

Our philosophy, strategy and activities
The General federation of Palestinians workers
2007-20011

1-Strategy

The General federation of Palestinians workers is deep rooted union in the history of the Palestinian laborers movement, we are officially registered in the Palestinian ministry of interior and we clearly define ourselves in our literature such as brochures, booklets and leaflets.

Our activities are targeting two groups; Palestinian labors as well as the unemployed in all the Palestinian governorates in the West Bank and Gaza Strip. We Aim at organizing the Palestinian labors' movement and defend laborers' rights. For this purpose, we are preparing well established strategic plan and internal policies and regulations .

For strategic planning purposes for the coming four years (june/2007-june/20011) we would like to clear up our philosophy and our future action plans to safeguard our heritage of long years of striving to defend labors' rights by representing those labors and organizing them.

We believe that we are an interactive organization that effects and affects the surrounding environment, during the coming period we will adopt principles and philosophies considering the indirect and direct environment in all its dimensions whether those dimensions were political, economical, social, cultural, scientific or technical

Take in consideration the general external circumstances of the surrounding environment by doing the following:

- Formulating operational and annual plans aspiring for development and growth, However we will devise contingency plans corresponding to any potential deteriorating political up comings

- Originating flexible plans of action allowing the integration of radical changes to serve the interests of different workers' Unions

- Employ our international and public relations to the benefit each of the Palestinian people, the Palestinian cause and the Palestinian workers
- WE will be keen on embracing under our umbrella all workers' coalitions basing on actual labors representation and not on the representation of the political parties. Through These coalitions we aspire for keep the door open for the political cadre to participate in our activities as labors' movement activists and not as political leaders.
- Redrafting our union's priorities to focus on both of our role in the development process and on our responsibilities to obtain laborers' rights. For this purpose we will conduct different advocating activities such as meetings, demonstrations and strikes. Those activities are aiming at defending workers rights and supporting them in their working places. Moreover we will contribute to the national efforts to create working opportunities to reduce the rates of unemployment and we would offer relief services to our target groups.
- Endorsing the enactment of a law protecting Palestinian workers rights and organizing their syndicates. This law is in conformity with international labor standards, especially Conventions 87 and 98 of the International Labor Organization.
- Encourage positive change in the local culture which will be reflected positively on workers' unions and their role.
- Work on employing distinctive employees and work on managerial gaps will be reflected positively on our managerial performance
- Implement novel activities and offer high quality services

Taking into account the consequences of the direct and indirect circumstances surrounding our implemented activities and program by taking into account the following :

- To be the leading authority amongst the Palestinian union associations by representing Palestinian workers effectively and being able to encounter all arising challenges and concerns

- To be an efficient partner in the national decision making
- To be a Palestinian free democratic union representing all workers
- To represent Palestinian workers in the Diaspora
- To represent civil servants e subjected to civil service law , additionally we will try to embrace there unions under our umbrella.
- To conduct periodical elections based on wide range of representation for Palestinian workers. Those elections will strengthen relations between the associations and the workers they represent and different production sectors
- To be a
- To be democratic managed organization that has clear agendas , strategies and operational plans
- To represent workers in the Palestinian legislative council
- To be financially independent
- **Incorporating under our umbrella new unions representing different sectors in addition to the our current 13 member union** |
- To adjust the misconception about the services provided to working. Workers must understand that services are supportive and not obligated.

- Our relations with our branches will be based on professionalism, decentralization and cooperation

- Building the capacity of our staff and cadre through implementing raising awareness activities

- Integrate more women in our programs and increase the number of women representative
- Empower the role of youth in our activities and increase youth representation. Additionally we will concentrate on issues of interest to youth such as sports and art

- We will employ novel working methods

- Make good relations based on dialogue and respect with the parties of the production process
- Unify the work and the administrative structure with Gaza strip

Finance

- Work on financial self-reliant resources
- Our assets will be financially employed to increase our revenues
- Employ transparent financial practices

- Generate and implement a system for incentives, rewards and retirement
- Work on employing distinctive employees and work on managerial gaps will be reflected positively on our managerial performance
- Implement novel activities and offer high quality services
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Out strategic goals for the next strategically plan will tackle the following issues:

- Social equality and protection
- Fighting the children labor
- Fighting poverty and unemployment
- Enforcing the Labor Law through establishing labor r courts.
- Identifying a minimum received wages
- Linking workers' salary to r cost-of-living raise
- Provide terms and conditions for healthy working circumstances
- Providing safety conditions for vocational works
- Empower unions' freedoms and laws

To ensure the required level of output expected from us we will do the following:

- **Networking with local and international organizations and raise the unions' awareness**
- Networking with local and international organizations to encounter poverty and unemployment
- Empower women involvements and membership
- Empower youth involvement and membership
- Empower democratic practices
- Attract qualified members
- Employ technology and IT

We shall guarantee the presence of the following elements of success

- To reach job satisfaction and creative programs, we shall treat our employees honorably by respecting their values and empowering their role in the process of social change by employing their potential capacities to the best. Moreover we shall provide our employees by training and rehabilitation opportunities
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- We shall employ creative working methods such as (training and rehabilitation , advocacy , networking , negotiation and social dialogue based on partnership , implement working policies and procedure , accountability , employing technology and seek consulting services
- We shall provide a comfortable physical working environment where all the tools necessary for effective work is available such as stationery, furniture, scientific and professional references and transportation.

Policies and procedures:

We shall put into effect and develop procedures recommended in the constitutional conference which were as the following :

- the constitution of the Palestinian general union
- The draft of the internal regulations for the sub unions
- 3 The draft of the internal regulations for general unions
- The election system
- the administrative and financial system

Evaluating our activities

Document the history of the Palestinian labor movement

To take in consideration the characteristics of the labor market and its related statistics

a-To take in consideration the economical discourse for our activities (our assets and human resources)

b- Consider the negative aspects for participation

c- Focus more on workers who are working inside Israel and in the settlement.

c- Focus on vocational training on the national level and pressure on the ministry of labor and the ministry of education to put as their top priority

D-follow up activities combating poverty

e- Follow up activities aiming at decreasing the rated of unemployment

Taking into account the statistics of the labor market when planning our strategies and designing our programs.

- Take into account the education of our target groups (we have high rates of literacy on the one hand , and high rate of workers finished more than 13 years of education "
- we are able to represent half of the employees integrated in the labor market , only those who are subjected to the labor law
- h- there are lots of sectors the needs restructuring such as the agriculture sector ...etc
- Coordinate and negotiate with stockholder and formulate sector agreements with them
- j- Expand our field of work and our targeted group

Our working fields are as the following:

- 1- Syndicate organization
- 2- Legislations and working relations
- 3- Training , educations, media , researches ad publications
- 4- International and public relations
- 5- Women
- 6- Youth
- 7- Finance and administration

8- Our strategically goals will based on the following

- 1- Administrative structure and inerna
- 2- The union role and work legislation

- 3- Our national and developmental role
- 4- Our financial status and fundraising activities

2- strategical elements

Mission

The General union of the Palestinian workers is a free democratic organization aiming at organizing workers in the different sectoral unions by improving their social environment, working circumstances and economical status. Additionally we endeavor to raise the awareness of the Palestinian workers to their rights and represent them nationally and internationally. Moreover, we will strive to generate legislations and laws protecting the rights of Palestinians workers and empower their participation in social dialogues and collective negotiations

Vision

We are a democratic union for Palestinian workers functioning distinctively to provide our target group with decent working circumstances and actively participate in the development of laborers related laws, regulations and policies and strengthening possible partnership relations locally and internationally.

Values

- Respect democracy and its practices
- Respect and apply internal regulations and policies
- Gender equality
- Practice transparent financial and administrative policies
- Respect pluralism and the freedom of thought
- Honesty , loyalty , pride and freedom
- Empower social partnership and dialogue

- Work in team spirit on all levels
- High loyalty for the Palestinian workers' movement
- Develop national education and sense of belonging

Strategical goals

- Seeking Administrative excellence and empowering organizational structure
- Empower our role in the workers' consortium
- Develop sustainable self reliance financial resources
- Empower our national and developmental role

3- strategical Scopes

- Membership
- Elections for both of him union and consortium
- Defend the right of our members and meet their needs
- National role
- Combating poverty and unemployment
- Trial partnership and social dialogue
- Women
- Youth
- Relations
- Media
- Fundraising
- Media

Strategy

Goals	Strategies	Implementation methodologies
<p>Administrative excellence, support internal institutional building and strengthening the organizational structure</p>	<p>1. Empower internal administrative building</p>	<ul style="list-style-type: none"> • Systemizing the union through strong internal institutional building and implementing effective internal policies and regulations • Upgrading the administrative system and utilize it • Put the internal regulations and policies into effect • Utilize the different commissions in accordance • with their assigned responsibilities and authorities. Additionally we shall network and coordinate between those commissions • Facilitate the various commissions' accordance with our internal regulations. • Making use of technology in our programs and activities • Applying our administrative e system through financial dimension • Enhancing the skills of our employees in their related fields and job descriptions • For top quality services, we will employ distinctive capacity building activities ,implement unique administrative procedures and empower novel thinking • Fulfilling the needs of potential target groups by dealing with any potential beneficiaries'(alternative services “) • Evaluate our activities
	<p>building network of international and public relations</p>	<ul style="list-style-type: none"> • Empower and strengthen the internal structure of the public and international relations through organizing its works and upgrade the skills of its employees to best of the big network of relations we have • Sustain and empower relations with local organizations basing on motivations and

		<p>struggle</p> <ul style="list-style-type: none"> • Institutionalize the public relations • Building relations with Arab Unions • Looking for common ground with other unions and organizations (international and local) to create working opportunities • Advocating and networking for the best of the Palestinians nation and workers • Defends the rights of Palestinian workers inside of Israel
	Empower the institutional media	<ul style="list-style-type: none"> • organize our media activities • systemize the media channel of our the union • raise the public awareness and provoke the awareness to the importance of our role in defending workers ' rights (awareness and education • organize advocacy campaign with other media organizations • advocate for our activities and goals through media • Enhancing communication and information exchange between General Federation of Palestinian workers in the one hand and enlisted syndicates , workers
Empower our role in union's organizations and generating legislations	Union organization , increase membership	<ul style="list-style-type: none"> • -Restructuring the department and organizing it • Increase membership amongst Palestinian workers • Facilitate the membership process and organizations workers' committees • 28Empower democracy in General Federation of Palestinian workers • working for serious possibilities for unifying methods for the Palestinian workers movement • Empower sub unions' relations with workers

		<p>and encourage gradual erosion of the district council that substituting the unions</p> <ul style="list-style-type: none"> • Redraft the membership philosophy to be based on professional standards , this will be done through individual and public communication • Encounter all obstacles facing the procedure of membership expansion • Assessing objectively the needs of Palestinian workers • Developing financial resources through Implementing intensive program giving the opportunity for sectoral unions' membership
	Social activities and services	<ul style="list-style-type: none"> • resurrect social activities in the unions • offer high quality services to our workers in comparison to other corresponding • contracting other local institution to offer services
	Empower the integration of women in the federation and in other unions	<ul style="list-style-type: none"> • Strengthen n the internal structure for the department through feminist scope • Empower democracy and the intest of Palestinian women's concerns in other unions • International and local networking to advocate for women rights and concerns • Empower wpen participation in our voluntary and no voluntary activities
	Empower the integration of youth in the federation and in other unions	<ul style="list-style-type: none"> • Strengthening the department internal structure • Empower youth and represent them in the federation's decision making centers • Conduct training course and rehabilitation courses targeting youth laborers • Empower youth participation in our voluntary and non voluntary activities • focus on the youth concerns especially unemployment • focus on students and vocational centers

	Empower democracy and conducting regular elections for the federation and other union	<ul style="list-style-type: none"> • Activate the federations' commissions in accordance with internal regulations • Activate sub unions and their leaderships • Empower democracy and give all sectoral unions to participate in our activities • Empower democratic behaviors and proceed in the elections process as soon as possible
	Educations , media , researches and publications	<ul style="list-style-type: none"> • Structuring and starting the department • Raising Palestinian workers awareness to their rights • Develop and educated trainer cadre • Well established and fine planned educating and publishing activities • Document studies and statistics related to Palestinian labor market locally in the west bank , Gaza strip and inside the green line • Raise the workers to their rights and teach them how to defend those rights (raising awareness and education) • Conducting advocacy campaigns in cooperation with media organizations • Improve our channels of media • Empower international and local solidarity
Sustainable development and find financial self reliance resources	Sustainable development and find financial self reliance resources	<ul style="list-style-type: none"> • Structure the department • Improve the financial system and implement it on all levels with no exceptions • Find strategies to find self reliance financial resources • Don't rely in our fund on one resource • Employ our international relations for fundraising purposes • Stating investment to the benefit of the federation
the national and	Combating poverty and	<ul style="list-style-type: none"> • Participate in drawing financial policies

developmental role	unemployment	<ul style="list-style-type: none"> • Find creative methods to combat unemployment • Starting income generating projects
Empower dialogue	Tri partnership and social dialogue	<ul style="list-style-type: none"> •
National role		<ul style="list-style-type: none"> • Participate in drawing financial policies • Find creative methods to combat unemployment • Starting income generating projects