

مثابرة

PERSEVERANCE

The Association Women Against Violence
Annual Report 2016



WAV's board, members, volunteers and staff are proud to present the organization's annual report for 2016. This year was an important year for WAV: we saw our work to advance women in the public sector take an exciting turn as we began to add an increasing number of local and regional Arab councils to our list of partners. Slowly, local government serving the Arab community in Israel is showing its commitment to advancing women in the public sphere. In part this may also be a factor of the high profile we have been developing over the past decade, with events to raise awareness of the risks Arab women in Israel still face today— and to promote a new feminist vision for our changing community— having grown in strides. In 2016, WAV held some 800 special events and workshops of this type, imparting this message to the 12,000–15,000 people who participated directly in these events.

In looking back at 2016, a year shy of our 25th anniversary, the word “perseverance” (in Arabic: *مصابرة*) seems apt. As feminist activists, we at WAV have always taken the lead in raising the issue of violence against women and breaking the taboos surrounding the status of women in Arab society. The support and protection services for women victims of violence which WAV developed some 25 years ago for Palestinian women citizens of Israel still hold true to the professional and feminist perspectives from which they were born. We are proud of our contribution to equality and the improvement of opportunities for the women of the Palestinian community in Israel, which have made great strides since we started. There is still much to be done. Though today WAV is known across both the wider societal and institutional landscape for its experience and professionalism, we still have a ways to go before the advancement of women from the Palestinian community in Israel is elevated to a national priority.

I am grateful to WAV's board; its previous general director, MK Aida Touma Sliman; and its staff and volunteers for appointing me General Director. I'm proud to recall that I was nurtured here, both ideologically and professionally, in these same offices. 'The ideological school of Women Against Violence' has always been an attractive and supportive environment for women like myself, where values of feminism, professionalism and humanism come together. We intend to do our best to preserve that environment for many years to come.



Naila Awwad

General Director

The Association Women Against Violence

About WAV

The Association: Women Against Violence (WAV) is an NGO that for almost two decades has been at the forefront of the movement to champion the rights and status of Palestinian women citizens of Israel. The association today defines its goals as: (1) to substantively change the position of women in Palestinian society; (2) to eliminate gender-based violence in the community, (3) to deepen popular understanding of the feminist ideology, and (4) to raise the status of women in the social, political, economic and legal spheres. In its work to challenge the multiple levels of discrimination which women face both within their own community (as women) and within society at large (as Palestinian citizens, as women), the association pursues change through a number of forum, from raising awareness activities, to wholesale policy change.

Today... in addition to its work in the spheres of community mobilizing, raising awareness and service development programs to increase protections for women from gender-based violence, the Association now runs two flagship initiatives: a comprehensive program to promote Palestinian women's participation in the workforce (with an emphasis on women with academic degrees) and a series of campaigns to promote and support women in the public sphere through concentrated work opposite local Arab councils and the political leadership of the country. What follows is a report on Association's work through these activities over 2016.

2016 At A Glance

Protection Services for Women

746 callers into WAV's Crisis Center
44% of them followed through with a formal complaint through WAV's Witness Escort Program

Community / Raising Awareness Program

798 Workshops and Events in the community:
284 for groups of young women in high schools
116 for groups of young boys in high schools
260 for mixed groups of young women and boys
12 workshops for groups of teachers
10 workshops for parents in the community
56 for professional groups (nurses, doctors, public sector employees)
30 workshops in the academy
12,000 – 15,000 women reached directly

Women 's Representation Program

10 Local Councils have ratified WAV's Equality Pact, bringing the total to 19
Pilot Projects in development in **4** Local Councils
Women Representatives hired so far in 12 Arab Local Councils
All 9 Arab Political Parties signed onto the Equality Pact since 2009
Over 600,000 People reached by WAV's *Erefna* Social Media Campaign

Women's Employment Program

Representation of **13,000 Unemployed Teachers** opposite the Ministry of Education
3,500 women signed onto www.wavojobs.org
150 Businesses & Companies participating

Partners and Supporters in 2016

Protection Services for Women: The Ministry of Social Affairs • 30 Welfare Authorities
Women's Representation Program: 19 Local Arab Councils • 15-20 Advisors on women's issues in local authorities
Women's Employment Program: 4 Local Councils • 350 Employers
Community / Raising Awareness Program: 40 Local and Regional Schools (19 High Schools, 12 Middle School and 2 Elementary Schools) • 8 Community Centers • 15 women's and human rights NGOs • 2 Universities Colleges • 30 Welfare Authorities • 10 Well Baby Clinics • 28 Local Businesses
Coalitional Partners: The SALMA Network • The Working Group for Equality in Personal Status Issues

Staff Members

34

Volunteers

80

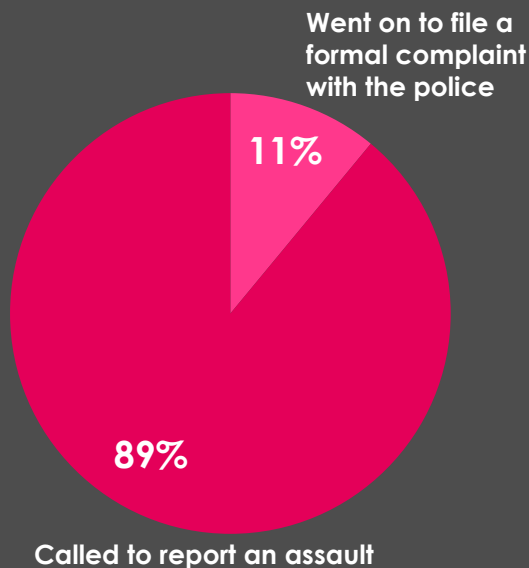
"Since Israel had signed the UN pact in 1991, 132 Arab Palestinian women citizen of Israel had been murdered by the partners of family."

The Status of Palestinian Women Citizens of Israel

Submitted to the Committee on the Elimination of Discrimination against Women, 2010

Protection Services for Women

WAV's Protection Services for Women has been a staple of our work since we started over two decades ago. The organization's shelter for battered women and halfway house accommodate dozens of women and their children each year, while our crisis center, staffed by 2 permanent staff members with over 60 regular volunteers alternating shifts fields calls 24 hours a day, 7 days a week, and is the largest Arabic-speaking crisis hotline in the country.



A record 60 volunteers sign up for WAV's Crisis Center

WAV's 24-hour Crisis Center is staffed by two salaried personnel and a small phalanx of volunteers, making the service accessible to women callers at all hours of the day. In 2016, perhaps due to the Association's increased web presence (among others its *Facebook* page and *Youtube* campaigns) the Association found itself with an unprecedented number of volunteers: 60, roughly twice its usual number. We believe that the influx of volunteers - though not wholly the result of our agency alone - was a byproduct of the numerous events we held in the community over 2015.



a) A promotional post card for the crisis center, launched in cooperation with national pharmacy Superpharm; in 2016, a campaign together with the retailer had women political leaders, local council members, MKs and political party representatives showing up at a local branch of the pharmacy to broach the issue of gender-based violence with shoppers.

b) In 2016, 732 women called the Association's 24-hour Crisis Center hotline (*1203). Of those 732 callers (many of whom were repeat callers), 80 women participated in the Association's Witness Escort Program, a program which assists women victims of violence through the emotionally-trying and very difficult proceedings of the criminal justice system in sentencing their offenders. The program was launched in 2003 and today works closely with the Israel Police.

“Women constitute 51% of the Arab Palestinian population citizens of Israel [...]; nevertheless, only one Arab woman managed to be represented in the Knesset in the year 2009 [...] Since 1948, 16 women have been elected members of [Arab] Local Authorities.” **The Status of Palestinian Women Citizens of Israel**, 2010

Women’s Representation Project

WAV’s Women’s Representation Programme

works to increase the presence of Palestinian women citizens of Israel in the decision making echelons in Israel. The program works opposite local councils and Arab political parties to increase the number of women leading their lists and councils. It also works to assist women seeking public office or advancement in the public sector by providing them with resources, guidance and access to a wide network of mentors. Finally, the program works to raise awareness of the importance of this issue among the wider public., especially Palestinian women citizens themselves.

- Partnering Local Councils**
- Kfar Manda
 - Kfar Qasem
 - Meshhed
 - Majd Al Kurum
 - Qalansawa
 - Rahat
 - Reine
 - Sakhnin
 - Sha’ab
 - Terra
 - Tamra
 - Yafa
 - Yarka
 - Zarazir
 - Abu Sinan
 - ‘Arrabe
 - Basma A’ara
 - Beit Jan
 - Bir Al Maqsur
 - Bustan Al Marj
 - Dabburiya
 - Deir Al Assad
 - Dier Hanna
 - Eilabun
 - ‘Iblin
 - Iqsal
 - Kabul
 - Kaukab Abu Alheja



Profiles of Leading Arab Women: In 2016, WAV launched a social media campaign, ‘Erefha’ [‘Get to know her’] profiling leading Palestinian women public figures from the Palestinian minority . The campaign has so far profiled 13 leading figures (including two women with disabilities), and has generated over 70,000 views on social media.



10 Local Councils sign WAV’s Equality Pact On April 23, 2016, 10 local councils signed the WAV’s ‘Equality Pact,’ bringing the full list of signatory councils to 19. (Since then, another council has joined the list of signatories.) The Pact commits the signer to advance women’s equality in the public sphere, the decision-making community and in employment, and to promoting protection of women from violence. At present, WAV is pursuing advanced projects with 4 of these councils.

“[P]ublic policy also establishes barriers to employment. Public investment in infrastructure is limited in areas where Palestinian women reside or are connected to by means of public transport [...], while investment in child care capacity in regions where Arabs live is lower than in other areas.” **OECD Reviews of Labour Market and Social Policies - ISRAEL, 2010, pp. 154-5**

Women's Employment Programme

WAV's Women's Employment Programme works to increase employment opportunities for Palestinian women with an emphasis on professionals and women with academic degrees. The program works to increase these women's access to opportunities in the regions where they live (notably in the North/Galilee region), to advocate for job openings and retraining programs within official institutions and to address infrastructure deficits in Arab localities that hinder women from securing commensurate, full-time employment.



www.wavejobs.org is WAV's online resource for women job-seekers, currently stores the CVs of 4,500 women. Partnered with some 350 businesses (see below), it regularly posts job opportunities.

Assessing Local Services for Women: A chart from WAV's 2016 study of infrastructure deficits in Arab localities. That study found dramatic inequities in salaries (30-70% pay differences) between women and men in public sector jobs and severe deficits in child-care programs (Arab localities claiming only 3.2% of the country's day care facilities and one after-school framework for every 1,080 children aged 3-9). WAV is using this report as a basis for a current project with 4 Arab local authorities.

Local Authority	Number of Women	Number of Men	Percentage of Women	Number of Children (3-9)	Number of Daycare Places	Number of After-school Frameworks
Be'er Sheva	12,518	7	71%	37	10,233	52
Haifa	11,432	2	30%	53	7,761	66
Jerusalem	28,492	7	30%	36	11,966	95
Netanya	18,713	1	82%	122	7,130	148
Ramla	25,848	15	39%	81	12,830	207
Rishon LeZion	11,980	1	82%	342	7,515	418
Safed	20,940	6	72%	21	11,290	29
Tel Aviv	16,975	2	89%	56	6,634	63
Tiberias	29,794	9	45%	94	11,514	210
Tulkarm	0	0	31%	410	7,128	506
Wadi Nisnas	18,416	45	53%	184	10,411	347
Xetza	15,965	3	82%	351	7,522	427
Yotvata	29,462	5	32%	25	12,766	78
Zak	0	0	83%	95	7,583	115
Zakok	19,342	5	54%	32	10,693	59
Zakok	0	0	82%	47	7,582	57
Zakok	25,167	11	60%	46	11,288	77
Zakok	0	0	80%	222	7,456	253
Zakok	22,299	17	50%	124	11,342	250
Zakok	15,049	3	83%	420	7,282	506

Speaking out on behalf of the Arab Sector's Teachers: WAV spent 2016 advocating opposite the Ministry of Education to open new opportunities for the 13,000 unemployed Arab women teachers in the education system. The Ministry is currently committed to integrating women teachers into the mainstream (Jewish) education system, and will also be promoting retraining programs



In the picture, above left: A teacher speaks about the lack of job opportunities for Arab women in her field, in a 2016 viral WAV video.

Business Partners

- Abu Ghosh School
- Adan organization
- Al Alem Insurance company
- Al Jaleel organization
- Al Nahda center
- Alpha-Omega
- Amdocs
- Asadi Orthopedics
- Azar center
- Babcom (Misgav)
- Babcom (Tefen)
- B.R.F
- Celcom
- Dvorat HaTavor
- Elem Youth At Risk
- English Garden
- Future center
- Galil Hotel
- Galil Software
- Gibborim Youth
- Center Haifa
- Golden Crown hotel.
- Grand Forum insurance
- HaMoked
- Helen Doron
- Hiwar School
- Injaz
- Itach-Ma'aki
- Jb Communications
- Karev
- Lengo Learn
- Leumi Card
- Maccabi
- Maha Center
- Manpower
- Merhavim
- NGT
- Negev School
- Online college
- Optinice Eyewear
- Orit School
- (Nazareth)
- Osem
- Similac
- Strauss Group
- The Abraham Fund
- Tomashin High Schools
- Greenhouse Technologies
- Shefar'am Council

Despite progressive views about women in education and employment, 43.3% of all men and 32.4% women of the 1,197 individuals polled in our survey said they 'could understand' if a man beat his wife "[i]f she left the house without telling her husband." **Attitudes Towards Palestinian Women Citizens of Israel**, WAV, 2005

Community / Raising Awareness Programme

WAV's Community / Raising Awareness Program

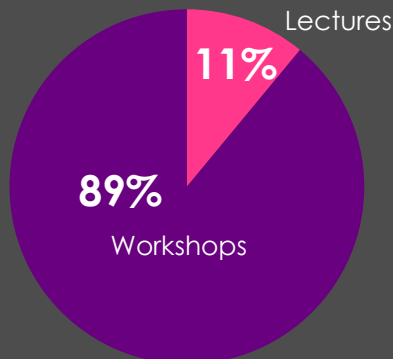
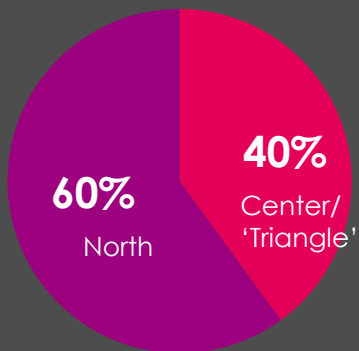
works to open a public discourse around the status of women in Arab society as well as issues pertaining to equality and violence against women. The program conducts hundreds of workshops each year, reaching thousands of individuals across the Palestinian minority. Among its main target groups are students and youth, women from disadvantaged localities and professional groups, for whom it conducts sensitivity training. In addition, WAV is very active on social media, launching several campaigns a year via its website and *facebook* page. Look us up!



نساء ضد العنف Women Against Violence

www.wavo.org

798 Workshops and Events: over 2016, WAV held just short of 800 lectures and workshops to groups in the community. Below is a breakdown.



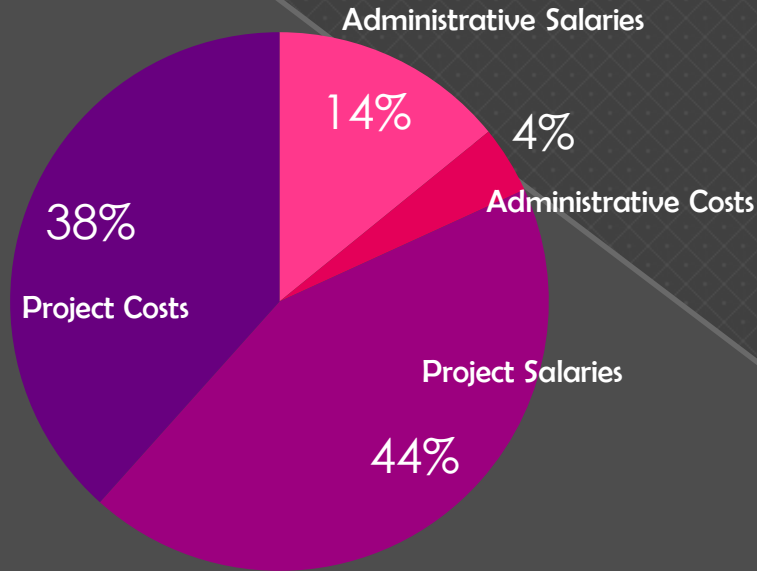
Mish B'shari ('Not in the Street'), a collaborative project between WAV, (CRA Films) Cinerama, and local sponsors including Greg Café and Shama Jewelry, documents bystander reactions to violence against women (in this case, by two actors). 'Not in the street' (a refrain repeatedly voiced by bystanders) garnered over 65,000 views in its first weeks.



Above and Right: Workshop for high school students in Taybe. WAV conducted over 80 workshops for school classrooms this year. **Above right:** WAV's young leaders group in 'Arabbe.

Workshops for service providers: In 2016, specialized workshops were also held for professionals, including a 4-part sexual harassment workshop for bus-drivers undertaken with G.B. Tours (who operate Nazareth's public transportation) and an ongoing program with well-baby clinic nurses to identify and deal with cases of domestic violence.

Budget & Financials



Expenses, 2016

Main Office	\$242,313
Crisis Center	\$79,565
Shelter for Battered Women	\$519,481
Halfway House for Battered Women	\$23,083
Women's Employment Project	\$36,174
Women's Representation Project	\$190,311
Raising Awareness (Community Activities)	\$54,974
Total	\$1,145,901

Partners and Supporters

Funding Agencies

- Dafna Fund
- EED-Brot für die Welt
- MEPI (U.S. State Department)
- Ministry of Social Affairs (Israel)
- New Israel Fund
- Open Society Institute
- Samuel Sebba Charitable Trust
- Hadassah Foundation
- Union of Rape Crisis Centers

Businesses and Partners

- Al Haqeqa Newspaper
- Al Ittihad
- Al Jeel Bookstore
- Al Naser Cars
- Al Terweqa restaurant
- Altay
- Amigos Pizza
- Asem Shady Construction
- Baalbak Wedding Halls
- Cinemana

- Free Market
- Granda Cafee
- Ibrahim Haute Couture
- Kattouf Jewelry
- Lamsa Burger
- MARKET
- M. Faten Fiat
- Merkaz Mazon Market
- My Baby - Kids Airport
- Mi'ilya Print House

- Neio Travel
- Orange Mobile (Kfar Yasif)
- Shadi Insurance
- Shukha
- Siran Resturant
- Superpharm
- Tarabawi Brothers

Coalitions & Networks



SALMA is a network of 9 Arab women's NGOs from across the MENA region that works to mobilize, capacitate and support women's NGO efforts across the Arab world on the issue of gender-based violence from service development and provision to raising awareness and political action. WAV co-founded this coalition in 2010 and served as its "host organization" until 2016.

Committee Against the Killing of Women

A coalition that works— through position papers, press releases, demonstrations and public events— to mobilize public awareness and indignation as well as official response to the routine instances of femicide that occur in the Palestinian minority in Israel every year.

The Working Group on the Status of Palestinian Women in Israel

A consortium of Palestinian women's organizations in Israel that convenes to submit shadow reports to CEDAW regarding Israel's adherence to the convention with regards to its Palestinian women citizens



The Working Group for Equality in Personal Status Issues is a coalition of 9 leading Palestinian women's and human rights NGOs in Israel that provides specialized work to reform personal status law in Israel, from creating new legal protections against polygamy and underage marriage to monitoring the country's religious courts to conducting cross-cutting research on these issues.



Women's Security Index

WSI is a coalition of 6 Jewish and Palestinian feminist organizations that works to map the safety and security of women in Israel based on a series of indicators and data sources as a platform to assist activists and NGOs and inform policy makers in Israel

Mobadarah

A coalition of Palestinian organizations in Israel formed during the 2006 Lebanon conflict, that works to ensure emergency services for the Palestinian community in Israel.



The Coalition for Sexuality and Bodily Rights in Muslim Societies

An international solidarity network of organizations, researchers and academics working to promote sexual, bodily and reproductive rights as human rights in Muslim Societies. CSBR includes members from Algeria to Bangladesh, and from Morocco to Malaysia.

Forum of Women's Shelters

A coalition of women's shelters in Israel which meets to develop proposals to improve official policies regarding shelters and their operation and to advocate opposite the Ministry of Welfare to promote these.

Coalition 1325

A coalition of Palestinian and Israeli women's NGOs against the occupation. The coalition pens position papers and issues joint statements reflecting the shared position of women towards the occupation.

In 2016, under the auspices of the SALMA Network, the Association hosted an annual strategic conference in Jordan this year for 45 women activists and representatives of women's rights NGOs to strategize ways for partners to promote legislated protections for women from violence. The 3-day conference has resulted in two campaigns so far: one in Egypt which has been mobilizing rural women on the need for a law to criminalize violence against women, and one in Morocco to make accessing the judicial system much easier for women victims of violence.



Anis Kardosh 11 (POB 313) Nazareth 16000 Israel
T: +972 (0)4 646 2138 F: +972 (0)4 655 3781 Hotline: *1202
www.wavo.org www.wavojobs.org www.facebook.com/wavo.org