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20 PWWSD 25 ANNUAL REPORT

Year of Feminist Empowerment, Recovery,
and Steadfastness.

Solidarity with women's struggles will
remain a practice, not a slogan.



PWWSD

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Message from the Board Chair: Hanan Banoura

"Solidarity with women's struggles will remain a practice, not a slogan."

As another year draws to a close, the Palestinian Working Woman Society for Development (PWWSD) continues its distinguished journey in defending the rights of Palestinian women and dismantling the structural forces that seek to exclude and marginalize them. Despite the immense challenges of 2025, determination has not wavered, and the flame of struggle burns brightly. In the face of the ongoing genocide in Gaza and the escalating settler violence and ethnic cleansing in the West Bank, PWWSD, through its General Assembly, Board of Directors, and executive team, has continued to support women and work alongside them, helping them navigate one of the harshest years in recent Palestinian history.

From the outset of 2025, PWWSD recognized that the most urgent need for Palestinian women was protection, particularly given the unceasing crimes of the occupation and its armed militias in the West Bank and the continuing genocide in Gaza. Accordingly, PWWSD mobilized direct support for women while simultaneously engaging in international advocacy, calling upon the United Nations and relevant international bodies to fulfil their protection obligations toward Palestinian women under international law, and specifically in accordance with the Women, Peace and Security (WPS) Agenda.

In the field, PWWSD's teams worked in shelters and demolished homes to deliver support and services to women and young people in displacement camps across the northern West Bank. PWWSD pays particular tribute to its team in Gaza, whose counsellors transformed displacement into a new experience of steadfastness and resistance, providing psychosocial support to displaced women and girls.

PWWSD reaffirms its unwavering commitment to Palestinian women's rights. Its legitimacy is rooted in women's engagement with its programmes and activities, and it will continue to create safe spaces for women, young women, and girls through its community centres. PWWSD extends its deepest gratitude to all partner networks, coalitions, and donors who have stood with Palestinian women and amplified their voices.

Hanan Banoura — Chairperson of the Board| April 2026

Background and Legal Framework — Founding and Establishment

The Palestinian Working Woman Society for Development (PWWSD) is an independent, non-governmental, feminist development organization that contributes to advancing feminist struggle across national, social, and developmental dimensions. PWWSD firmly believes that women's liberation is inextricably linked to ending the occupation, eradicating all forms of discrimination against women in both the public and private spheres, and contributing to the construction of a society grounded in justice, equality, and freedom.

Since its founding in 1981, PWWSD has grown and expanded geographically, institutionally, and programmatically. It operates at the community, national, regional, and global levels through diverse coalitions and networks, working across all governorates of the West Bank and the Gaza Strip, with a particular focus on marginalized areas including the environs of occupied Jerusalem, Area C, Bedouin communities, and localities threatened by settler violence or isolated by the annexation and expansion wall.

PWWSD's General Assembly comprises 25 women, and it has an elected Board of Directors of 7 members. The organization employs more than 50 full- and part-time staff distributed across its offices in the West Bank and Gaza.

Vision

A free democratic society, that is based on justice, dignity, respect for citizenship, human rights, difference and diversity, where women can enjoy full equality.

Mission

Palestinian Working Women for Development is a civil feminist human rights organization which seeks to achieve gender equality and combating all forms of discrimination and gender-based violence, facilitate women access to justice, and contribute to the development process, through providing psychological, social and legal support to women, empowering them and the promotion of their participation in the political, economic, and social spheres, including in the national struggle, through the advancement of the Women, Peace and Security Agenda.

Our Values

1. Independence.
2. Independence.
3. Professionalism.
4. Objectivity.
5. Advocacy for women issues.
6. Responding to needs (Responsiveness).
7. Equality and Social Justice.

Main Strategic Issues

1. Strengthening the resilience and the sustainability of the institution.
2. Economic empowerment for women.
3. Empowerment and political participation of women.
4. Combating gender-based violence.
5. The role of women in national work.

Governance

Board of Directors

Position	Name
Chairperson of the Board	Hanan Banoura
Vice Chairperson	Amena Kilani
Treasurer	Haneen Sununu
Secretary	Rasha Hasoona
Board Member	Najah Matar Al-Abd Daqmaq
Board Member	Faten Abu Za'rour
Board Member	Nisreen Al-Najjar

External Environment: Deepening Crises and Shrinking Civic Space

Feminist Human Rights Analysis: The crises confronting Palestinian women cannot be understood in isolation from the interlocking colonial and patriarchal structures that constitute the governing framework of their lives.

The year 2025 was marked by a continuation of the compounding crises afflicting Palestinian society, arising from complex and interrelated factors that affected public life and intensified the suffering of Palestinians. As the most vulnerable group, women bore a disproportionate and intensified burden of these conditions.

Political and Security Level: Violence Against Women as a Systematic Policy

The year 2025 witnessed the continuation of the genocide in Gaza and an escalation of aggression in the West Bank. A feminist human rights analysis reveals something far deeper than a catalogue of damages: the targeting of Palestinian women is not 'collateral damage' to the war but a systematic policy that weaponizes women's bodies and their social positions to destroy Palestinian society from within.

In Gaza, women and children constituted more than 70% of war casualties, approximately 73,000 martyrs. Deliberate strikes were directed at hospitals and maternity centres, transforming pregnancy and childbirth into an encounter with death. The fact that 49 Palestinian women prisoners were being held in Israeli jails at the end of 2025, alongside documented reports of sexual harassment and assault, constitutes a flagrant violation of international humanitarian law and requires characterization under the Rome Statute.

In the West Bank, the occupation's operations were systematically aimed at destroying the resources upon which women depend: forced displacement from refugee camps in the north that severed women's access to psychosocial services; the uprooting of trees and destruction of agricultural land that constitutes the livelihood of more than 60% of working women; and the imposition of a network of checkpoints that transforms movement into a dangerous ordeal amid harassment and assault by occupation soldiers.

Economic Level: The Political Economy of Gender in Times of Crisis

The economic data for 2025 reveal a reality that transcends statistics: women's unemployment reaching 27% in the West Bank and 92% in Gaza, with poverty rates exceeding 74% overall and approaching total saturation in Gaza. These are not merely economic indicators; they are evidence of the systematic erosion of women's autonomy and financial independence, deepening their economic dependency and fueling cycles of domestic violence.

Social Level: The Weaponization of Crisis to Reproduce Patriarchy

Feminist research and field observation consistently document a fixed pattern in contexts of war and crisis: when men lose their traditional economic role, the threatened dominance is compensated for through violence directed against the most vulnerable family members, principally women and children. This manifested in 2025 through a marked rise in cases of domestic violence, an increase in early marriage, and a surge in girls' school dropout rates, not incidental side effects of the crisis, but structural outcomes of a society that redistributes the costs of crisis onto women's shoulders.

Legal and Institutional Level: A Legislative Vacuum Paid for by Women

Palestinian legislative paralysis in 2025 continued to cause grave harm, specifically to women. The Family Protection Bill has languished in draft form for more than two decades, leaving survivors of violence without legal protection. The aborted attempt to introduce a Personal Status Law draft containing blatantly discriminatory provisions exposed the profound legislative risks facing women in the absence of an elected parliament.

Civil Society and Opportunities: Feminism as a Shield Against Collapse

Despite the constriction of civil space and the retreat of developmental funding in favor of emergency projects, feminist organizations in 2025 effectively became a protection network for women in the absence of a functional state. This exceptional context revealed a strategic insight of fundamental importance: investment in feminist civil society organizations is investment in the social infrastructure of Palestinian society itself.

Overview of PWWSD's Work in 2025

Operating within these conditions, and building on its historical legacy of working with women, PWWSD continued its role in supporting, protecting, and working alongside Palestinian women through its three core programmes: the Political Participation and Women, Peace and Security Programme; the Economic Empowerment Programme; and the GBV Programme. PWWSD also sustained its local and international advocacy activities, media campaigns, and knowledge production.

PWWSD adopted an integrated approach that balanced urgent humanitarian interventions with sustainable developmental programming, maintaining its rights-based identity throughout. PWWSD continued to deliver GBV protection services, enhanced its economic empowerment interventions through support for women-led small businesses and cooperatives, and sustained its work on raising women's awareness of their rights and cultivating feminist leadership.

Key Achievements of the Year

1. Sustained delivery of protection, psychosocial, legal, and economic support services to women despite dire circumstances
2. Reached large numbers of women and girls through awareness, empowerment, and support programmes
3. Supported feminist economic initiatives and income-generating projects
4. Contributed to capacity building for feminist organisations in gender mainstreaming and equality
5. Enhanced the presence of young women in community initiatives and leadership activities
6. Expanded partnerships with national and international organisations serving women and vulnerable groups
7. Intensified international advocacy to protect the rights of Palestinian women in accordance with international standards
8. Enriched the Palestinian and global knowledge base with evidence-based qualitative studies and research

Number of Programme Beneficiaries: West Bank and Gaza 2025

Table 1: Beneficiaries by Sex

Programme	Male (Direct)	Female (Direct)	Boys <18	Girls <18	Total Direct	Indirect
Women's Political Participation & WPS Agenda	465	2,868	—	—	3,333	24,339
Women's Economic Empowerment	500	5,000	—	—	5,500	22,500
Psychosocial Support & GBV Prevention (incl. helpline)	4,318	20,358	1,158	1,977	27,811	37,797
TOTAL	5,283	28,226	1,158	1,977	36,644	84,636

PWWSD 2025: Direct Beneficiaries by Program and Gender

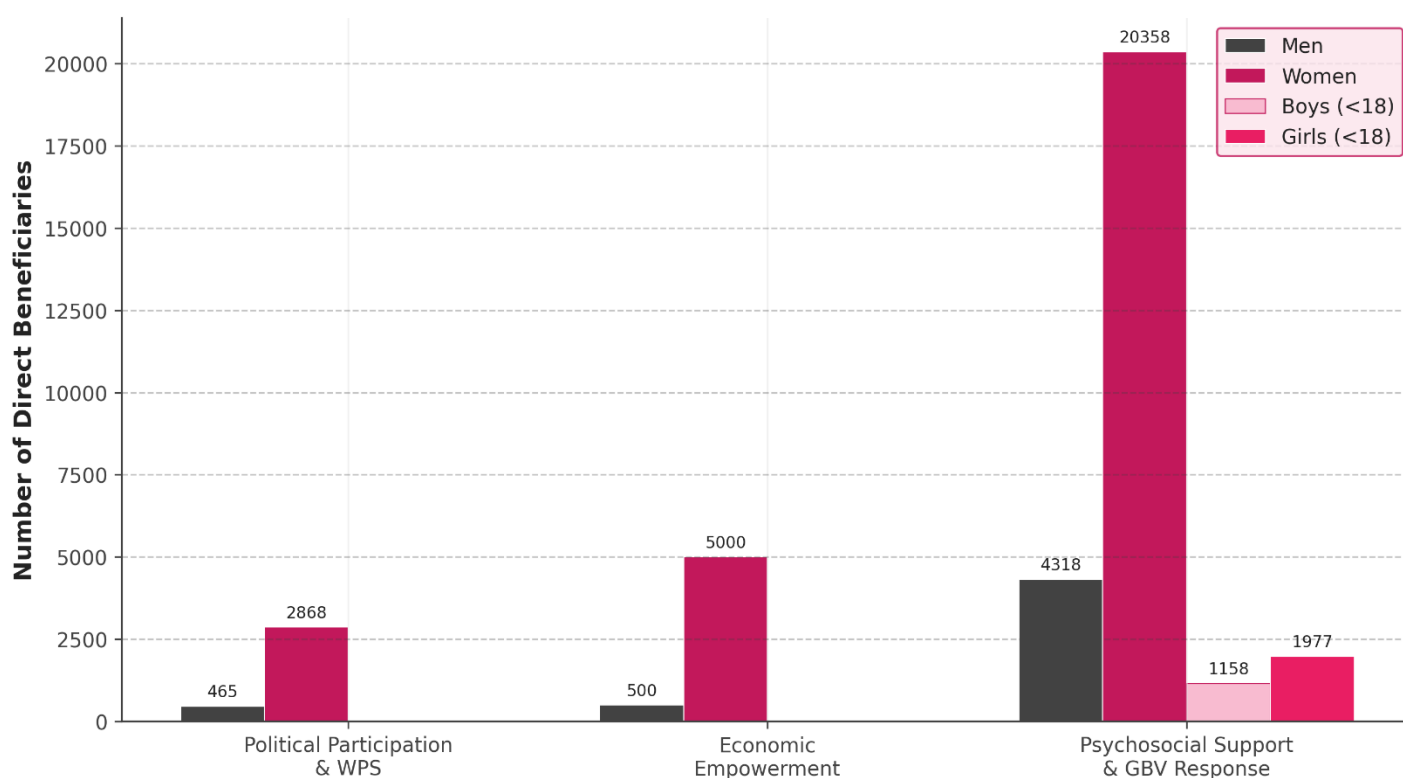


Table 2: Beneficiaries by Geographic Area

Region	Political Participation	Economic Empowerment	Psychosocial/GBV	Total	Share (%)
West Bank	3,333	4,000	7,123	14,456	39.4%
Gaza Strip	—	1,500	20,688	22,188	60.6%
TOTAL	3,333	5,500	27,811	36,644	100%

Total direct and indirect beneficiaries: 84,636 | Female share of direct beneficiaries: 84.4%

Achievements in Light of Strategic Plan 2021–2025

The year 2025 marks the final year of PWWSD's strategic plan (2021–2025). The following constitutes a feminist evaluative reading of the key achievements across each of the four strategic goals that framed the Society's work during this period, including an indication of the gaps and priorities that will inform the next strategic plan (2026–2030).

Strategic Goal 1: Combating and Responding to Gender-Based Violence

This programme area reflects an advanced approach that moves beyond 'response' towards 'prevention and transformation'. The establishment of safe spaces and the intensification of work in displacement areas reflect a deep understanding of the 'continuum of violence', from domestic violence to colonial violence, as two faces of the same system targeting women's bodies and autonomy. The continuing absence of a Family Protection Law remains a structural gap that burdens civil society organizations with responsibilities that rightfully belong to the state.

Quantitative and Qualitative Achievements:

1. 133 awareness workshops on gender-based violence, and 55 workshops on women's legal rights.
2. 374 individual psychosocial support and case management cases, and 46 group counselling sessions.
3. 9 safe spaces in partner sites in Nablus, Tulkarm, and Salfit.
4. Distribution of more than 2,300 dignity kits to survivors in Gaza in coordination with WHO.
5. 240 cash assistance payments to women in precarious circumstances, targeting more than 80 displaced families.
6. Speech therapy services for 219 children affected by the trauma of displacement and genocide in Gaza.
7. First-ever launch of a multi-sectoral intervention: integrating psychosocial support, case management, cash assistance, and dignity kits into one unified service package.

Strategic Goal 2: Women's Economic Empowerment

This programme area is distinguished by a qualitative shift towards structural transformation rather than service delivery alone. The Feminist School, which developed Palestinian feminist knowledge from an anti-colonial perspective, the regional alliances that transcend borders, and the policy papers oriented towards legislative impact, are the hallmarks of an ambitious transformation strategy.

1. 200 workshops on economic rights reaching 2,500 participants across 8 governorates.
2. Support for 80 income-generating projects, 25% for women with disabilities.
3. Launch of a Business Incubator in Bethlehem, serving approximately 400 women and young women.
4. Launch of the 'Murshidati' (My Guide) app providing psychosocial, economic, and legal guidance.
5. Completion of the FemPawer programme, establishing a national coalition of 11 feminist organizations and a regional coalition of 38 organizations across 4 countries.
6. Graduation of the first cohort of the Feminist School in partnership with Birzeit University's Institute of Women's Studies.
7. Production of 20 evidence-based studies, policy papers, and qualitative reports.

Strategic Goal 3: Political Participation and the Women, Peace and Security Agenda

This programme area demonstrates a maturity in multi-level strategic advocacy: locally through shadow councils and accountability sessions; nationally through influencing legislative and governmental decision-making; and internationally through UN engagement and the deployment of international law mechanisms. The victory in the Personal Status Law case is of exceptional significance, proving that organized feminist action can withstand regressive legislative projects even in the most adverse political conditions.

1. 105 shadow councils in the West Bank and 4 in Gaza.
2. High-level participation in the 69th Session of the Commission on the Status of Women (CSW69) in New York.
3. National human rights conference with more than 110 participants.
4. National opinion poll: 87% of Palestinians view women's political participation as a national imperative.
5. Launch of the 'Women's Voices: Visions for Peace' regional campaign in partnership with regional feminist organisations.
6. Documentary film 'The Silent Revolution' on the transformation of women's political participation since 1998.

PWWSD ANNUAL IMPACT REPORT 2025

Year of Empowerment, Recovery, and Feminist Smoud

84,636

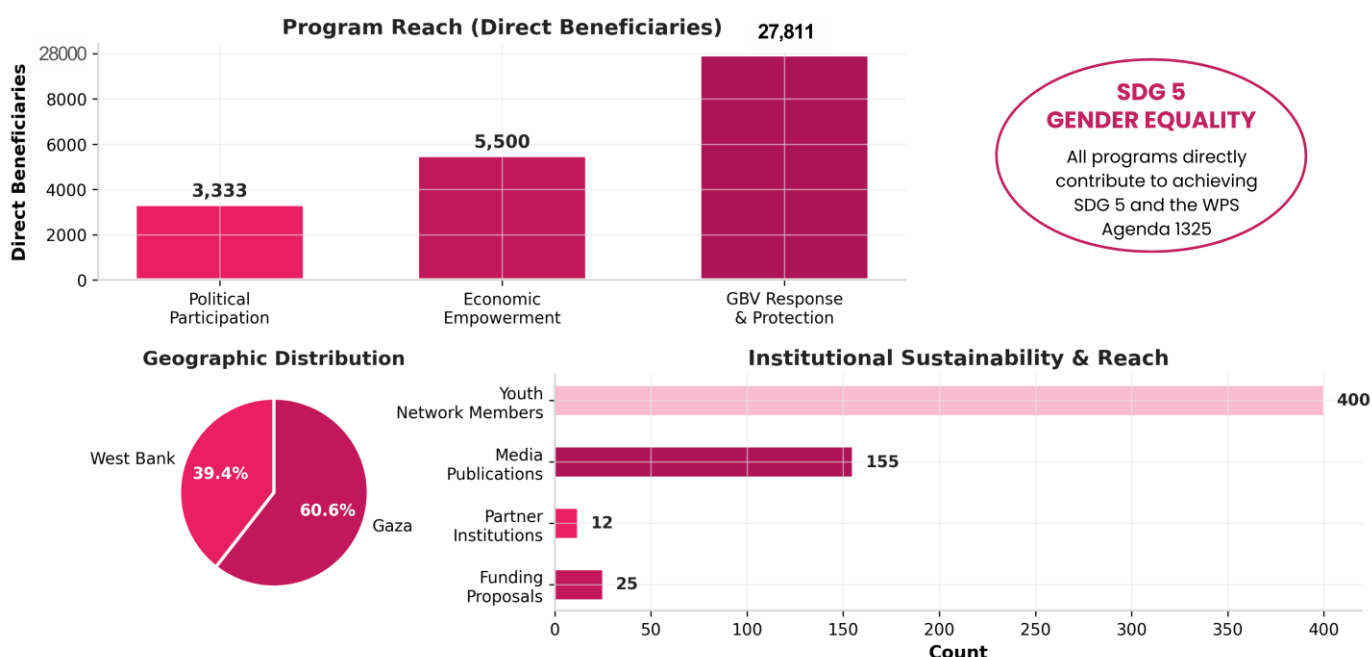
Total Beneficiaries
(Direct & Indirect)

36,644

Direct
Beneficiaries

109

Active Shadow
Councils



Key Facts, Milestones, and Contribution to SDG 5 (Gender Equality)

All of PWWSD's activities contributed to the Sustainable Development Goals, particularly SDG 5 (Gender Equality) and the Women, Peace and Security Agenda, through:

1. **Promoting equal opportunities:** delivering training and awareness platforms that enable women's effective participation in social, political, and economic spheres.
2. **Eliminating discrimination:** analyzing and addressing laws and policies that discriminate against women through training and support programmes.
3. **Building inclusive communities:** engaging women in displacement communities and marginalized areas, contributing to social and economic inclusion.
4. **Advancing peace and justice:** strengthening women's role in peacebuilding and security consistent with the WPS Agenda.
5. **Raising awareness of civil and political rights:** empowering women economically, politically, and culturally, enhancing their capacity to participate in public life.
6. **Strengthening women's participation** in decision-making and political processes, including national reconciliation efforts.
7. **Collaborating with national and international partners** to develop policies and legislation that support gender equality and protect women from violence and discrimination.



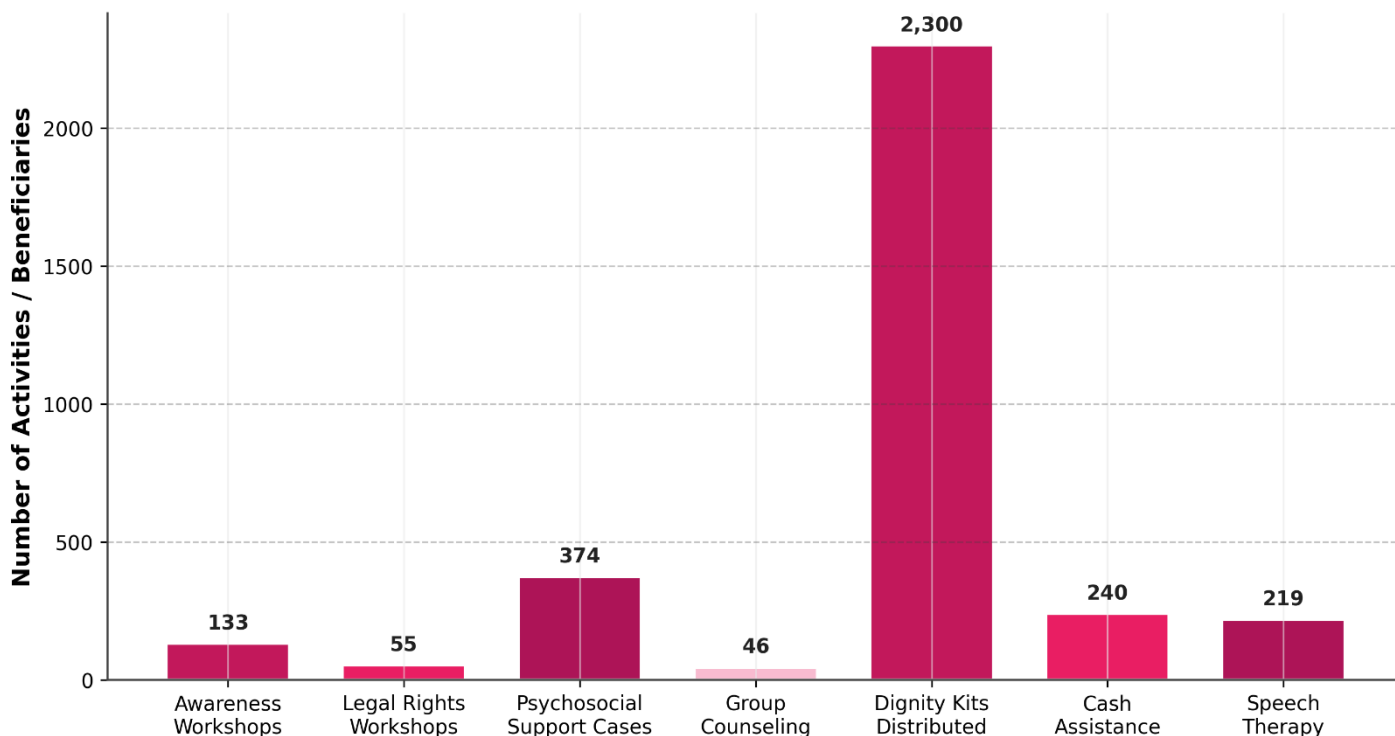
Programme-level Achievements

Programme 1: Combating Gender-Based Violence

Main achievements during 2025:

1. 133 awareness workshops on gender-based violence.
2. 55 legal awareness workshops on personal status law and inheritance.
3. Distribution of 330 hygiene kits to 330 women in Nablus, Tulkarm, and Jenin.
4. Distribution of 1,923 hygiene kits to adolescent girls.
5. Distribution of 2,380 hygiene kits in Gaza.
6. 240 cash assistance payments to 240 women.
7. Psychosocial support and case management services for 374 women.
8. Group counselling services for 46 groups of women and girls.
9. Recreational psychosocial services for 2,389 children and adolescent girls.
10. Speech therapy for 219 children affected by the trauma of displacement and genocide in Gaza.

GBV Response & Psychosocial Support Program 2025 Key Metrics



Programme 2: Women's Economic Empowerment

Objective 1: Supporting Women's Economic Rights and Building their Capacities

1. Three training sessions for the 'Our Path' network on mobile phones in advocacy and investigative journalism, with 55 participants (70% women).
2. Graduation of the first cohort of the Feminist School, with 20 participants from West Bank governorates.
3. Development of the 'Murshidati' app providing psychosocial, economic, and legal guidance.

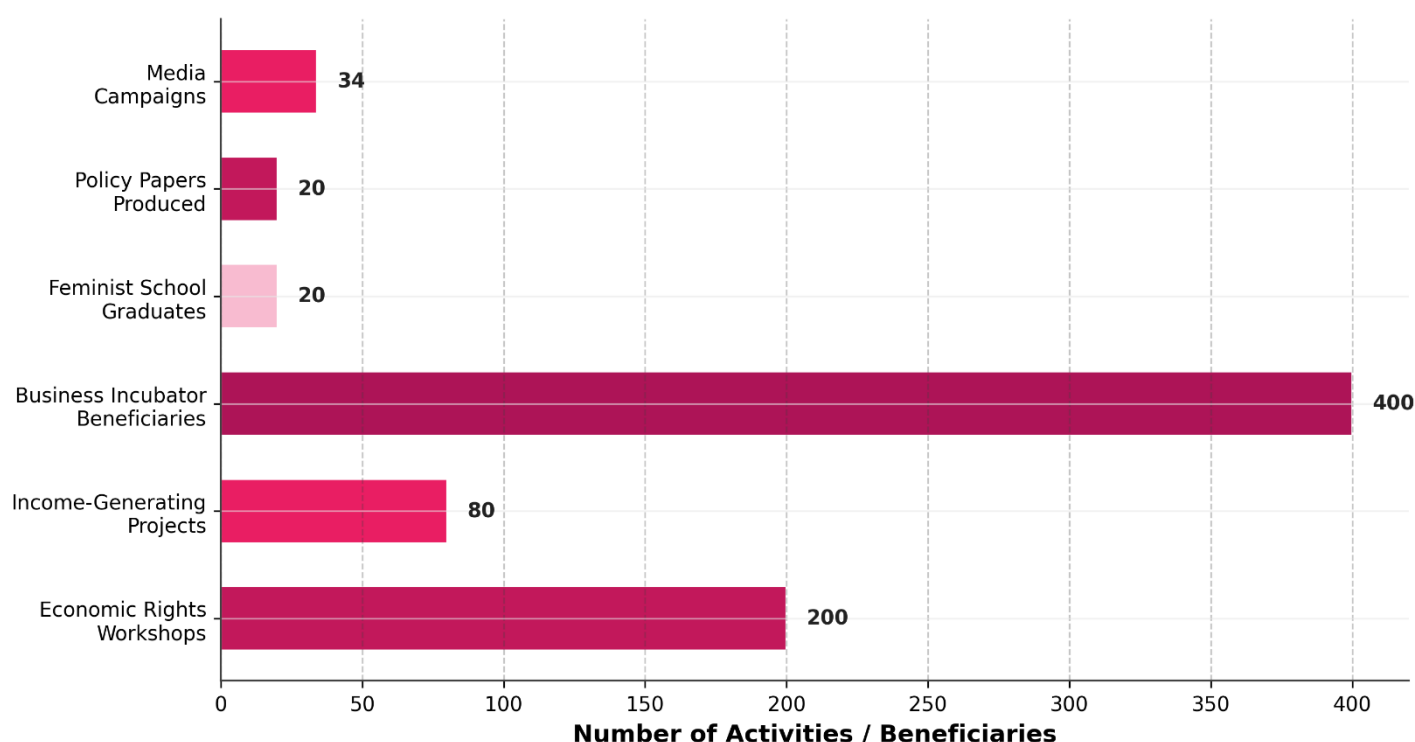
Objective 2: Increasing Youth Participation in the Labour Market

4. Support for approximately 80 women and young women in establishing or developing their own projects.
5. Establishment of a Business Incubator in Bethlehem serving Bethlehem and Hebron governorates, reaching approximately 400 women and young women.

Objective 3: Influencing Laws, Policies, and Procedures

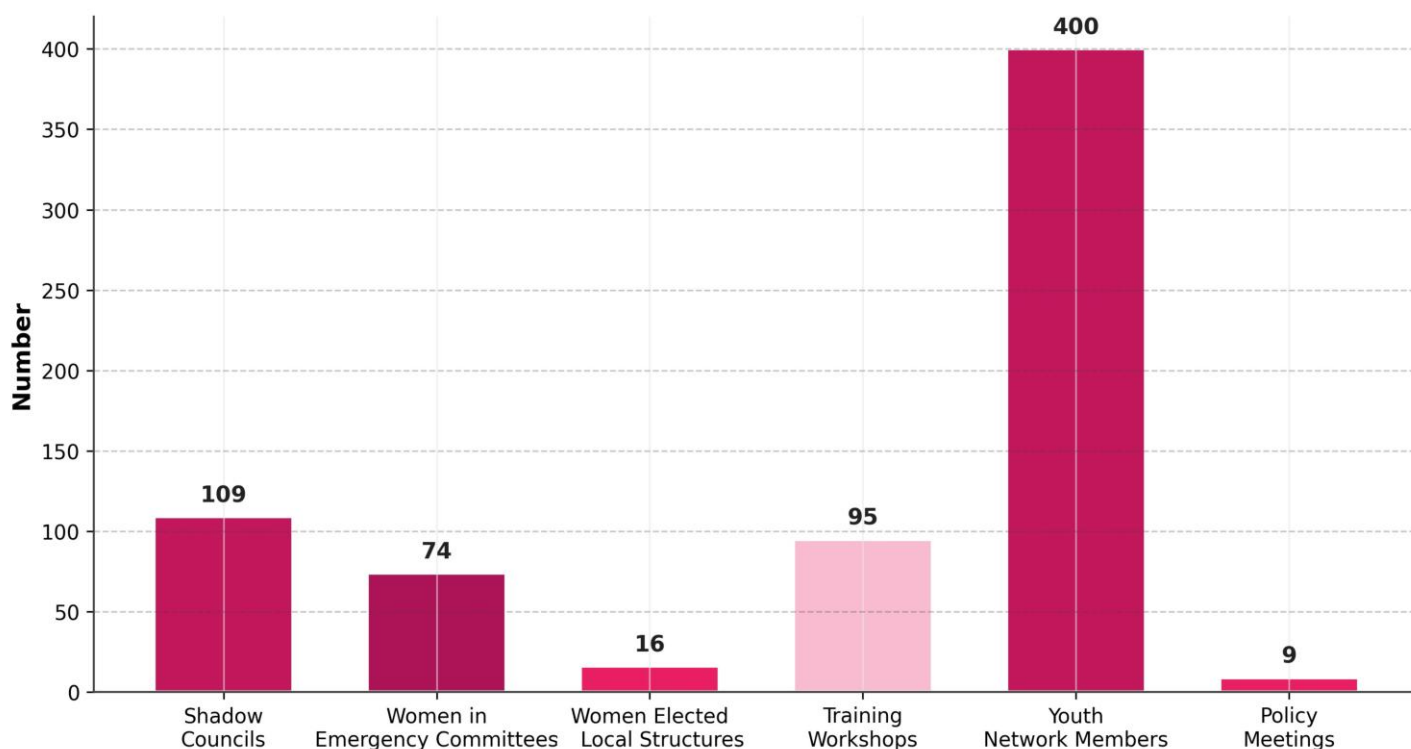
6. 30 policy dialogue and accountability sessions with chambers of commerce, trade unions, and relevant ministries.
7. Production of 20 evidence-based studies, policy papers, and qualitative reports.
8. Launch of the 'Himaya' (Protection) and 'Samidaat' (Steadfast) advocacy campaigns.
9. 34 specialized TV episodes as part of the 'Muwatinat' platform in partnership with Watan Media Network.
10. Formation of the 'Journalists and Advocates for Women's Economic Rights' group, comprising 18 media professionals.

Economic Empowerment Program 2025 Key Achievements



Programme 3: Political Participation and the Women, Peace and Security Agenda

Political Participation & Women, Peace and Security Agenda 2025 Key Achievements



Shadow Councils — Political Participation and Leadership

PWWSD sustained its long-term support for shadow councils, with 105 operating across the West Bank and 4 in Gaza throughout the year. Four new shadow councils were established in Ein Qiniya, Jifna, Iraq Burin, and Martyrs' Triangle, with 25 women members. The documentary film 'The Silent Revolution' shed light on the transformation of women's political participation since 1998. Advanced training was provided to 24 women from various governorates on negotiation skills, electoral law, and campaign programme development.

Women, Peace and Security Agenda — 25th Anniversary of UNSCR 1325

PWWSD's engagement with the WPS Agenda was vigorous and sustained throughout the year. Key activities included high-level participation in CSW69 in New York, where the Executive Director served as a principal speaker; a convening entitled 'After a Quarter Century: A Feminist Vision of the Challenges of Implementing the WPS Agenda in Palestine'; the launch of the regional campaign 'Women's Voices: Visions for Peace'; and a national human rights conference in November attended by more than 110 participants.

Political Participation and Advocacy for Local Elections

PWWSD maintained a strong focus on advocacy for a more inclusive and equitable local elections law throughout 2025. A national opinion poll conducted by PWWSD found that 87% of Palestinians

regard women's political participation as a national imperative, and 77% are prepared to vote for qualified women candidates. Advocacy efforts included consultations with the Ministry of Local Government to seek a 30% women's quota and a strategic dialogue forum on the impact of prevailing conditions on women's participation.

International Advocacy, Partnerships, and Statements

PWWSD maintained an active international presence throughout 2025, including participation in CSW69 in New York; engagement in a journalists' conference organized by 'Karama' under the auspices of Ireland's Permanent Mission to the UN; participation in the regional WPS Forum in Amman; receipt of South Africa's ambassador in Ramallah to discuss the civil society environment; and publication of a booklet of 'Stories of Women from Gaza' comprising 34 testimonies in Arabic, English, and French.

Digital Advocacy and Media Campaigns

Digital advocacy constituted a core pillar of PWWSD's work in 2025. Activities included a comprehensive International Women's Day campaign under the slogan 'No to Displacement, Yes to the Right of Return and Self-Determination'; a Workers' Day campaign calling for equal pay and workplaces free from violence; documentation of Nakba testimonies by Palestinian women linking historical displacement with the ongoing genocide; the launch of a digital safety guide 'Are Women Really Safe Online?'; and the publication of 155 documented social media posts in the second half of the year.

Programme Plan for 2026

Political Participation and the Women, Peace and Security Agenda Programme

1. Focus work in the local governance sector on the implications of the new local elections law and the setting of election dates.
2. Continue participation in coalitions, including: the Civil Coalition for the Implementation of UNSCR 1325, the CEDAW Coalition, the Personal Status Law Coalition, and the National Body for Civil Peace.
3. Complete work with all 109 shadow councils, establish new shadow councils in marginalized areas, and implement accompaniment opportunities for members with local authorities.
4. Execute media activities, including documentation of shadow council members' stories, radio and television episodes, and policy papers.
5. Convene 3 community dialogue platform sessions between shadow council members and decision-makers.

Economic Empowerment Programme

6. Continue the 'Himaya' advocacy campaign and 'Muwatinat' platform with a focus on economic rights.
7. Build the capacities of partner organizations in feminist monitoring, evaluation, and leadership.
8. Develop a five-year strategy and action plan for the youth sector.
9. Complete the Feminist School programme and prepare research outputs for the first cohort.
10. Establish a business incubator in other Palestinian cities.
11. Convene two specialized economic conferences.

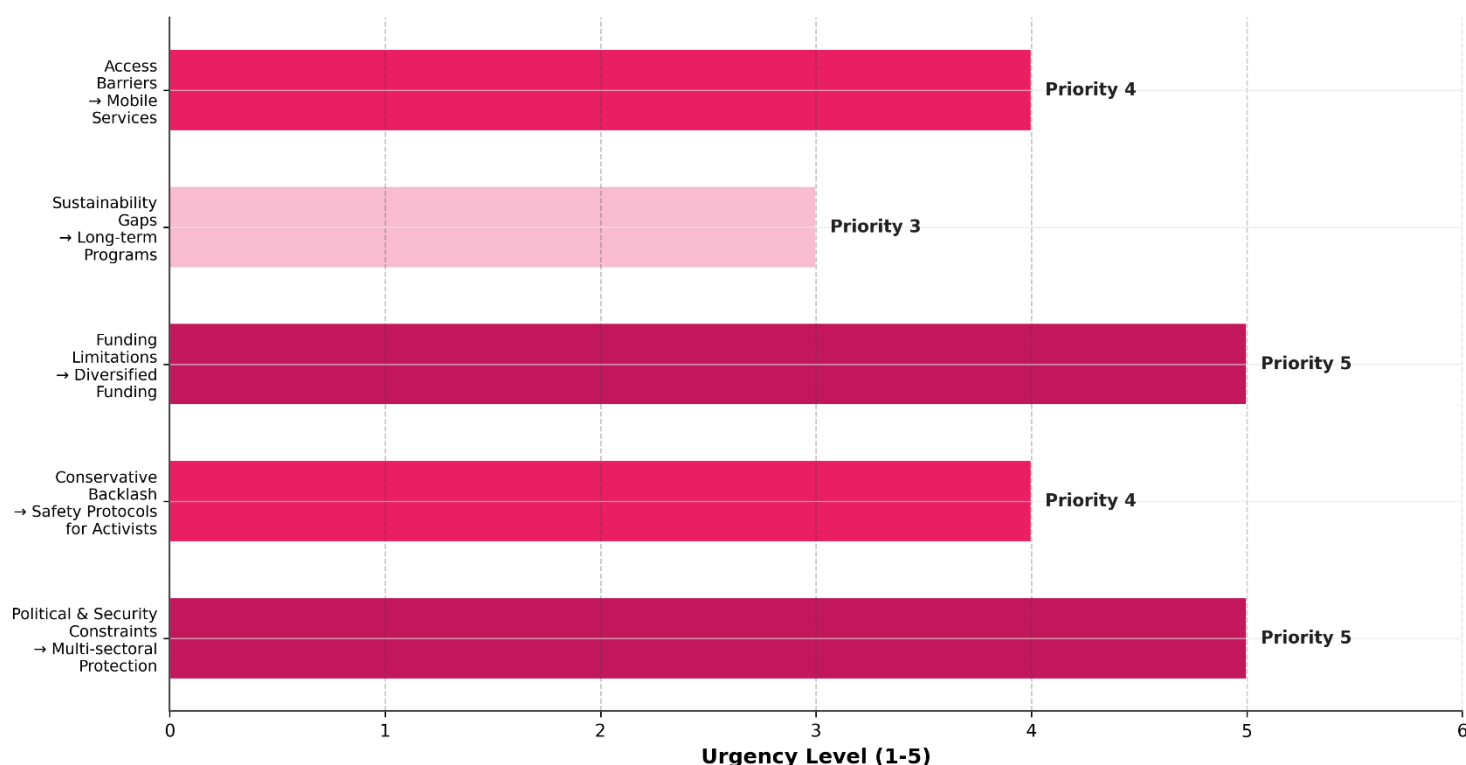
Combating Gender-Based Violence Programme

12. Sustain work within safe spaces for women and girls.
13. Build adolescent girls' capacities in life skills and protection advocacy.
14. Integrate vocational guidance into adolescent girls' projects.
15. Build the capacities of community protection committees in frontline and border areas.
16. Continue work with displaced women and men through multi-sectoral services.
17. Intensify advocacy campaigns for the Family Protection from Violence Law.
18. Expand the capacity of PWWSD open line 1800606060.

Obstacles and Challenges — A Feminist Human Rights Reading

The challenges PWWSD faced in 2025 cannot be read in isolation from their governing structural framework: every challenge carries an explicit gender dimension that places disproportionate burdens on women.

2025 Challenges → 2026 Recommendations
Strategic Priority Matrix



Political and Security Challenges with Compounded Gender Impacts

The Palestinian political landscape, characterized by division, the absence of a democratic horizon, and security restrictions, constituted a principal obstacle to maximizing political impact. Occupation policies of road closures, demolitions, forced displacement, and military checkpoints impeded field operations. Most critically, frontline teams reported that women and young women experience genuine fear when moving about, due to harassment and assault by occupation soldiers at checkpoints, meaning that the occupation restricts not only institutional activities but women's own bodies in public space.

An Internal Feminist Rights Crisis: Conservative Discourse and Incitement Campaigns

The escalation of conservative and anti-women's rights discourse warrants particular attention in this report, as it reflects a serious internal feminist rights crisis. Patriarchal and conservative forces exploited the volatile political context to mount incitement and hate campaigns against Palestinian feminist leaders, with a number of activists subjected to organized attacks in both digital and physical spaces, without law enforcement intervening to offer protection.

Funding Challenges and Their Gender Implications

In 2025, donor agencies shifted decisively towards emergency and humanitarian funding at the expense of rights-based development programming. While emergency humanitarian responses were a genuine necessity, this shift conceals a feminist risk: emergency programmes tend to focus on 'saving lives' without addressing the structural conditions that put those lives at risk in the first place. Furthermore, conditions imposed by some donors requiring political neutrality and abstention from positions that conflict with 'Western partners' constitute a violation of Palestinian feminist sovereignty.

Access Challenges in Gaza and Northern West Bank

PWWSD's work in Gaza was largely limited to psychosocial support and humanitarian assistance due to the impossibility of delivering comprehensive developmental and rights-based programmes. In the refugee camps of the northern West Bank, repeated displacement impeded teams' ability to follow up with cases and build sustainable relationships of trust with beneficiaries. The food and shelter needs of survivors were frequently more pressing than psychosocial support programmes could address.

Recommendations and Lessons Learned — Towards a Feminist Strategic Plan 2026–2030

This section reflects the conclusion of a complete strategic cycle (2021–2025) under conditions without precedent in Palestinian history. The lessons learned are not merely technical adjustments, but a deep feminist reflection on the Society's responsibilities, roles, and approaches for the coming phase.

I. Structural Lessons

1. Institutional flexibility, the capacity to adapt to changing conditions without compromising rights-based identity, has proven to be the organization's greatest asset in a crisis context. Institutional steadfastness is not mere survival; it is a form of struggle.
2. The crisis proved the imperative of integrating emergency and developmental interventions; humanitarian action and rights-based work cannot be separated.
3. The Feminist School, the 'Murshidati' app, and the FemPawer program demonstrate that methodological innovation is possible even in the most difficult circumstances.
4. Incitement campaigns against activists have exposed the need for internal institutional protection mechanisms and local and regional feminist solidarity networks.

II. Programmatic Recommendations

Combating Gender-Based Violence Programme:

5. Intensify advocacy to enact the Family Protection from Violence Law as a non-negotiable national priority.
6. Scale the multi-sectoral intervention model, psychosocial support, cash assistance, dignity kits, and legal counselling, to all operational sites.
7. Develop a protection protocol for Palestinian feminist activists facing incitement and harassment campaigns.
8. Advocate for projects with a minimum duration of two years to ensure meaningful impact follow-up for survivors.

Economic Empowerment Programme:

9. Advocate for the adoption of research and policy paper recommendations within national economic plans that integrate a gender perspective.
10. Scale the Feminist School into a periodic programme covering wider geographic areas.
11. Develop business incubators in additional governorates, prioritizing women in remote areas.
12. Build a corporate engagement strategy that obligates the private sector to comply with equal pay and harassment-free workplace standards.

Political Participation and the Women, Peace and Security Agenda Programme:

13. Monitor implementation of the 30% quota through independent oversight mechanisms and regular community accountability.
14. Leverage the unanimous UN General Assembly resolution on Palestinian women for international legal accountability pathways.
15. Develop specialized political leadership programmes for the most marginalized women: displaced, women with disabilities, and rural women.

III. Institutional Recommendations

16. Develop an intersectional institutional data system that categorizes beneficiaries' experiences according to disability, geographic location, displacement status, and employment.
17. Establish a financial sustainability plan that diversifies funding sources and reduces dependence on external donors, including institutional subscriptions and partnerships with the private sector under rigorous feminist criteria.
18. Establish a regular plan for staff psychological health support, debriefing sessions, and a clear burn-out management policy.
19. Develop a unit for the systematic legal documentation of violations of Palestinian women's rights, including sexual violence in detention and captivity, the targeting of women in bombardment and displacement, and incitement campaigns against activists.



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