

Beauty Salon Workers: A Sector in need for Immediate Reforming Steps

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Ramallah- 26/06/2018 :The Palestinian Working Women's Society for Development has issued a case study entitled "Female workers in Beauty Salons and male workers in barbershops, a comparison from gender perspectives", as part of the project of "Enhancing the Rights and Freedoms of Palestinian Workers," which is being implemented in partnership with DWRC and COSPE, with the support of the European Union.

The study was based on a quantitative and qualitative approach, since it included quantitative data collection through a questionnaire distributed among 49 workers working in beauty and barbershops (57% of them women) in Ramallah, Tulkarm, Nablus and Bethlehem governorates as well as Gaza Strip. With regard to the qualitative approach, the researcher conducted many interviews and focus groups with female and male workers in beauty salons and barbershops.

The study showed that there are still legal violations affecting women working in beauty salons: failure to collect the minimum wage, failure to limit number of work hours, failure to provide a weekly holiday, failure to provide occupational safety and health conditions, in addition to failure to limit the trial period to three months as defined by law, where the employers continued to extend the trial period more than once to evade the official employment of the worker.

The study also showed a low level of faith and confidence in union work and problems in organization and representation. There is no trade union in the West Bank and there is no official union for beauty salon workers in Gaza. Some workers in the West Bank also stated that they pay an annual subscription fee for the union of salons owners, even though the union does not represent them and does not represent their interests. In addition, the respondents believed that there is no freedom for workers.

The study recommended the implementation and application of laws and the development of the current legal system to guarantee labor rights for female workers without exceptions, in particular their right to collect the minimum wage, and urge the Ministry of Labor to perform its role in inspection and control of the implementation process, and the execution of what occurred in the judiciary convention to end all forms of discrimination against women. The study also recommended that employers provide appropriate occupational and health/hygienic conditions in beauty salons, and that wages be compatible with expertise, and that membership in the beauty salons union be confined to owners of beauty salons.

In its recommendations to civil society organizations, the study emphasized on the necessity of intensifying efforts to form a trade union for women workers in beauty salons, and the need to build the capacity of workers and the rights guaranteed by the labor law and trade union work, and to assist them in networking with international institutions and unions to improve the current situation and exchange experiences.

To find the case study: <http://www.pwwsd.org/media/publications>

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