local groups were trained and empowered to be activists in land, and housing justice. These groups organized and implemented a total of 16 public events that reached over 700 participants, both women and men, and community members of all ages. These events included lectures, tours to displaced villages, interactive workshops, theater performances and more. Through this work the women are becoming visible leaders in their communities and providing valuable spaces for the community to come together and discuss key issues facing the Palestinian society, the historical origins of these issues, and their current manifestations in the form of ongoing inequality and injustice.

RAJA'A CAMPAIGN

For the project, Kayan and ADRID created a steering committee comprised of members of each local group. The steering committee coordinates local groups and the work of Jusur forum, allowing for farther reaching impact, and for collaborations, networking, and regional campaigns. In 2017, the steering committee was integral in developing and implementing the Raja'a (return) campaign, which featured 8 public activities in different villages, and reached 325 direct participants. It also featured online posts, media articles, banners, and posters. In general the campaign created a buzz in the society, generated a lot of questions about the women's work, and was a strong way to put the issue of Return on the social agenda. During the campaign, women project participants were interviewed on the television, and had the opportunity to speak in depth about the intersection of feminism and land and housing rights.



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- RAJA'A CAMPAIGN

WORKSOPS AT THE TECHNION

Due to the buzz of the project, and the attention the women were receiving for their activism. Yosef Jabareen, a well-known activist and professor of urban planning at the Technion, invited 3 of the local women's groups to the Technion for special sessions on the topic of urban planning and discriminatory State land policies from a gendered perspective. The women joined Professor Jabareen for a full day seminar at the Technion, where they delved into deep discussions on the intersection of women's rights and land and housing activism.

ENDING ALL FORMS OF VIOLENCE AGAINST WOMEN

Ending all forms of violence against women is part of Kayan's ongoing work, as violence, in all forms, is a major issue facing Palestinian women. This can include but is not limited to, physical, social, economic, legal, political, emotional, and sexual violence. Kayan works from a holistic methodology to end violence. This entails empowering grassroots women to mobilize their communities in order to put the issue on the social agenda, raising-awareness in the media and in the grassroots, and advocating for change amongst relevant institutions and stakeholders. During the year Kayan held ongoing workshops and lectures on this issue amongst diverse target groups including, women, youth, decision-makers, and men.

"EMPOWERING GRASSROOTS WOMEN TO MOBILIZE THEIR COMMUNITIES IN ORDER TO PUT THE ISSUE OF GENDER-BASED VIOLENCE ON THE SOCIAL AGENDA, RAISING-AWARENESS IN THE MEDIA AND IN THE GRASSROOTS, AND ADVOCATING FOR CHANGE AMONGST RELEVANT INSTITUTIONS AND STAKEHOLDERS."

16 DAYS OF ACTIVISM

In addition, Kayan along with the Jusur Forum and local women's groups implemented our annual 16 Days of Activism to End Violence Against Women Campaign. The 16 Days of Activism Against Gender-Based Violence (from hereon, 16 Days) is a global initiative that runs from November 25th to December 10th and is coordinated by the Center For Women's Global Leadership. While international in scope, 16 Days is implemented by individual NGOs, that hold local campaigns in their communities. A strength of the 16 Days is that it is widely publicized internationally, & thus receives widespread media attention. In 2017, we worked directly with the Jusur Forum to hold our 3rd annual campaign.. It featured national media and awareness-raising work, along with local public activities organized by the women's groups represented in the Jusur Forum. Activities included rallies, lectures, workshops, school workshops, performances, and street events, such as handing out bookmarks and flowers in public spaces that raised-awareness about violence. Another vital part of the campaign was the release of an awareness-raising video, which can be viewed [here](#). The video features women from the grassroots giving statistics on violence against Palestinian women, and is a visible message that Palestinian women will no longer remain silent amidst conditions of abuse. In total, there were over 2,000 women, youth, men, and local decision-makers that attended campaign related activities.

"A VISIBLE MESSAGE THAT PALESTINIAN WOMEN WILL NO LONGER REMAIN SILENT AMIDST CONDITIONS OF ABUSE."



PALESTINIAN YOUTH VOLUNTEER SUPPORT NETWORK

FOR THE WELFARE OF ARAB WOMEN

In 2017, Kayan decided to create a volunteer network of Palestinian youth. Having received a high rate of interest in our work and an increasing number of Palestinian youths approaching us to volunteer, Kayan decided to generate the necessary resources to create a systematic volunteer network to involve youth in our legal and community work. We recruited 8 fully committed volunteers who were predominantly youths in their 20s (both men and women). The core group went through an 8 part training that included but was not limited to workshops on gender and identity, legal and community work, working the legal hotline, violence against women, exercising freedom of expression through campaigns and media, and project design and implementation. Guest lecturers for the trainings came from NGOs such as Al Siwar, WAVO, and Hamle Association for Media Campaigns. These trained volunteers are now the foundation of an expanding volunteer network, and are working the Kayan legal hotline, giving support to women, holding monthly feminist discussions, supporting the implementation of Kayan legal and community activities, leading their own youth groups, and publishing written pieces on the Facebook page and for the media.

**"THESE TRAINED
VOLUNTEERS ARE
NOW THE
FOUNDATION OF AN
EXPANDING
VOLUNTEER
NETWORK"**



FREE LEGAL HOTLINE

"OUR FREE LEGAL SERVICES ARE VITAL IN ENSURING THAT ECONOMIC BARRIERS DO NOT RESTRICT THE ABILITY OF PALESTINIAN WOMEN TO ACHIEVE JUSTICE."

Kayan has remained committed to providing Palestinian women in Israel with free legal consultations for cases related to personal status, sexual harassment in the workplace, and employment rights. Palestinian women in Israel suffer from a lack of economic independence and security, as only 26.3% of Palestinian women in Israel are employed, and 88% of Palestinian women are paid less than the minimum wage. As Palestinian women in Israel are rarely financially independent, our free legal services are vital in ensuring that economic barriers do not restrict the ability of Palestinian women to achieve justice. The legal aid and consultations provided by Kayan are all in Arabic, a language that Palestinian women feel most comfortable to communicate in. Furthermore, our legal staff bring feminist values and a deep understanding of the status and context of Palestinian women to their work, and thus are a trusted resource for women to come to, especially when dealing with cases of violence, sexual harassment, or issues involving families or workplaces. Additionally, through offering free legal aid, our staff empower women to exercise their freedom of speech in demanding their rights. Each of the cases that we handle are also important to us professionally, as they bring new insights into the religious courts, and through handling cases, we learn more about discrimination within the courts, and the issues facing women. In 2017, Kayan handled close to 100 cases via consultation and representation.

"ONLY 26.3% OF PALESTINIAN WOMEN IN ISRAEL ARE EMPLOYED, AND 88% OF PALESTINIAN WOMEN ARE PAID LESS THAN THE MINIMUM WAGE."

EMPLOYMENT RIGHTS



In Israel, a major issue facing Arab women is the violation of their employment rights and their subsequent disempowerment in society. The violation of these rights leaves women in a vulnerable position, since they don't have the resources to be economically independent and therefore are more likely to stay in abusive relationships, and have few avenues for self-determination. The economic status of Palestinian women in Israel is dire. In fact, in a survey carried out by Kayan, an astounding figure of 88% of the Palestinian women in Israel surveyed reported a salary lower than the legally determined minimum wage. 60% of survey respondents reported earning less than 65% of minimum wage (15 NIS per hour). Other issues, including the deprivation of salary slips, convalescence pays, pension fund plans, paid leave, sick leave, paid overtime work, and a myriad of other supposed employment entitlements, are prominent worries amongst Palestinian women in Israel.

"A MAJOR OBSTACLE TO PALESTINIAN WOMEN OBTAINING THEIR EMPLOYMENT RIGHTS IS A LACK OF KNOWLEDGE."

For these reasons, Kayan raises-awareness, provides legal services, advocates amongst employers, government ministries, and seeks to build cooperation that allows for the improvements of Arab women's employment status. As part of its awareness-raising, Kayan provided lectures on employment rights to over 1,000 Arab women, of all ages and varying socio-economic statuses and employment types, all over Israel. From its grassroots work, Kayan has found that after every lecture, women have approached us for legal aid, thus showing that a major obstacle to their obtaining of employment rights is a lack of knowledge. Kayan believes, and works towards advocating and raising-awareness for all Palestinian women, who must know their rights. Additionally, we work with employers, who must understand both their legal responsibility in upholding labor laws, and their position to enhance the economic status of women. In order to do this, Kayan works on 3 levels: partnership-building, awareness-raising, and rights education.

PARTNERSHIP BUILDING

In order to advance the employment rights of Arab women in Israel, Kayan established partnerships with Arab employers, the Israeli Ministry of Economy and other NGOs and institutions. By mapping out the major Arab businesses that employ Arab women, contacting 30 of these organization, and meeting with 13 different employers, we collaborated to explore ways in which each particular business could better support Arab women's employment rights. The meetings took place in planned forum roundtables and produced potential solutions to improve the status-quo of these women. As a result of these partnerships, we gathered data that influenced the direction of our work (such as the brochure publication, which will be elaborated later in this report). Kayan also formed a partnership with the NGO al Fanar and the Al Qassemi College for Business and Engineering with which we held a collaborative conference joining resources, knowledge and experiences on Arab women's labor rights. Moreover, Kayan worked jointly with the Ministry of Economy, and its Equal Employment Opportunities Commission, through which we found out about a little-known government incentive program for employers that uphold Arab women's employment rights and hire Arab women. Upon learning this information, we decided to disseminate this data and raise awareness through a brochure (detailed further down).

**"COLLABORATING TO
EXPLORE WAYS IN WHICH
EACH PARTICULAR BUSINESS
COULD BETTER SUPPORT
ARAB WOMEN'S
EMPLOYMENT RIGHTS."**



AWARENESS RAISING

AMONGST ARAB WOMEN AND EMPLOYERS

Kayan worked on raising awareness by publishing media work, creating a brochure and holding conferences, and thereby shared information pertaining to Arab women's employment rights. Most of the work that Kayan took part in consisted of translating laws, rights and other key information into accessible language for our target population. Also, through social media, television and radio interviews, Kayan managed to place this issue onto the public agenda. As another instrument for rights education, Kayan held 15 lectures for grassroots women in the field, informing them on their labor rights, and providing knowledge on sexual harassment prevention. Most importantly, these lectures provided room for discussion and feedback from Arab women about the biggest employment related obstacles they are facing.

BROCHURE

Having learned from the ministries about the government incentive program, Kayan published and disseminated an informative brochure detailing the status of Arab women in the labor market, the necessity of improving their status, and the details of this benefit program offered by the Ministry of Economy as well as the Ministry of Labor and Social affairs, for employers that hire Arab women. This brochure was distributed at the conference held by Kayan and to Arab employers.

"THESE LECTURES PROVIDED A FORUM FOR FEEDBACK AND DISCUSSION ABOUT THE BIGGEST EMPLOYMENT RELATED OBSTACLES PALESTINIAN WOMEN FACE"



CONFERENCE

Kayan's final tool in awareness raising was the conference held together with Al Fanar and Al Qassemi College. In this conference, representatives of large-scale Arab business, Arab women employees, and students of business and economics discussed visions for change, exchanged insights on how to improve Arab women's employment status, and learned more about the governmental benefits program.



SEXUAL HARRASSMENT PREVENTION

Sexual harassment remains a major threat to women's security, especially in workplaces. Kayan deals directly with this issue through awareness-raising, legal aid, education, and advocacy. One of the biggest barriers to women obtaining justice and security in the field of sexual harassment is the taboo nature of the subject, as women fear stigmatization and violence for speaking out against violations.

**"WOMEN FEAR STIGMATIZATION AND
VIOLENCE FOR SPEAKING OUT AGAINST
VIOLATIONS."**

AWARENESS RAISING FOR SEXUAL HARASSMENT PREVENTION

A major element of our work has been to break open the taboo by holding open and honest discussions about the issue amongst target groups that include women, employers, employees, youth, and men, and also disseminating accurate information regarding the laws. In 2017, Kayan held lectures and workshops on sexual harassment in schools, in local councils, in employments, and for women in the field. To be invited to hold workshops in employments, local councils, and schools is a huge step forward in our work, as these spaces used to be very resistant to allowing for discussions on this topic, as they felt it either implied guilt in sexual harassment, or felt that the topic was too taboo. However, due to previous years of awareness-raising work, and our framing the topic as integral to women's rights, we are now becoming a trusted address in the society for the prevention of sexual harassment.

**"WE ARE NOW
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THE PREVENTION OF
SEXUAL
HARASSMENT."**

PREVENTION OF SEXUAL HARASSMENT IN ARAB LOCAL COUNCILS

For the past years, Kayan has put a special emphasis on targeting local councils for our sexual harassment prevention work. This was a strategic decision, as local councils should be model employers for the rest of the society, and after an initial mapping process, we found that most local councils were not complying with sexual harassment prevention laws, which stipulate that all workplaces with over ten employees must instate an appointee for the prevention of sexual harassment, and have visible published sexual harassment prevention procedures. Thus, each year Kayan maps the local councils to see where the law is not being implemented, advocates for the implementation of the law, and works with appointees in the local councils in order to provide them with the skills, tools, and knowledge to enact their work. These appointees have been organized into a Forum that twice a year for study days, and the appointees are in ongoing contact with Kayan to receive updates on laws, and to get consultations.

In 2017, Kayan advocated for the instatement of sexual harassment prevention laws in one new Arab local council, thus bringing us to 53 total local councils that are in compliance with the law, while 23 remain uncooperative.

Kayan also held an intensive training day for the appointees in local councils in order to develop their capacities for providing support through workshops, and to update them on laws and regulations. Kayan also provided individual consultations to the sexual harassment appointees in order to develop their methodologies for creating discussions about sexual harassment amongst their colleagues, and for raising-awareness in their workplaces. This has been a difficult process, as the appointees are dealing with a highly taboo subject. However, we supported them by encouraging them to talk about their legally mandated position, and what their work entails. In general, we have found that addressing the legal element of sexual harassment is a viable methodology for breaking open the taboo, and facilitating open discussion. On a more formal level, Kayan cooperated with appointees from two different local authorities (Faradis and Sakhneen) on arranging lectures for their coworkers. These were attended by local council members and staff in the authority building.



مطلوب*: دواء للمتحرش الجنسي
[المركبات: كرامة، شهامة، إنسانية، استقامة، احترام]

★ إلى حين اكتشاف الدواء لهذا المرض:

منع التحرش الجنسي في مكان العمل
مسؤولية المشغل!

« يجب تعيين مسؤولية لمنع التحرش الجنسي، بموجب القانون.
« يجب نشر ثقافة منع التحرش في المؤسسة.
« على المشغل تحمل المسؤولية ومعاينة المتحرش.

في إطار حملة كيان
التحرش الجنسي
[جريمة]

"ADDRESSING THE LEGAL ELEMENT OF SEXUAL HARASSMENT IS A VIABLE METHODOLOGY FOR BREAKING OPEN THE TABOO, AND FACIITATING OPEN DISCUSSION"



PERSONAL STATUS

ورقة موقف (2)

حول الطاعة الزوجية في المحاكم الشرعية



Since 2006 Kayan has been working to secure and advance the personal status rights of Palestinian women in Israel.

Personal status refers to a woman's rights as related to family law, and can include but is not limited to: divorce law, child custody, alimony, inheritance, and assets.

For Palestinian women in Israel, personal status law is a complicated matter. In Israel, there are both civil and religious courts that have overlapping jurisdiction over many areas of personal status. Each religious group has their own court system, with its own procedures, regulations, and laws, thus there are separate courts for each of the 12 Christian denominations, Islamic courts, Druze courts, and Rabbinical courts. In 1995, Israel first introduced secular family courts into the judiciary system, but these courts were only accessible for Jewish women. Kayan was part of a long-term advocacy process for opening the civil family courts to Palestinian women, and we finally succeeded in our efforts in 2000. Despite the fact that civil family courts now exist for Palestinian women, the religious courts are still the ruling authority over marriage and divorce, as there is still no civil marriage within Israel. Both the religious court systems and civil family courts continue to maintain patriarchal and gender-discriminatory laws, procedures, and perspectives. Thus, Kayan has created a personal status program that seeks to dismantle gender-discrimination in religious and civil courts and secure the personal status rights of Palestinian women. This work is based on three levels of intervention which include awareness-raising/rights education, free legal services, and advocacy for change.

PERSONAL STATUS:

ADVOCACY FOR CHANGE

Kayan advocates for changes within the religious courts and civil courts as related to the major issues facing Palestinian women in Israel. Topics of advocacy include but are not limited to: eradicating obedience laws and other discriminatory laws and procedures in the Sharia courts, working on issues of gender-discrimination, transparency, and exorbitantly high court fees in the Ecclesiastical courts, and recently, advocating to block a change of law in the civil courts which will make it more difficult for women to maintain child custody. In 2017, Kayan published numerous position papers, advocacy documents, and articles for social advocacy on these issues. Examples include: (1) a position paper on fees in the Ecclesiastical courts, (2) a position paper on gender-discrimination, issues of transparency, and fees in the Ecclesiastical courts which was submitted to the UN Human rights committee, (3) a report on personal status law discrimination in religious and civil courts which was both presented in a UN CEDAW session in Geneva and adopted by the CEDAW, (4) a position paper on child custody laws in civil courts which was submitted to the committee for children's best interest, and (5) a letter to the head of the Ministry of Justice asking for an amendment court fee laws to include the Ecclesiastical courts. During this entire period, we also published numerous press releases and posts on our Facebook that translated these advocacy efforts and issues into clear and accessible language for the grassroots in order to ensure that the society is aware of and able to make informed decisions regarding their stances on these issues. All of these publications opened the door for our movement to higher level advocacy initiatives which are detailed in the following pages.

**"KAYAN HAS
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SECURE THE
PERSONAL STATUS
RIGHTS OF
PALESTINIAN
WOMEN."**



PERSONAL STATUS:

CEDAW SESSIONS IN 2018

In 2017 Kayan joined a delegation of Palestinian women activists who presented key issues facing Palestinian women in Israel at the UN CEDAW convention in Geneva. Kayan presented on personal status law, and gave specific recommendations to address key points of discrimination in both the religious courts and civil courts in Israel. The CEDAW committee accepted our recommendations and integrated them into their official recommendations for Israel. This was a momentous step for our advocacy for Palestinian women's rights in Israel, as working through CEDAW gives Kayan leverage and power behind our initiative. Kayan joined Knesset sessions where the recommendations of CEDAW were reviewed and discussed in terms of how the recommendations can be translated into concrete actions and legislation that will safeguard women's personal status rights. This process is continuing into 2018.



"THIS WAS A MOMENTOUS STEP FOR KAYAN'S ADVOCACY FOR PALESTINIAN WOMEN'S RIGHTS IN ISRAEL, AS WORKING THROUGH CEDAW GIVES KAYAN LEVERAGE AND POWER BEHIND OUR INITIATIVE."

PERSONAL STATUS:

WORKING WITH COURT OFFICIALS

Study Day With the Court Officials

On the 25th of September Kayan held a major study day on the Ecclesiastical courts. The event was attended by 60 participants which included women and lawyers, the head of the Nazareth bar association, and Christian court officials. The study day featured a panel on women's rights in the Ecclesiastical courts, and panel speakers included staff from Kayan, staff from WICLAC, a feminist organization in Ramallah, and a lawyer working in the Ecclesiastical courts. The panel was exclusively focused on key issues facing women in the courts, including laws that must be updated, the high court fees, and issues of gender-sensitivity. The Priests in attendance were very cooperative in the study day, they partook in discussions, answered questions, and shared their own difficulties as related to the agenda items. For example, the Priests acknowledged that the court fees are too high, but they also shared that due to the fact that they receive no funds from the State, these fees are the only means they have to keep the court system running. Overall, we are seeing that the Priests are becoming much more cooperative, they are accepting the professional input and criticism of our organization and network, and are offering us answers and acknowledgements of key issues.



Cooperation Building Meeting with Sharia Court Officials

On the 20th of March, 2017, Kayan held a major meeting with officials from the Sharia court. Major agenda items for the meeting included: Ta'a (obedience laws), discrimination in remarriage laws, and the inclusion of women arbitrators. These agenda items were fully expounded upon in the midterm report, which includes detailed analysis of each agenda item. Following the meeting, Kayan held a staff and board meeting in which we went into in-depth discussions on how to proceed with our work. Ultimately we have developed a two-year plan that entails a year of intensive preparation through research and network building, and a year of action plan implementation. A direct result of the study day was the development of better lines of communication with Sharia court officials and better data for the formation of strategies for bringing about change within the courts.

Instating the Second Ever Woman Arbitrator in a Sharia Court Divorce Case

In 2017 Kayan was again successful in demanding the instatement of an Arab women as an arbitrator in a divorce case within the sharia court. This is the second successful instatement of a woman arbitrator ever within the Sharia courts in Israel, and both of these initiatives were headed by Kayan, as we are now using legal cases as opportunities to promote this issue. This work builds off of our past advocacy efforts, as in 2014 Kayan was part of a high court petition that demanded the Sharia courts allow for women arbitrators. Following the success of the petition, Kayan followed up with the Sharia courts, and realized that despite the success of the petition, there still had not been any women appointed to arbitrate. Thus we have made it a point of our legal work to find qualified women arbitrators and appoint them in cases we are litigating.

"WE ENSURE THAT PALESTINIAN WOMEN ARE AWARE OF THEIR RIGHTS, ARE AWARE OF DISCRIMINATIONS FACING THEM, AND KNOW NOW ABOUT RESOURCES THEY CAN USE TO OBTAIN JUSTICE AND SECURITY."

Awareness-Raising and Rights Education

Another key area of work in promoting and advancing Palestinian women's rights in personal status, takes place via awareness-raising and rights education. Through this work, we ensure that Palestinian women are aware of their rights, are aware of discriminations facing them, and know now about resources they can use to obtain justice and security, including Kayan's free legal service and services such as shelters for victims of domestic violence. Kayan does this work through campaigns, publishing awareness-raising materials, and lectures and workshops for relevant target groups in the field. A key awareness-raising activity in 2017, a roundtable panel on women's rights to assets. This was attended by 25 women in Arrabeh. The panel was led by 2 lawyers, who discussed the social and legal difficulties facing women in obtaining their full rights to assets. From the study day we came to see that women do not know their rights related to this issue, and many women shared personal stories on the difficulties they faced in obtaining their entitlements. We see that there is a strong need for more awareness raising on this issue, as it overlaps between women's personal status and economic rights.



KAYAN IN THE MEDIA

This year, Kayan worked extensively on developing media skills with the community of grassroots women in our network. This was a significant advancement in transforming the existing images and stereotypes associated with Palestinian women. Using media skills, Kayan was able to raise awareness about our women in politics project, our land and housing project, and other highlights such as the women-led marathon. As part of Kayan's media exposure, grassroots Palestinian women gave televised interviews in which they discussed their work, their political vision and goals, and their prospects of advancing women's rights. Evidently, this was an opportunity that was out of the ordinary, a major step for these women. It is a vital element in the transformation of the depiction and conventional image attached to Palestinian women, and therefore, it required a substantial amount of preparation and empowerment. Additionally, Kayan has been working with a P.R professional to make our work better known in the field of media so as to be able to affect the social agenda and lend more visibility to the work of grassroots women in the field. In fact, over 60 press releases were released on the work of local women's group and the Jusur Forum.

A Sampling of Kayan's 2017 Media Coverage

- Interview with Kayan's Director, Rafah, on Halah TV



Anabtawi speaks to Hala about violence and crime against women

Panel site and Panorama newspaper

Last updated: 23-12-2016 11:23:40 - 22:09:14 2016-12-22

المشاركة اعجبني عُدّ عُدّ Print Add comment

The program was hosted by Hala Rafah Anabtawi, a social worker and director of Kayan, who spoke with journalist and media reporter Bilal Shalabta about the crime against women

حملوا هجانا تطبيق موقع بانيت عبر الايفون والاندرويد

"KAYAN HAS FOUND THAT INCREASING GRASSROOTS WOMEN'S VISIBILITY IN THE MEDIA BY SHOWCASING THEIR POLITICAL VISIONS AND GOALS, AND THEIR SUCCESSFUL EFFORTS IN THE MEDIA, IS A MAJOR STEP TOWARDS DISMANTLING STEREOTYPES, TRANSFORMING SOCIAL NORMS, AND MOVING TOWARDS WOMEN'S EMPOWERMENT AND EMANCIPATION."

- Women in Politics Interview Video, on Arab48



- Jusur Meeting Coverage, Women in Politics and Sexual Harassment, on Haanet.co.il
- Women in Politics Video/Article, on Haifanet.co.il
- Article on Kayan Preparing Women for Local Council Elections, and Video on Community Attitudes Towards Women's Political Participation on almasar.co.il
- Social Campaign Shfa'amr Coverage on Environmental Awareness Campaign, on Alwatanvoice.com
- First Jusur Meeting of 2017 Coverage, on Bokra.net



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CEDAW SHADOW REPORT

COALITION FOR PERSONAL STATUS

COLLECTIVE IMPACT

COMMITTEE TO END THE MURDER OF WOMEN

HAIFA WOMEN'S COALITION

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THE ARAB COALITION FOR 1325

THE BAR ASSOCIATION COMMITTEE ON

CHRISTIAN COURTS

THE BAR ASSOCIATION COMMITTEE ON

DRUZE COURTS

THE FORUM FOR EQUAL OPPORTUNITIES IN

EMPLOYMENT

**KAYAN WOULD LIKE TO EXTEND A WARM THANK YOU TO OUR
COMMUNITY, NETWORK, SUPPORTERS, VOLUNTEERS, AND
PARTNERS, WHO HAVE MADE ALL OF THIS IMPORTANT WORK
POSSIBLE.**

ANNUAL REPORT 2017

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