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Annual Report





As part of the culture of resilience and hope that Palestinians have maintained for 76 years, QADER faced numerous challenges throughout 2024 while upholding this culture. Despite the ongoing obstacles, including closures, checkpoints, and political and economic crises, the organization remained steadfast in its vision of empowering persons with disabilities and promoting their rights amid difficult circumstances.

This report reflects both hope and resilience, showcasing the achievements made and the efforts exerted to change reality, emphasizing that these challenges have not deterred us from striving toward a more inclusive and just future for all.

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A Message from the Director General – Mrs. Lana Bandak

"In the Face of Aggression: The Resilience of Persons with Disabilities is a National and International Responsibility"

Amid the ongoing Israeli aggression on the Gaza Strip and the continued systematic violations in the West Bank at a historic moment when crimes against Palestinians are intensifying, QADER presents this analytical statement. It reflects the reality on the ground and calls for urgent and effective action locally and internationally.

This aggression has led to a complex humanitarian catastrophe that has spared no one. Among the most affected groups are persons with disabilities, whether through direct targeting or the collapse of the healthcare and service systems. The number of people acquiring disabilities has increased at an extraordinary rate, in the absence of even the most basic elements of protection and support.

Despite immense challenges, our organization continues to provide whatever services and support it can to persons with disabilities and their families. However, we are operating in an increasingly suffocating environment: lack of funding, disrupted supply chains, political instability, and a diminishing prospect for justice.

This dire reality is further worsened by the situation in the West Bank—marked by aggressive settlement expansion, daily assaults, fragmentation of the land, and an official disregard for the Palestinian Authority's responsibilities toward its people. Of particular concern is the financial blockade imposed on the Palestinian Authority, including Israel's withholding of clearance revenues and preventing their transfer. This has led to the collapse of public sector salaries, reduced government funding for social institutions, and the breakdown of essential services.

This blockade does not target the Palestinian Authority alone—it punishes the entire society, especially the most marginalized groups, foremost among them persons with disabilities. These individuals find themselves excluded from the priorities of official bodies, at a time when civil society organizations have become their only refuge. Yet these organizations themselves are now struggling to survive.

In light of this reality, we emphasize the following points:

First: Palestinian Rights are Political and Existential Rights

Our demands are not merely service-related or humanitarian. We demand international justice, protection, development, liberation, and resistance. Persons with disabilities cannot be treated as a separate humanitarian issue but as an integral part of the struggle of a people resisting colonial occupation and demanding their right to a dignified life.

Second: The Need to Develop Mechanisms for Community Resilience

- Forming a unified civil front capable of coordinating and advocating at both national and international levels.
- Documenting violations and presenting them to international organizations and courts.
- Building alliances with global solidarity movements based on rights and justice.
- Adopting a comprehensive emergency plan that involves directly affected groups in policy-making processes.

- Enhancing governance and transparency within civil society organizations to foster trust at the community and international levels.

Third: An Appeal to the International Community, UN Institutions, and Legal Bodies

We call upon:

- **The United Nations** deployed immediate fact-finding missions to the Gaza Strip and West Bank.
- **The International Criminal Court** to expedite investigations into war crimes and grave violations against civilians, including persons with disabilities.
- **The international community and donor organizations** to end the double standard policy and take action to impose sanctions on the occupation, rather than providing temporary aid to its victims.

The continued international silence amounts to **complicity in crime**. As civil society, we believe that our duty is not limited to providing services but extends to demanding justice, exposing injustice, and expanding the scope of political and human rights action in pursuit of a free, just, and safe Palestine for all who live in it.

We remain, steadfast, resisting with care, with words, with actions, and with a firm insistence on life.

Executive Summary

Despite operating in an increasingly volatile context marked by escalating challenges following the Israeli military offensive on the Gaza Strip, launched on 7 October 2023, QADER successfully sustained its interventions throughout this period. This was made possible through the development and implementation of an emergency plan that enabled responsive programming while prioritizing the safety and security of staff and affected populations. Further details on QADER's humanitarian response in 2024 are provided in the subsequent section, "Description of the Internal and External Environment."

In the field of economic empowerment, QADER sought to enhance the participation of persons with disabilities in the Palestinian labor market by rendering holistic tracks including job readiness, vocational and technical training, self-employment support, and facilitating access to funding. A total of **67** individuals participated in various program tracks. Additionally, **52** participants were able to gain experience in the labor market, either through direct employment or on-the-job training. Furthermore, **8** entrepreneurial projects received funding, all of which continued successfully. In addition, QADER organized **35** awareness sessions of fair employment for persons with disabilities, attended by **1,135** people, including **426** persons with disabilities.

Under the Inclusive Community Development Program, interventions focused on enhancing the inclusion of persons with disabilities in local communities by building the capacities of institutions, youth, and active stakeholders. QADER focused on **15** communities in the governorates of Hebron, Bethlehem, and Salfit, to promote the inclusivity of municipal policies and services. The youth accountability teams included **134** young men and women, **48** of whom were persons with disabilities. They were involved in an intensive training program on rights and community mobilization. QADER supported the youth teams in implementing 5 community initiatives in **5** communities, targeting **936** individuals, **45%** of whom were female, and **16%** were persons with disabilities. The community initiatives included awareness campaigns, adapting public facilities to be accessible, establishing a database of persons with disabilities, and improving healthcare and educational services in the targeted communities.

In the field of protection, QADER continued to provide protection services to women and girls with and without disabilities, while enhancing the capacities of community-based organizations in the area of protection from disability and gender-based violence. QADER organized awareness activities in partnership with **35** community-based organizations, targeting **617** women and girls. Psychosocial counseling was provided to **86** women, **12** of whom were persons with disabilities, in addition to psychosocial support for **18** women who were mothers of persons with disabilities. QADER free hotline continued to provide consultations, services and referrals for the targeted groups, notably in light of the dire humanitarian situation.

In the field of advocacy and accountability, the Advocacy and Accountability Program achieved several notable successes in promoting the rights of persons with disabilities both locally and internationally. An analytical study was prepared on "Disability Inclusion in the Local Governance Sector," which forms the basis for the preparation of a comprehensive policy paper in 2025. A detailed report was also prepared on the

impact of the Israeli aggression on Gaza on the rights of persons with disabilities, which was based on documenting violations and submitting it to the International Criminal Court's Prosecutor and several international bodies. Internationally, QADER submitted a report to the UN Committee on the Rights of the Child regarding the situation of Palestinian children. Additionally, specialized workshops were organized on disability inclusion in local governance policies, and professional staff at the Ministry of Health were trained in quality diagnosis of intellectual disabilities for children.

In terms of partnerships and networking, QADER joined OCHA's humanitarian aid coordination clusters and sub-clusters, including the "Gender-Based Violence," "Education," and "Protection". Partnership agreements were signed with 59 employers to host interns with disabilities. QADER has also launched the process for establishing a legal entity in the United Kingdom to mobilize financial resources to support its activities.

Regarding institutional capacity building, QADER held sessions to support the mental health of its staff, through group and individual sessions. Additionally, fourteen staff members were trained in documenting human rights violations in accordance with international standards. QADER also completed the development of its safeguarding policy, which has been integrated into all contracts and contractual templates. Detailed program documents were prepared for each program, serving as a roadmap in line with the strategic plan. Finally, a staff evaluation and job description system was developed, reflecting QADER's commitment to strengthening its institutional capacity to ensure the sustainability and expansion of its programs.

Context

Four hundred and seventy-one days of genocide against humanity, nature, and stone have passed in Gaza, and the people of Gaza say: "We have enough white fabric to use as shrouds, but not a single piece to raise as the white flag."

And so, Gaza rose like a phoenix from the ashes, despite the declared and hidden goals of the perpetrators of this genocide remaining unfulfilled. This, in the face of the world's "grave-like silence," which did not stir in response to a massacre broadcast live by the media. This massacre was accompanied by a worsening humanitarian reality, with its impact doubled for persons with disabilities.

Still, Gaza stood firm—besieged by global powers that supplied the occupation with an air bridge of weapons and ammunition, opened up their armories to it, and blocked any political efforts to condemn its actions. Those who dared to do so, especially individuals from the International Criminal Court who issued arrest warrants against the architects of this genocide, were even threatened and sanctioned.

According to the Palestinian Ministry of Health in Gaza, the number of martyrs rose from 22,349 at the end of 2023 to 45,581 by the end of 2024—an increase of 104%. Meanwhile, the number of injured surpassed 108,400. There was also a nearly 60% increase in the number of missing persons¹, rising from 7,000 at the end of 2023 to

¹ The missing are those who were buried in unknown graves, forcibly disappeared by the occupation forces, or remained under the rubble, unreachable.

11,200 by the end of 2024. Statistics from the Ministry indicate that children alone made up 33% of the total number of martyrs, while women accounted for 18.4% and the elderly for 8.6%. The number of Palestinian victims continues to rise daily amid the ongoing war crimes and acts of genocide that have persisted for over a year—particularly in northern Gaza.

Francesca Albanese, the United Nations Special Rapporteur on the situation of human rights in the occupied Palestinian territory, stated publicly on multiple occasions: *“From reading some of the health experts' reports, I've begun to fear, with horror, that if the Israeli assault is not stopped, we could be witnessing the near-total extermination of Gaza's population within the next two years.”* This once again underscores the fact that we are facing unprecedented international crimes in modern history.

Persons with disabilities, who already suffer from marginalization and deprivation due to forms of discrimination based on disability and the absence of accommodations, accessibility and inclusion, are paying a double price as a result of the aggression against the Gaza Strip, with direct targeting and killing and failure to meet the needs and requirements of persons with disabilities, including aids destroyed, health centers that no longer exist, medicines, treatments and food supplements that were not included in the scarce aid. The implications stemming from the concept of disability as outlined in the Convention on the Rights of Persons with Disabilities (CRPD) are perhaps most precisely articulated in the statement issued by the United Nations experts on October 25, 2024, entitled *“A tragedy within a tragedy”* to indicate the horrific conditions and circumstances in which Palestinian persons with disabilities, children, women, elderly and men, live inside the besieged Gaza Strip after a full year of aggression and ongoing international crimes, especially forms of genocide committed in the Gaza Strip, as the statement by UN experts said: *“Many of the injured Palestinians in Gaza, estimated at around 100,000 people, will suffer from long-term disabilities requiring rehabilitation, assistive devices, psychosocial support, and other services that are severely lacking.”* The UN experts' statement added: *“The impact goes far beyond physical injuries, encompassing severe emotional and psychological trauma, as well as broader effects on the social fabric and the needs of families and communities — especially women, who bear the greatest burden of caregiving.”*²

In the West Bank, according to the Palestinian Ministry of Health, more than 716 Palestinians, including 160 children and 10 women, were killed as of 20 September 2024. The number of injured also rose significantly, exceeding 5,750 individuals during the same period. Concurrently, the Israeli occupation authorities continued to expand settlement activities across the West Bank, further exacerbating tensions and leading to increased confrontations with Palestinian communities. In parallel, the number of Palestinians detained exceeded 11,400 as of 22 October 2024.³

Economically, Palestine witnessed a sharp downturn in 2024, due to ongoing Israeli restrictions, including the blockade on Gaza and the destruction of infrastructure in the West Bank. According to a report by the Palestinian Central Bureau of Statistics (PCBS),

² *A tragedy within a tragedy: UN experts alarmed by harrowing conditions for Palestinians with disabilities trapped in Gaza.* (2024). OHCHR. <https://www.ohchr.org/en/press-releases/2024/10/tragedy-within-tragedy-un-experts-alarmed-harrowing-conditions-palestinians>

³ Prisoners' organizations reveal the number of arrests in the West Bank and Jerusalem since October 7, October 22, 2024, The Palestinian Information Center <https://palinfo.com/news/2024/10/22/921264>

the unemployment rate in the West Bank reached 30.7% by the end of 2024⁴, while Gaza recorded the highest unemployment rates in the world, exceeding 80%.⁵

Palestinian families continue to face immense challenges in meeting their basic needs. Poverty rates rose to 29.2% in the West Bank, while in Gaza, poverty already exceeded 63% even before the war. In Palestine, the poverty line is estimated at around 2,717 Israeli shekels, while the extreme (or deep) poverty line is approximately 2,170 shekels. Following the prolonged assault on Gaza, it is no longer accurate to talk only about poverty—we are now speaking of varying levels of famine and severe food insecurity, according to data from the PCBS⁶. This situation reflects a major decline in households' purchasing power and a growing economic burden on the most vulnerable groups—especially persons with disabilities.

The security and political situation in the West Bank have further deteriorated following the ceasefire agreement in Gaza, which came into effect on the morning of January 19 of this year. Immediately after the agreement, the Israeli occupation escalated its actions by tightening restrictions on movement and fragmenting the West Bank through the deployment of additional checkpoints and iron gates. As of the date of this report, there are 898 military checkpoints and gates across the West Bank.

The occupation also launched a military campaign called “*Iron Wall*” targeting the Jenin refugee camp, which began on January 21st. Within just 24 hours, the operation resulted in nine martyrs and dozens of injuries. Estimates indicate a continued decline in the security and political situation in the West Bank in the coming period. In response, civil society efforts continued throughout 2024 despite complex and challenging conditions, including severe restrictions on access to affected areas due to military checkpoints and ongoing violations by occupation forces. Despite these obstacles, QADER remained committed to advancing the integration of humanitarian and inclusive development programs. This included improving access to essential services for persons with disabilities and providing psychosocial support for children and women. QADER also worked to strengthen collaboration with international and local partners to ensure uninterrupted support for communities in both Gaza and the West Bank.

Internal Environment during the Reporting Period

During 2024, QADER focused on further developing its internal environment, including its personnel and operational systems, across several levels. At the staff level, QADER engaged its staff in activities to alleviate psychosocial stress arising from both workload and political conditions. QADER's staff participated in group sessions facilitated by professionals, while offering individual sessions both face-to-face and remotely to staff members who wished to engage in those sessions.

⁴ Labor Force Indicators in the West Bank (July–September 2024) – Press Report

Labor Force Survey, 09/12/2024, Palestinian Central Bureau of Statistics https://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_Ar_LFQ32024A.pdf

⁵ Dr. Awad reviews the economic performance of 2024 and the economic forecasts for 2025 — December 31, 2024, Palestinian Central Bureau of Statistics. <https://shorturl.at/o5ejo>

⁶ Dr. Awad reviews the economic overview of 2024 and the economic forecasts for 2025 — December 31, 2024, Palestinian Central Bureau of Statistics. <https://shorturl.at/o5ejo>

In terms of skill and knowledge development aimed at enhancing the quality of QADER's interventions, especially in monitoring violations of the rights of persons with disabilities—14 staff members took part in specialized training delivered by an expert in international law. The training focused on documenting violations in accordance with UN standards. Two of the training days were completed by the end of December 2024, with the remaining three days scheduled to take place in January 2025.

Following the completion of its policy development process, particularly the Safeguarding Policy, which was finalized in 2023, QADER worked during the reporting period to align all contractual templates, including those related to recruitment and procurement. A new clause was added requiring compliance with the Safeguarding Policy and mandatory reporting of any safeguarding risks, along with clear definitions of reporting channels.

Furthermore, QADER held an orientation session for its staff to familiarize them with the Safeguarding Policy. Similar sessions are planned for partners. Additionally, brief orientation material was developed for use during field activities to introduce the policy and reporting channels to participants and members of the targeted communities.

At the programmatic level, during the reporting period, QADER worked on developing detailed program documents for each of its core programs. These documents serve as roadmaps, closely aligned with QADER's strategic plan. They are expected to significantly streamline operations, especially in cases where new staff members are recruited into any of the programs. QADER also worked on updating job descriptions and enhancing the employee performance evaluation system to better align with its evolving goals and operational needs.

Finally, QADER has significantly expanded its partnerships and memberships, most notably by joining the OCHA-led humanitarian clusters and working groups, where QADER joined the "Gender-Based Violence", "Education", and "Protection" clusters. This has allowed QADER to enhance coordination with local and international partners, especially in terms of emergency response to the growing humanitarian needs in the West Bank and Gaza, ensuring both disability inclusive responses and increased funding opportunities.

Programs' Performance and Achievements

In addition to implementing its planned interventions within its core programs, QADER also carried out humanitarian response activities necessitated by the deteriorating security, political, social, and economic context in the West Bank and Gaza. These interventions came in light of escalating humanitarian needs and increased protection risks, particularly for persons with disabilities.

The following section of the report outlines detailed achievements in the areas of economic empowerment, protection services, and the promotion of social inclusion. **It also highlights interventions related to accountability and advocacy at both the local and international levels, including knowledge production and efforts to shed light on the human rights and humanitarian realities of persons with disabilities.**

1. Economic Empowerment Program

QADER for Community Development, through its Economic Empowerment Program, aims to enhance the participation of persons with disabilities in the labor market in a way that promotes their independence and ensures their active role in supporting the national economy. This is pursued within an environment that respects diversity and difference, in line with local laws and international human rights standards. The program targets male and female persons with various types of disabilities. Its impact also indirectly extends to their families and communities, helping to create a supportive environment for their inclusion in the labor market.

QADER adopts a comprehensive, multi-track approach to professionally empower persons with disabilities. This includes job readiness, hands-on training, vocational and technical training, in addition to supporting self-employment and facilitating access to financial resources. As part of this effort, QADER offers specialized training packages aimed at improving the employability skills of persons with disabilities. The program also works to raise awareness among employers in the private and non-governmental sectors to improve the inclusiveness of work environments and make them more accommodating for persons with disabilities. This contributes to equal opportunities in the labor market and supports sustainable development. To achieve the program's goals, QADER has prioritized strengthening partnerships with governmental and non-governmental entities by signing memoranda of understanding, aiming to facilitate the participation of persons with disabilities in the Palestinian labor market.

QADER implements all its interventions and services under the Economic Empowerment Program through the Center for Entrepreneurship and Skills Development (Q-HUB)⁷, which was established in 2021. It is the first of its kind in Palestine, as it is dedicated to persons with disabilities and provides all the necessary accommodations and facilitative measures to enable their active participation.



During the reporting period, a total of 596 individuals applied to participate in the program. Out of these, 67 individuals (29 males and 38 females) from the Hebron and Bethlehem governorates were enrolled across the program's various tracks. Specifically, 52 participants joined the job readiness and practical training track, 2 individuals enrolled in the TVET training track, and 13 took part in the entrepreneurship track, 8 of whom received financial grants to establish their small businesses.

As part of its commitment to influencing societal practices and trends to create an inclusive reality for persons with disabilities in the labor market, QADER intensified its interventions in 2024 to raise community awareness about the right to decent work for persons with disabilities. This effort is part of its advocacy and community accountability strategy, aiming to foster an



AWARENESS MEETING IN THE TOWN OF TARQUMIYA

⁷ To learn more about the Q-HUB Center for Entrepreneurship and Skills Development, and the services and opportunities it offers, please click the following link: <https://www.qader.org/ar/our-work/1837.html>

inclusive and equitable work environment that contributes to the empowerment of persons with disabilities and enhances their economic independence.

In this context, QADER organized 35 awareness sessions focused on the governorates of Bethlehem and Hebron, where the right of persons with disabilities to access decent work was highlighted. A total of 1,135 community members participated in these sessions, including 426 persons with disabilities. This reflects significant community interest and engagement in contributing to the change, enhancing societal awareness, and encouraging positive transformation towards a more inclusive work environment.



AN AWARENESS MEETING AT AL-RAHMA CHARITY ASSOCIATION – BEIT ULA.

1.1 Job Readiness Training Track



ONE OF THE PARTICIPANTS DURING HER PRACTICAL TRAINING AT SHEPHERDS' FIELD KINDERGARTEN AND NURSERY – BETHLEHEM.

A total of 52 individuals with disabilities (28 females and 24 males) participated in the job readiness and on-the-job training. They received intensive and specialized training for 10 days, focusing on life skills and job readiness. The training covered topics such as communication, leadership, job search skills, CV writing, job interviews, the reality of persons with disabilities, and their rights in the labor market, as outlined in international and

national laws and regulations. The training significantly contributed to enhancing the participants' basic skills, boosting their self-confidence and their perception of themselves as productive individuals capable of engaging in and interacting within a work environment.

After completing the training program, the 52 participants were given the opportunity for practical training, which lasted between two to three months with employers in the private, non-governmental, and local government sectors. During this period, they received a monthly allowance of \$360 as pocket money.

Host employers were selected through 112 meetings with potential employers from the public and private sectors in both Bethlehem and Hebron governorates. These meetings aimed to introduce the program, its services, and to assess the possibility of including persons with disabilities in available or future opportunities within these companies and institutions. QADER was able to sign memoranda of understanding with 59 of these employers to host trainees with disabilities. Since 2021, the number of employers interested in training or employing persons with disabilities has reached 203.

One of the employers, a female owner of a nursery in Hebron who hosted several trainees from the program, shared her perspective: **"My message to employers and business owners is to give persons with disabilities a chance. Every person has unique abilities, and offering them an opportunity costs nothing, but it can make a big difference. I now have interns from QADER's Economic Empowerment Program, and I can't imagine my workplace without them. They have been a key factor in the success of my business."**

The pre- and post-assessment results for participants with disabilities revealed that 89% of them reported increased self-confidence, gained practical work experience, and improved their job skills, enabling them to compete for future opportunities in the Palestinian labor market.

To measure the impact of the job readiness track on the program participants, a survey was conducted in January 2025 with 111 participants in the Economic Empowerment Program. The survey aimed to assess the program's effect on employment opportunities and job sustainability. The results showed that 39.6% of participants applied for jobs after the program, 61.4% received interview invitations, and 63.6% of applicants secured jobs. However, 75% of the contracts were temporary, and only 50% of the employees were able to continue in their jobs at the time of the survey.

These results indicate the program's success in enhancing employment opportunities; however, job sustainability and contract quality challenges remain. To address these, the program will provide additional training on job skills and negotiation techniques, encourage employers to offer permanent contracts, and provide ongoing support to participants after employment to help stabilize their professional lives.

Rawan, a seventh cohort participant with physical disability from Hebron, received a training opportunity at the Dura Cooperative Association for Agricultural Manufacturing as a nursery caregiver. She said: **"After joining the Program at QADER and getting the internship opportunity, I felt like my life had changed dramatically; I now have a purpose to live for. There is still hope."**

1.2 Entrepreneurship and Small Business Track

Thirteen individuals (8 women and 5 men) participated in the Entrepreneurship and Small Projects track, where they received intensive training on entrepreneurship and business plan development in addition to one-on-one mentorship for each participant. By the end of the training, participants successfully presented and pitched their business plans. Based on their economic feasibility, 8 participants (2 males and 6 females) were selected. The proposed projects varied between service-oriented and commercial initiatives, such as a beauty salon, photography studio, and grocery store. Each successful project received a grant ranging between USD 2,400 and 6,000. Meanwhile, the program team continued



TRAINING IN COLLABORATION WITH BANK OF PALESTINE – HEBRON.

working with those whose projects were not selected for immediate funding, helping them improve their proposals to be eligible for funding in the future.

As for existing businesses run by former beneficiaries, and in line with QADER's commitment to sustaining impact—particularly considering the economic repercussions of the deteriorating security and political situation in the West Bank—QADER supported and developed 24 of these businesses. Of these, 6 were run by men with disabilities, and 18 by women with disabilities.

The support provided included a set of strategic interventions aimed at enhancing the growth and sustainability of these businesses. Business owners received a comprehensive package of technical support interventions, including continuous follow-up and guidance in production, marketing, finance, and technology. The team also proposed customized solutions and innovative ideas to address the specific challenges faced by each project. Additionally, specialized training sessions were conducted to build the entrepreneurs' capacities in areas such as financial management, bookkeeping, banking procedures, digital marketing, and legal registration and licensing.

The training topics also covered emergency measures, including how to respond to closures and conflict situations, to help participants understand the challenges faced by small businesses during emergencies and explore coping strategies.

Moath, a participant with a physical disability from Hebron, shared: **“The Economic Empowerment Program at QADER gave me the hands-on experience I needed. I’ve become very confident in my profession (IT maintenance) and found the courage to launch my own small business.”**

1.3 Vocational and Technical Training Pathway

This track targets persons with disabilities who do not possess the necessary professional qualifications to enter the labor market. They are enrolled in specialized vocational training that enhances their skills and increases their chances of employment.

In 2024, with support provided by QADER, two women with physical and hearing disabilities from Hebron Governorate participated in vocational courses in accounting and skincare. Both participants received TVET certificates accredited by the Palestinian Ministry of Labor after completing the courses, which spanned over 3 to 6 months.

1.4 Social Businesses

In 2024, training services were provided through Al-Reem Community Project for 35 participants with intellectual disabilities, aged between 3 and 16 years, from the community center. The training focused on planting seedlings—particularly beans—for therapeutic and educational goals aimed at enhancing their learning opportunities and developing their abilities to support their integration into social life.



RECREATIONAL ACTIVITY – JERICHO COMMUNITY CENTER.

Additionally, by the end of 2024, two recreational activities were organized for the center's participants. These activities aimed to promote children's social, emotional, and physical development, while also fostering their inclusion, self-confidence, and overall well-being.

Innovative Approaches to Economic Empowerment

a. Economic Empowerment of Persons with Intellectual Disabilities

In line with QADER's commitment to leaving no one behind, the Economic Empowerment Program in 2024 introduced a new pathway aimed at empowering individuals with mild to moderate intellectual disabilities. The program contributed to enhancing their social inclusion, particularly within the Palestinian labor market.

Participant selection is based on a participatory approach and specific criteria to effectively reach individuals with intellectual disabilities. Each participant undergoes a comprehensive functional and vocational assessment, conducted in collaboration with their families, to determine their physical, intellectual, and cognitive abilities and to identify the most suitable career path for them.



PROFESSIONAL AND TECHNICAL EVALUATION OF THE PARTICIPANT NURAN AT AL-WAHA CENTER FOR PERSONS WITH INTELLECTUAL DISABILITIES IN BEIT SAHOUR.

Throughout all stages of the program, continuous evaluations are carried out to ensure participants' safety by implementing protection procedures and risk assessments. Work environments are also assessed to ensure accessibility and the provision of necessary accommodation that enable the effective and safe participation of persons with intellectual disabilities.

Notably, in 2024, the program team successfully supported the employment of a young man and woman with intellectual disabilities. The young man was employed as a waiter in a restaurant, while the young woman joined a textile factory.

b. QADER Platform for Economic Empowerment of Persons with Disabilities

In the context of empowering persons with disabilities to increase their economic participation, especially given the significant challenges faced by the Palestinian people due to the escalating Israeli practices targeting their fundamental rights, the



LINK TO THE QADER
PLATFORM FOR ECONOMIC
EMPOWERMENT OF
PERSONS WITH
DISABILITIES

program this year introduced an innovative model aimed at improving access for persons with disabilities to information and opportunities related to economic empowerment.

This was achieved through the launch of the “QADER Platform for the Economic Empowerment of Persons with Disabilities”, which serves as an innovative and accessible tool designed to enhance economic empowerment opportunities in employment and training. The platform provides comprehensive information about various institutions in both the public and private sectors, as well as entities involved in employment, micro-financing, and economic empowerment, including business incubators, accelerators, and civil society organizations in the West Bank.

The platform also allows individuals with disabilities interested in joining the Palestinian labor market to register while allowing associations and civil society organizations to join, continuously update their data, and advertise available opportunities.



HASSAN, A PERSON WITH AN INTELLECTUAL DISABILITY, DURING HIS AGRICULTURAL SKILLS TRAINING AT THE AL-MALATH CHARITABLE SOCIETY- BEIT SAHOUR.



HELMI, A PERSON WITH AN INTELLECTUAL DISABILITY (DOWN SYNDROME), AT HIS JOB AS A WAITER IN A RESTAURANT IN BETHLEHEM GOVERNORATE.

Success Stories

Areen, a 26-year-old woman from Dura in Hebron, grew up in a middle-income family of eight. Born with a mobility disability, she pursued her education in financial and banking sciences with determination. Yet despite her efforts, the doors to the job market remained firmly shut. Job applications ended in disappointment, and Areen found herself increasingly dependent on her family for support. Gradually, isolation became her only refuge, and her dream of becoming a businesswoman faded into what seemed like an unreachable fantasy.



AREEN RECEIVED A GRANT FROM THE ECONOMIC EMPOWERMENT PROGRAM TO ESTABLISH HER SMALL BUSINESS (A BOOKSTORE) IN HEBRON.

Day by day, her sense of helplessness grew — until one afternoon, everything changed. Areen came across an announcement from QADER, calling for registration for the Economic Empowerment Program. Her heart raced and tears filled her eyes as she hurried to register, hardly daring to believe that this opportunity could be real. When she realized she met the eligibility criteria, her hope grew stronger.

Areen was accepted into the entrepreneurship track of the program, embarking on an intensive journey of life skills and entrepreneurship training that lasted nearly three months. By the end of the training, she had developed a full business plan — an idea to open a library offering stationery, gift-wrapping services, and customized printing on mugs and clothing, filling a clear gap in her community. She decided to use her family's shop as the foundation for her dream. Her business plan was selected as one of the winning proposals, earning her a small grant to launch her project.

Reflecting on her journey, Areen says,

"I always dreamed of becoming a businesswoman and owning my own project, but I didn't know how to start or take the first step. Joining the Economic Empowerment Program not only boosted my confidence but also put me on the path toward making my dream come true. I know the journey ahead is still long, but regaining hope has given me the strength to keep moving forward."

The trainer who supervised Areen's progress also shares,

"Areen was one of the most outstanding participants — determined, committed, and hardworking. Her project idea was practical and full of potential for success."

Today, Areen is no longer confined by isolation or uncertainty; she is building her own future, one step at a time.

For more success stories, scan the QR code:



Entrepreneurship Track



Job Readiness Track

2. Community Inclusive Development Program

The Community Inclusive Development Program is the main driver of Qaders' interventions aimed at enhancing the capabilities, behaviors, and community practices that support the rights of persons with disabilities and their inclusion in society. The program works on strengthening the role and responsibility of relevant institutions and stakeholders at the community-based level toward the inclusion of persons with disabilities.

To achieve the best results and strengthen relationships with partners, QADER has worked on developing and maintaining partnerships and cooperation with the main partner in this program. This was done through meetings, consultations, and signing a Memorandum of Understanding with the Ministry of Local Government, along with fifteen partner municipalities, to unify efforts and ensure the inclusion of persons with disabilities in the municipalities' programs and services. These efforts extend to public institutions and facilities under the municipalities' umbrella, as they play a key role in driving the development of towns through the preparation and implementation of local and economic development plans with the participation of local communities.

The program focuses on investing in the youth as a key driver of societal change to promote behaviors and community practices that support the rights of persons with disabilities. It also holds relevant authorities accountable in terms of their commitments to the rights and priorities of persons with disabilities.

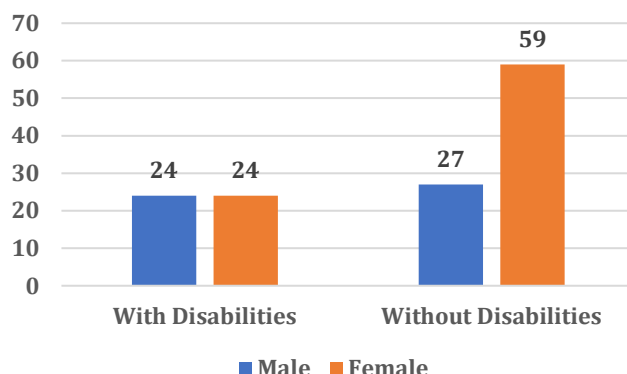


FROM THE SIGNING OF THE MEMORANDUM OF UNDERSTANDING WITH THE MINISTRY OF LOCAL GOVERNMENT AND THE PARTNER MUNICIPALITIES.

Youth are a key driver of social change.

Youth Accountability Teams

Members of the youth teams by gender and disability.



In 2024, QADER expanded its work with youth and collaborated with Youth Accountability Teams in ten additional areas across three different governorates (Hebron, Bethlehem, and Salfit). These teams were formed and trained in 2024, bringing the total number of Youth Accountability Teams to 15, with a membership of 134 young men and women, 48 of whom are persons with disabilities.

QADER formed these teams through close collaboration and coordination with local authorities, community-based organizations, and community activists. These teams were involved in intensive training programs covering a variety of topics, including the rights of persons with disabilities, protection from violence, participatory research and data collection, advocacy, community activation, social accountability, and digital marketing. Each team participated in 11 training days.

In 2024, the youth teams completed the implementation of 5 community initiatives aimed at enhancing the participation of persons with disabilities in social, economic, cultural, political, and community aspects, as well as changing community attitudes toward persons with disabilities. These initiatives were carried out in 5 communities in the Hebron Governorate (Al-Samu', Dura, Al-Dhahiriya, Beit Ummar, and Beit Ulla). The initiatives led by youth teams were informed by the recommendations from the community profiles, which were prepared in the first phase of the program to assess the reality and needs of persons with disabilities.

Varying between recreational, advocacy, and sports activities, advocating for promoting disability inclusion, community awareness, and equitable access to services, the total number of participants in those initiatives conducted in the five communities reached 936 people, of whom 258 were persons with disabilities (128 females and 130 males).

The initiatives that align with QADER's commitment to empowering persons with disabilities and promoting their inclusion in public life, tackled topics as the right of persons with



AS PART OF THE CAPACITY-BUILDING TRAININGS FOR THE YOUTH TEAMS.



PARTICIPATION OF THE YOUTH ACCOUNTABILITY TEAM IN ACCOUNTABILITY SESSIONS WITH FACTORY OWNERS IN BEIT ULA - HEBRON.

disabilities to work, accountability sessions with employers regarding the enforcement of the Palestinian Labor Law related to the employment of persons with disabilities, entrepreneurship and job readiness training for young men and women with disabilities, as well as installing accessible bus stations.



PARTICIPATION OF CHILDREN WITH AND WITHOUT DISABILITIES IN RECREATIONAL ACTIVITIES RAISING AWARENESS ABOUT THE RIGHT OF PERSONS WITH DISABILITIES TO SOCIAL INCLUSION.



PARTICIPATION OF MOTHERS OF PERSONS WITH DISABILITIES AND WOMEN WITH DISABILITIES IN FIRST AID TRAINING AND THE OPEN MEDICAL DAY IN AL-DHAHIRIYA.



PARTICIPATION OF CHILDREN WITH AND WITHOUT DISABILITIES IN THE INCLUSIVE SPORTS DAY IN AL-SHUYOUKH.



PARTICIPATION OF CHILDREN WITH AND WITHOUT DISABILITIES IN THE SUMMER CAMP IN SAMU.

As part of community economic empowerment, QADER organized community consultations in the targeted areas to identify priorities for community businesses geared towards creating job opportunities for persons with disabilities. Consultations involved relevant stakeholders, including persons with disabilities and their families, active organizations in the targeted towns, representatives from partner municipalities, and OPDs, with the goal of identifying urgent needs and developing sustainable development plans.



THE AGRICULTURAL HOUSE – BEIT ULA – A COMMUNITY PROJECT TO PROVIDE EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES.



KIOSKS AT THE AL-DHAHIRIYA MUNICIPAL PARK AND AMUSEMENT PARK AS ECONOMIC PROJECTS TO PROVIDE EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES.

Consequently, several initiatives were formed, including the Green House project in Beit Ulla, which will be implemented in collaboration with Beit Ulla Municipality. This will be the first community business aimed at rehabilitating, training, and employing persons with disabilities, and will be managed by the Al-Rahma Association. Currently, marketing plans are being prepared in anticipation of the official launch in 2025.

Additionally, two kiosks were set up in the Al-Dhahiriya Municipality Park and will be directly dedicated to persons with disabilities, contributing to their integration into the economic, social, and recreational life of the town. Furthermore, studies are underway to fund additional community businesses to be implemented in the coming year.

Community Mobilization through Improving Accessibility to Public Facilities in the Targeted Towns

During the community consultative meetings, measures were selected to enhance the accessibility of public facilities for persons with disabilities, such as municipalities, parks, and schools. In this context, rehabilitation and adaptation works were carried out at the health unit in Al-Samou' Municipality, and the municipality park was equipped with accessible playground equipment.



SETTING UP AN INCLUSIVE PLAY AREA IN AL-SAMU MUNICIPALITY PARK FOR CHILDREN WITH DISABILITIES.

Similarly, the health unit at Wad Ali School in Al-Dhahiriya was adapted to be more accessible for persons with disabilities, and protective handrails were installed, along with adjustments to the pathways in Al-Dhahiriya Park to ensure ease of movement. Additionally, two accessible waiting stations were designed and installed in Al-Shuyoukh to support persons with disabilities who need suitable waiting areas while commuting to schools and universities.



EXAMPLES OF SOME OF THE ADAPTATIONS IMPLEMENTED IN THE FIRST PHASE OF ENHANCING ACCESSIBILITY IN PUBLIC SERVICE, RECREATIONAL, AND EDUCATIONAL SPACES.

The other adaptations are still under technical evaluation and specification development. It is worth noting that these adaptations are selected through community consultations and tailored to the actual needs in each targeted area.

Conducting Diagnostic Studies on the Reality and Needs of Persons with Disabilities

In cooperation with partner municipalities and the active involvement of youth accountability teams, QADER collected data on the situation of persons with disabilities. The data was gathered from various educational and health institutions, municipalities, persons with disabilities and their families, as well as members of the local community.

As part of this effort, profiling reports were developed for ten new communities in the governorates of Salfit, Bethlehem, and Hebron. These communities include: Salfit, Kafr Al-

Dik, Tuqu', Al-Ubeidiya, Bani Na'im, Sa'ir, Beit Kahil, Surif, Idna, and Tarqumiya. The profiles reflect the current realities of services across different sectors and the resulting needs and priorities. This is aimed at promoting the inclusion and participation of persons with disabilities in economic, social, political, and cultural life.

As a result, the voices and needs of persons with disabilities have emerged clearly to all stakeholders through these community profiles, which present an accurate picture of their current reality within their communities. The findings of these reports will later be presented at the level of the three governorates, with the representation of the directorates of health, education, social development, labor, and governorate offices.



THE COMMUNITY MEETING IN SURIF TO PRESENT THE RESULTS OF THE PARTICIPATORY RESEARCH AND TO DEVELOP KEY RECOMMENDATIONS AND INTERVENTION PRIORITIES WITHIN THE PROFILES OUTLINING THE REALITIES AND NEEDS OF PERSONS WITH DISABILITIES.

MOVE Methodology and Program

Since adopting the MOVE methodology in 2010, QADER has continued to promote and oversee its implementation among community centers that serve children with severe and multiple physical disabilities. Since then, QADER has successfully provided technical support to seven centers—six in the West Bank and one in the Gaza Strip.



This technical support has included staff training on the methodology, technical supervision and follow-up visits, and providing the necessary tools and equipment to effectively apply the methodology.

To date, 88 children have benefited from the rehabilitation interventions based on the MOVE methodology, out of a total of 402 children receiving rehabilitation services from these centers. Notably, these centers have successfully integrated 16 children into schools and kindergartens, either fully or partially.

Luay: A Journey Toward Independence and Hope

In the village of Hatta in the Hebron governorate lives Luay, a 14-year-old boy with a physical disability caused by cerebral palsy. This condition has made it extremely difficult for him to walk, speak, and carry out basic daily tasks. His life was filled with obstacles that made moving around and interacting with others a major challenge.



However, in 2022, Luay began his journey toward change when he joined the Al-Rahma Center for the Rehabilitation of Persons with Disabilities in the town of Beit Ulla, also in Hebron. At first, the challenges he faced at the center were significant, but he began receiving a range of rehabilitation services, including physical therapy, special education, and speech therapy. Though his progress was initially slow, Luay gradually began to show noticeable improvement in his motor skills—marking a turning point in his life.

Then came 2023- the year that marked the most significant transformation in Luay's life, when he was integrated into the MOVE Program: **"Mobility Opportunities Via Education."** This program, grounded in a philosophy that emphasizes maximizing independence and preserving the dignity of persons with disabilities, gave Luay a renewed sense of purpose and a fresh start.

MOVE wasn't just a mobility aid- it was a structured approach that helped Luay develop essential skills like sitting, standing, walking, and becoming more self-reliant. Through the program, he was provided with assistive devices that supported the improvement of his motor and functional abilities. The impact was clear: within a year of starting the program, Luay was able to sit in a regular classroom chair during school activities and eat independently.

More importantly, Luay didn't just gain physical independence, he became more socially engaged with his peers. His self-confidence started to grow, and he became more expressive and involved in daily activities. Over time, his family began to notice remarkable improvements in his behavior. As his mother put it: **"There's now a life and structure in my son's daily routine now. He wants to go to the center. He wasn't like that before."**

As for the achievements made by QADER's team in building the capacities of centers and institutions, they can be outlined below according to the type of intervention:

First: Training of Professional Staff in Targeted Centers

The training conducted in 2024 targeted a total of 58 professionals working in community centers and rehabilitation institutions that implement the MOVE methodology in the West Bank and Gaza Strip. Participants engaged in 10 training days, during which they learned about the MOVE methodology, stress management and emergency response, and fundamental practices for working with children with disabilities. These sessions aimed to enhance the staff's capacity to better support children with disabilities in their care,



TRAINING THE STAFF OF AL-RAHMA CHARITY ASSOCIATION ON THE MOVE METHODOLOGY.

ensuring a more effective and compassionate approach to their development and well-being.

Second: Technical Supervision

A total of 52 technical supervision and follow-up sessions were conducted, covering community centers in the Hebron and Jericho governorates of the West Bank, both through field visits and remote sessions. The visits also focused on building the capacity of rehabilitation staff on how to implement the methodology according to the established standards and principles. This included the use of assessment tools, the methodology guide, and the development of educational plans for children to ensure effective performance and the achievement of therapeutic goals. These goals are designed to help children with disabilities acquire essential motor skills in sitting, standing, and walking, ultimately reaching the highest possible level of independence in daily life skills.



A total of 58 professionals working in these centers benefited from these visits and training, including social workers, speech and language therapists, occupational therapists, special education teachers, and physical therapists. These centers provide services to 402 children, all of whom live with severe physical disabilities, often accompanied by moderate to mild intellectual disabilities. Among these children, 22% are female and 28% are male.

Technical Supervision to Support the MOVE Team in Gaza During the 2024 Conflict

Regarding technical supervision and support for the MOVE team in Gaza during the 2024 conflict, a total of 240 remote supervision and follow-up sessions were conducted for the MOVE team in Gaza, which consists of six members. The objective of these sessions was to enhance the team's skills in dealing with individuals with disabilities in the context of emergency crises, with a focus on maintaining the health of children. Efforts were directed towards providing appropriate healthcare and psychological support for the children, aligning with their specific needs amidst the challenging and emergency circumstances.



MOVE GAZA TEAM – TRAINING ON INDEPENDENT DRINKING SKILLS.

In response to the critical needs of children in unstable environments, key intervention priorities were identified and addressed to safeguard their health and ensure continuous access to essential care. Ensuring the availability of adequate and nutritious food was prioritized to support children's health amid growing food insecurity. The continuous provision of diapers was also emphasized, given severe shortages and rising prices that affected the ability of caregivers to meet basic hygiene needs. In parallel, efforts focused on maintaining access to essential medical treatment and rehabilitation services to prevent the deterioration of children's health, particularly as medical services became increasingly scarce due to the emergency. Through these targeted interventions, the team worked to stabilize children's health conditions and protect their well-being in a challenging and medically fragile environment.



MOVE GAZA TEAM – EXERCISES TO REDUCE DIFFICULTIES WITH SWALLOWING AND CHEWING.

In parallel with direct interventions for children, the team placed strong emphasis on empowering families by providing intensive training to enhance their ability to deliver better care. Trainings focused on food management, personal hygiene practices, and proper sitting postures to prevent health complications. Through consistent follow-up, individualized plans were developed for 27 children who had been residing at the "House of Love and Peace" before the aggression. After their displacement to shelter centers, the MOVE team successfully reconnected with them, delivering rehabilitation sessions and medical interventions for both the children and their families. These efforts significantly strengthened the children's physical and psychological care, leading to noticeable improvements in their conditions despite the ongoing conflict and challenging living conditions.

"A Journey of Hope and Challenge in the Midst of Darkness"

The pain of war, displacement, and loss hit with the cerebral palsy that 12-year-old Nadine had been living with in the northern Gaza Strip. Like many other disabled residents of the Gaza Strip, the effects of the genocide were compounded for Nadine. She fled with her family to seek refuge in a church in the northern part of the region, hoping that places of worship would be spared from the violence. However, what followed was the complete opposite of their expectations; the church was bombed, and Nadine's sister was martyred in the attack.



TRAINING SESSION ON STANDING AND

Nadine, who had already lost her mother, experienced yet another devastating loss, which deepened her sense of isolation. She had long lived with this isolation due to her inability to move or speak, but the war, displacement, and the additional loss of a family member only intensified her isolation and sense of grief.

Her father, overwhelmed with the pain of helplessness, continued to suffer in silence. In addition to the grief of loss, he also grieved for his little girl, knowing that the war had destroyed all civilian and service infrastructures, leaving him with no hope of finding a rehabilitation center for her.

However, life often surprises us, even in the darkest of circumstances. What the father didn't know was that the same church they had sought refuge in was also where the MOVE team had taken shelter. And so, from the depths of despair, hope was born. The



THE FAMILY'S LIVING CONDITIONS IMPROVED AFTER

her gain mobility and speech but also assisted her in overcoming the psychosocial impacts of her experiences. Nadine stood on the threshold of a new life—one she had never imagined before.

The father says, **"The war destroyed everyone's lives, but amidst this tragedy, Nadine was given a chance at life."**

In response to the ongoing crisis in the Gaza Strip, the team expanded its network of partnerships with humanitarian organizations, government institutions, and local entities to ensure children with disabilities received essential support. A comprehensive file was developed, listing 20 organizations offering relief, rehabilitation, and medical services, which streamlined referrals to specialized institutions based on individual needs and facilitated quicker delivery of aid. The case list was regularly updated, incorporating approximately 502 new cases of children with disabilities from displacement centers. Coordination between teams was enhanced, allowing for more effective and timely responses despite the challenging conditions.

father reached out to the team, and indeed, they began developing a therapeutic rehabilitation plan for Nadine. She received physical and occupational therapy for a year, and gradually, she started to stand, then walk, and eventually was able to join the other displaced children in their play.

The services that Nadine received from the MOVE team in Gaza not only helped



MOVE TEAM- GAZA



GAZA TEAM – RAISING AWARENESS AMONG FAMILIES ON HOW TO INTERACT WITH PERSONS



Gaza Team – Event for men on gender-based violence.

On the community engagement front, 36 awareness workshops were organized to educate persons with disabilities and their families about their rights and needs in emergency settings. These sessions covered vital topics such as protection, safety procedures, gender-based violence, psychosocial support for women with disabilities, as well as health awareness on nutrition, hygiene, and risk prevention.

These efforts aimed to strengthen the ability of families and the broader community to provide psychosocial support to children with disabilities, significantly improving their quality of life amid the crisis. Additionally, 17 psychosocial support and relief activities were conducted at the "Taqaat" shelter center, providing psychological care and emotional support to all target groups, helping alleviate stress and promote well-being during the tumultuous period.



GAZA TEAM – ACTIVITIES FOR EMOTIONAL RELIEF AND PSYCHOLOGICAL SUPPORT FOR WOMEN.



GAZA TEAM - RECREATIONAL AND EDUCATIONAL ACTIVITIES FOR CHILDREN

Third: Supporting Centers with Specialized Equipment and Tools

In 2024, QADER provided financial support to MOVE centers, which included educational devices, sensory toys, and both indoor and outdoor sensory tools, with a total value of \$41,600. This support was offered to five centers for children with disabilities, aiming to enhance their ability to provide high-quality services.

The five centers underwent a comprehensive needs assessment to identify the necessary equipment and supplies. This included MOVE devices, educational and sensory tools, as well as rehabilitation supplies, ensuring the improvement of services provided to children with disabilities.



AL-SA'MU MUNICIPAL COMMUNITY CENTER – PREPARING THE INDOOR SENSORY ROOM



YATTA MUNICIPAL COMMUNITY CENTER – SETTING UP AN OUTDOOR SENSORY PLAY AREA



YATTA MUNICIPAL COMMUNITY CENTER – EQUIPPING THE AUTISM CLASSROOM WITH EDUCATIONAL TOYS AND FURNITURE TO ENHANCE THE LEARNING ENVIRONMENT

Forth: Strengthening Partnerships for Wider Adoption of the MOVE Methodology

This year, QADER expanded and strengthened its local network of rehabilitation institutions and centers working in the field of services for children with disabilities. The team was able to provide more than one consultation and evaluation visit to institutions that were interested in incorporating the MOVE methodology into their services.

Additionally, the team continued its collaboration with Palestinian universities (Bethlehem University and Al-Quds University) to integrate the MOVE methodology into the curriculum for physical and occupational therapy students. This year, a group of junior occupational therapy students from Bethlehem University participated in a session to learn about the MOVE methodology and its development in Palestine.

During the reporting period, QADER reinforced its inclusive models, with a focus on the education sector. To this end, QADER targeted two schools under the Latin Patriarchate Administration in Beit Jala and Beit Sahour. The goal of developing this model was to pilot an inclusive educational environment and enhance the capacities of teachers and administrators to implement inclusive education practices.

QADER developed an inclusive school index, including tools for inclusion evaluation in the targeted schools. The evaluation process involved school staff, students, and parents. After completing the evaluation, detailed intervention plans were developed for each school to address inclusivity gaps. Alongside this, eight awareness sessions were held for 36 staff members from both schools, including teachers, administrators, and social workers. Educational and guidance materials on inclusive education in Palestine were also developed and distributed.

The evaluation results for both schools revealed that the primary gaps hindering inclusivity were the lack of essential resources, such as resource rooms and educational counselors, which limit the schools' ability to provide an effective inclusive learning environment. There was also a critical need to train teachers on inclusive education strategies, as some expressed concerns about their ability to apply them effectively. Furthermore, the schools lacked clear policies to support and ensure the sustainability of inclusive education, hindering the implementation of practices that meet the needs of all students.

It is noteworthy that QADER will work in the next year to implement the priorities in both schools according to the detailed plans developed for each, as well as target other schools to further promote the model.

3. Protection Program

The Protection Program aims to reduce all forms of discrimination, marginalization, violence, and gender inequality against children, women, and youth with disabilities, and to ensure their access to protection services against disability-based and gender-based violence. To achieve this, QADER provides a range of protection services, awareness-raising activities, and institutionalizing inclusion among protection service providers, including NGOs and CBOs, especially women's organizations.

Community Awareness of Protection from Violence

In collaboration with 35 CBOs and youth teams in the Hebron and Bethlehem governorates, QADER conducted 42 awareness sessions in 2024. These sessions were attended by 617 people, both with and without disabilities, from the target local communities, aiming to raise awareness of protection from gender-based and disability-based violence.

In parallel, QADER ensures the use of visual, audio, and printed media for the same purpose, either directly or through its membership in related coalitions, such as the Palestinian Non-Governmental Organizations Forum for the Elimination of Violence Against Women. During the reporting period, a variety of awareness materials were produced and distributed, including posters, leaflets, notebooks, and fabric bags containing information and messages about different forms of violence and the protection and referral services provided by QADER. Additionally, a promotional video for QADER's helpline was produced, along with recorded segments documenting awareness campaigns and success stories in several areas, aiming to reach as many women as possible.

QADER also employed local radio stations to spread awareness; as part of its participation in “The 16 Days of Activism Against Gender-Based Violence”, QADER produced a radio spot highlighting the suffering of women, particularly women and girls with disabilities, during war. QADER was also hosted in many radio talk shows to shed light on the impact of Israeli aggression in the West Bank and Gaza Strip on persons with disabilities, with a special focus on the situation of women and girls with disabilities during war.

Given the importance of reducing gender-based and disability-based violence and promoting mental health, psychosocial support services were provided based on an initial assessment of the psychosocial needs of the targeted women and girls, followed by a comprehensive intervention plan. As a result, individual psychosocial counseling services were provided to 79 women and girls, including 26 with disabilities. These sessions were conducted in cooperation with various CBOs, including women's clubs in the targeted communities. Additionally, group psychosocial counseling sessions were held, attended by 806 individuals, including 774 women, 32 men, and 139 people with disabilities.

Free Helpline

During the reporting period, the free helpline received 155 phone calls, through which psychosocial support services were provided, along with networking with protection institutions, including referrals to legal service providers for women and girls at risk of violence. The majority of the calls, 107, came from women with and without disabilities, as well as mothers and wives of persons with disabilities, compared to 48 calls from men. Additionally, 10 cases were referred to specialized programs within QADER, particularly the economic empowerment. This highlights the need to strengthen the integration between the helpline and various programs, especially given the challenges faced by women and girls with disabilities in accessing protection services.

Emergency Humanitarian Responses

In light of the limited or non-existent disability-inclusive emergency response, due to the absence of the disability inclusion principle in the planning and implementation of response programs, QADER was keen during the reporting period to design and implement interventions that respond to the emergency needs of persons with disabilities and their families, particularly in the Gaza Strip and northern West Bank governorates. QADER also worked to empower service providers from community-based, civil society, and UN agencies to include the inclusion principle in their plans and responses.

In this context, the free helpline was launched in the Gaza Strip to provide psychosocial support services. Additionally, food parcels, dignity kits, assistive devices, and medical consumables were distributed in the West Bank governorates to assist persons with disabilities and their families affected by Israeli aggression. A total of 40 food parcels were distributed in Beit Ulla and Al-Dhahiriya, in cooperation with the Beit Ulla Women's Club, Al-Rahma Charitable Society – Beit Ulla, and the Al-Dhahiriya Women's Club. Preparations are underway to begin distributing additional food parcels, dignity kits, and

assistive devices to persons with disabilities and their families, as well as to families affected by the aggression, with distribution scheduled to start in early 2025.

Budling the Capacity of Community-Based Organizations

As part of regular work with CBOs to empower them to provide inclusive and appropriate services for persons with disabilities, a tool was developed to measure the disability inclusion level at partner CBOs. Beneficiary CBOs included the Women's Club in Beit Ulla, the Women's Club in Tarqumiya, the Women's Club in Surif, the Women's Club in Al-Dhahiriya, and Al-Rahma Charitable Society in Beit Ulla. The evaluation process aimed to identify inclusion gaps and shortcomings to address them. Assessment results were shared with the beneficiary CBOs to guide adjustments in their approach and working methods. Individual plans were accordingly developed to enhance the inclusion of persons with disabilities, particularly women and girls with disabilities.

One of the gaps identified by the evaluation was the lack of physical accommodations. Therefore, physical adaptation works were implemented at the facilities of the Women's Club in Beit Ulla and the Women's Club in Surif to enhance accessibility for persons with disabilities. These modifications were carried out in collaboration with local municipalities in the targeted communities and were based on several field visits in partnership with experts specialized in designing physical accommodations.

Enhancing Children's Participation

As part of QADER's commitment to enhancing children's participation in its programs, a Child Board was formed in the Bethlehem area, consisting of 10 children aged 12 to 16, including children with disabilities. The Board participated in three training days that covered topics such



CHILDREN'S COUNCIL MEETINGS

as safeguarding and protection, child rights, the rights of persons with disabilities, and inclusion, as well as advocacy campaigns.

The Board was also involved in consultations related to QADER's programs and interventions concerning children's rights, their protection, and meaningful participation. Additionally, Board members contributed to discussions on key administrative decisions to ensure alignment with children's rights and needs. In this context, the council designed a community initiative that will be implemented in the coming year.

Moreover, three children's teams were formed in the southern West Bank, including 55 children. These teams were distributed across Beit Olla, Surif, and Al-Shuyoukh in the Hebron Governorate. Each team involved 15-20

boys and girls, with and without disabilities, aged 12 to 16. The aim of these teams is to create positive change in the local communities in these areas, with a focus on children's rights and the rights of children with disabilities in education and protection, as well as equitable access to services and opportunities.

A total of 12 training workshops and awareness sessions were organized for the three teams tackling issues related to protection, children's rights, the rights of children with disabilities, and community initiatives, with 4 workshops for each team. At the end of these workshops, a community initiative concept was developed to address the needs of children in each area, and these initiatives will be implemented in the coming year, along with the formation of additional children's teams in new communities.



CHILDREN'S TEAM TRAININGS

4. Advocacy and Accountability Program

Advocacy and accountability are cross-programmatic interventions at QADER aimed at improving the alignment of national policies and legislation with the International Convention on the Rights of Persons with Disabilities (CRPD) and enhancing commitment to its implementation by relevant duty-holders. This includes strengthening QADER's active participation in the United Nations' treaty-based mechanisms to effectively monitor the implementation of relevant international human rights treaties by the State of Palestine. On the other hand, the aim is also to enhance QADER's active involvement in the United Nations' non-treaty mechanisms and other relevant international frameworks to promote accountability and effective remedies for persons with disabilities, based on international humanitarian law and international criminal law.

In this context, QADER works on reviewing and analyzing national policies and legislation, preparing policy papers, monitoring and documenting violations, conducting studies and reports on issues and rights of persons

with disabilities, organizing advocacy and community accountability campaigns, preparing reports for the United Nations, and monitoring the State of Palestine's commitment to the human rights treaties it has ratified, along with other interventions within the framework of local and international advocacy and accountability.

In 2024, QADER's interventions in the area of accountability and advocacy focused on the local and international levels as follows:

Local Advocacy

An analytical study was prepared on *"Disability Inclusion in the Local Governance Sector in Light of Palestinian Legislation's Commitment to International Conventions and Their Requirements."* This study was an essential first step in preparing a comprehensive policy paper on disability inclusion in the local governance sector, based on relevant Palestinian legislation concerning local governance, the rights of persons with disabilities, and Palestine's commitments under international human rights treaties and the 2030 Sustainable Development Goals. The aim was to identify key issues and gaps that hinder or limit disability inclusion in the local governance sector and to propose policy interventions to develop/align existing legislation, policies, procedures, and practices with international standards for the rights of persons with disabilities. The policy paper will be worked on in 2025.

Report on the Impact of the Israeli Aggression on the Gaza Strip on the Rights of Persons with Disabilities – Monitoring Violations, Legal Analysis, and Avenues for Accountability and Effective Remedies.

The report is based on reliable evidence from United Nations bodies and specialized agencies, as well as international, regional, and local independent organizations. It also documents dozens of testimonies from victims and eyewitnesses in the Gaza Strip, collected by QADER's field team, which worked for several months to document severe violations and international crimes in Gaza under extremely dangerous conditions.



The report provides a detailed account of serious violations of international law and a legal analysis, supported by reliable evidence, of the international crimes that targeted civilian populations and civilian objects in the Gaza Strip. It focuses on the impact of these violations on persons with disabilities in Gaza, referencing international humanitarian law, customary international humanitarian law, international human rights law, and international criminal law. The report also analyzes and

identifies the forms of international crimes committed in Gaza, supported by reports from international investigative and fact-finding commissions established following previous military attacks on Gaza since 2006, up to the ongoing aggression since October 7, 2023.

The report was sent as an official communication to the Prosecutor of the International Criminal Court (ICC). It was also officially sent to the legal team of the Republic of South Africa in the lawsuit filed against the occupying state regarding the commission of genocide in the Gaza Strip. Additionally, the report was shared with relevant United Nations bodies and specialized agencies, special rapporteurs, the national rapporteur, committees responsible for international human rights treaties, the Permanent International Commission of Inquiry, and both international and local human rights organizations.

United Nations Treaty-Based Mechanisms – Committees on International Human Rights

• Preparation of a Comprehensive Report on the Occupying Authority's Reports to the Committee on the Rights of the Child

QADER prepared and submitted a comprehensive report to the United Nations Committee on the Rights of the Child regarding Israel's fifth and sixth combined periodic reports, which were submitted by Israel, the occupying power, on the situation of Palestinian children in the Gaza Strip, West Bank, and Jerusalem, particularly focusing on children with disabilities, since October 7, 2023.



Local, Regional, and International Participation in Advocacy and Accountability Efforts

- Participation in the meeting organized by the International Commission of Inquiry on June 12, 2024, to review its report submitted to the 56th session of the United Nations Human Rights Council regarding the ongoing Israeli aggression on the Gaza Strip, and to exchange views with the commission on the content of the report, the commission's mandate, and future perspectives.
- Participation in a meeting with the United Nations Resident Coordinator, Humanitarian Coordinator, and Deputy Special Coordinator for the Middle East Peace Process on October 15, 2024, to discuss the state of human rights and future perspectives, in light of the ongoing aggression in the occupied Palestinian territories, especially in Gaza, since October 7, 2023. A special meeting was also held with the UN High Commissioner for Human Rights Advisor in the occupied Palestinian territories on October 8,

2024, to evaluate the draft early recovery plan in the Gaza Strip, including accountability mechanisms, justice systems, and the rule of law in the State of Palestine.

- Participation in the briefing for special rapporteurs on the reality of Palestinian women and girls under occupation, between protection and international accountability, organized by the Ministry of Women's Affairs in Ramallah on September 9, 2024.
- Participation in the international conference on the role of the international community and civil society organizations in promoting, respecting, and supporting the rights of Palestinian children, organized by the Ministry of Social Development in Palestine and Jordan, and the League of Arab States on November 20-21, 2024, in Jordan. QADER presented a comprehensive paper on "The Reality of the Rights of Palestinian Children with Disabilities under Israeli Occupation." 
- Participation in the Middle East and North Africa Conference on Adolescent Health, held from September 30 to October 2, 2024, in Alexandria, with the participation of civil society organizations from across the region, along with international and UN institutions. QADER participated with a research paper on sexual and reproductive health for adolescents with disabilities – empowerment and inclusion, specifically prepared for the conference.
- Participation in a consultative workshop on the comprehensive and just international response program for persons with disabilities in the occupied Palestinian territories, implemented by UNWOMEN and the Office of the UN High Commissioner for Human Rights on behalf of the UN team. QADER presented a contribution on international human rights mechanisms and monitoring the recommendations of relevant human rights treaty bodies.
- As a member of the Arab Women's Civil Society Network, QADER participated in the regional review process of the parallel report on the progress in the implementation of the Beijing Declaration and Platform for Action 30+ in the Arab region, focusing on disability inclusion.

Enhancing the Performance of Official Institutions in Accordance with their Commitments Under Existing Legislation

- Specialized Training on Disability Inclusion in Local Governance Legislation, Policies, and Strategies

QADER, in partnership with the Ministry of Local Governance, organized a 3-day specialized training workshop in March and June 2024 on disability inclusion in local governance legislation, policies, and strategies. More than 20 directors and representatives from relevant public departments and units participated in the workshop. The workshop aimed to enhance participants' knowledge of fundamental concepts related to disability and persons with disabilities, raise awareness about the state of disability rights in the context of local governance, identify key gaps in the rights system, and deepen participants' understanding of the disability rights framework in light of Palestinian legislation, national policies, and the international Convention on the Rights of Persons with Disabilities and its requirements.

- **Training Health Ministry Staff on Intellectual Disabilities Diagnosis for Children**

As part of the ongoing partnership between QADER and the Ministries of Health and Social Development to improve the quality of diagnostic and evaluation services for children with intellectual disabilities, QADER continued to implement a specialized training and technical supervision program for Ministry staff. This training included fundamental concepts related to diagnosing intellectual abilities and diagnostic tools. The program involved 48 staff members from the Ministry, including psychiatrists, psychologists, and social workers.

International Day of Persons with Disabilities

QADER marked the International Day of Persons with Disabilities, celebrated annually on December 3, with an event titled "On the International Day of Persons with Disabilities, a Message from Palestine to the World – We Stand Firm and We Will Remain." This event was held in partnership with the Arab Orthodox Cultural Club – Beit Sahour, in cooperation with the Al-Malath Charity Association, the Oasis Center for Persons with Disabilities, the Arab Women's Union Association – Beit Sahour, and Ma'am Lil-Hayat L'arche Bethlehem. The event, with approximately 700 participants, aimed to remind the international community that persons with disabilities in Palestine are not only excluded from participation processes but are also denied their basic right to life, amid ongoing international silence.

To emphasize the inclusion of persons with disabilities, the event featured artistic, cultural, and sports performances that highlighted the capabilities and potential of persons with disabilities, providing a space for expression and solidarity.



ACTIVITIES FOR THE INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Capacity Building for QADER's Team

In 2024, the staff of QADER participated in a series of training sessions and workshops that primarily focused on building their capacities in various areas, including stress management and enhancing psychological resilience, self-care and setting boundaries with others, as well as an introduction to the Safeguarding Policy. The staff also attended a specialized training on international humanitarian law and international human rights law. Some staff members took part in advanced workshops aimed at improving the understanding of disability inclusion in education projects in emergency contexts, in addition to attending a conference on enhancing early childhood education and care in Palestine.

These training sessions were implemented in partnership with several organizations, including Hakini, QADER, and international organizations such as Humanity & Inclusion. Most of the workshops were held at

QADER's headquarters, while others took place online or at external locations, such as the Palestinian Red Crescent in Ramallah. The duration of the training varied from one to two days, and several employees participated in multiple training sessions throughout the year, reflecting QADER's commitment to developing its staff's capabilities in psychological, legal, and humanitarian protection fields, in line with humanitarian and developmental priorities.

Publications and Researches

- An analytical study on "Disability Inclusion in the Local Governance Sector in Light of Palestinian Legislation's Commitment to International Conventions and Their Entitlements."
- A report on "The Impact of the Israeli Aggression on the Gaza Strip on the Rights of Persons with Disabilities – Monitoring Violations, Legal Analysis, Accountability, and Redress."
- A comprehensive report to the UN Committee on the Rights of the Child regarding Israel's fifth and sixth combined periodic reports, submitted by Israel, the occupying power, in relation to the occupied Palestinian territories.
- A comprehensive paper on "The Reality of the Rights of Palestinian Children with Disabilities Under Israeli Occupation."
- A research paper for the Middle East and North Africa (MENA) Conference on Adolescent Health on "Sexual and Reproductive Health for Adolescents with Disabilities – Empowerment and Inclusion."

Media

During the year 2024, work continued in accordance with QADER's strategic media plan to highlight QADER's activities and achievements, whether at the level of activities, advocacy and mobilization, or highlighting the reality of persons with disabilities, especially in light of the continued deterioration of the security and political situation. For this purpose, the Media Unit utilized all publishing mediums to publish visual and printed materials. QADER's platforms witnessed a significant increase in the number of followers compared to last year, especially on the Instagram platform.

At the level of materials published through social media, QADER continued during the reporting period to intensify the publication of media materials that keep pace with the ongoing state of emergency due

to the ongoing genocidal war on the Gaza Strip, and the siege and major restrictions on the West Bank and Jerusalem. The media material at this level aimed to inform the local, Arab and international community about the violations practiced against Palestinians, especially the marginalized groups of women, children and persons with disabilities, and to raise awareness of the consequences of the ongoing human rights violations, especially persons with disabilities, as they are the most affected by these violations.

During 2024, the Media and Communication Unit was able to cover all QADER's events and activities in various regions, and produce media materials that reflect QADER's work and increase the public's knowledge of it, especially through visual materials. Within this context, the number of QADER's Facebook posts reached 138 posts covering a total of 80 of QADER's programmatic activities, 27 videos, 40 advertisements/designs, and 6 podcasts. On Instagram, QADER published 106 posts distributed as follows: 66 activity coverage, 19 short videos, and 20 ads. In addition to publishing 187 Instagram and Facebook Stories, while 52 posts were published as follows: 26 activities, 7 videos, 19 ads on LinkedIn

Compared to last year, the number of Instagram followers increased from 1177 to 2118, an increase of 79.95%, while the number of Facebook followers increased from 5400 to 6822, an increase of 26.33%.

On the level of printed materials, 11 publications were designed and printed during the reporting period, the most important of which was a study on the reality of persons with disabilities during the war in the Gaza Strip, where this study was widely promoted and distributed to a group of decision-making circles, conferences, UN institutions and UN mechanisms.

At the level of visual materials, QADER produced 16 different visual materials during the reporting period, 3 of which were produced by external contractors and 13 by QADER's team. The visual materials helped increase the number of QADER's followers on social media platforms and familiarize them with QADER's scopes of work.

In addition to visual and print production, the Media Unit carried out coverage of more than 66 trainings in Hebron and Bethlehem governorates; about 50 people, 35% of whom are persons with disabilities, benefited from these trainings, who are members of youth accountability teams.

The Media Unit also provided training in social media, addressing how to manage it, cyber security, an introduction to photography, and an introduction to video editing, with 14 hours of training for youth accountability teams in: Sa'ir, Bani Naim, Surif, Beit Kahil, Tarqumiya,

Tekoa and Abidiya, where 65 young men and women participated in the trainings, including about 30 people with disabilities.

On the other hand, 24 male and female trainees from the Economic Empowerment Program who received support to establish small businesses benefited from e-marketing training to help them develop their existing businesses to enhance their sustainability. The media unit at QADER also provided practical training for three students from the Faculty of Media at Bethlehem University and Talitha Kumi College, as part of a memorandum of understanding between QADER and the university to provide a space for students to learn about the practical work environment, by training them on photography, montage, writing and others, and these trainings went very well, benefiting both the students and QADER. As for the trainings received by the Media and Communications Officer at QADER, he participated in a series of trainings with QADER's partners and supporters, centered on the following topics: Digital Safety, Gender and Media, Artificial Intelligence and more.

Challenges

Although the challenges faced by QADER during 2024 were not fundamentally different from those encountered in the previous year, what was notable during the reporting period was the increased scope and magnitude of these challenges.

Field and Logistical Challenges

The West Bank witnessed an escalation in military closures and restrictions on freedom of movement, with the number of military checkpoints and gates set up by the occupying authorities at the entrances of cities, villages, and refugee camps exceeding 900 by the beginning of 2025. This had a direct impact on the implementation of field activities, as the field team faced increasing difficulty in reaching target communities. As a result, activities had to be rescheduled, relocated, or adapted in terms of implementation methods. In some cases, planned interventions were either canceled or postponed indefinitely.

The Deteriorating Political and Humanitarian Situation

The emergency situation in the West Bank and Gaza Strip continued, posing additional challenges to humanitarian and development work. The ongoing attacks and military operations in various areas, especially in the northern West Bank and Gaza Strip, have exacerbated humanitarian and economic conditions and increased restrictions on the work of local and international organizations. The increasing number of martyrs, wounded and forced displacements has also raised the levels of need for emergency

services and psychosocial support, putting increasing pressure on the resources available to QADER and its partners.

Funding and Economic Challenges

In light of the escalating political and economic crises globally and regionally, QADER faced challenges related to the decline in funding available for development projects, especially those related to protecting and empowering the most vulnerable groups, such as people with disabilities and women. The ongoing financial crisis experienced by the Palestinian Authority has also put additional pressure on the general economic situation, and thus on the different priorities of the target groups, making interventions that provide them with an income to help them overcome the difficult living situation more of a priority for some participants than, for example, psychological discharge sessions.

Responding to Challenges and Adapting Programs

In the face of these challenges, QADER sought to adopt adaptive strategies to ensure continuity and impact. This included adopting alternative methods of implementing activities, such as using modern technology to reach beneficiaries, and coordinating with local partners to enhance flexibility in project implementation. QADER also strengthened its advocacy efforts and coordination with international organizations to highlight the impact of these challenges on target groups, with the aim of ensuring the sustainability of interventions and achieving tangible results despite the difficult circumstances.

Partners and Donors





دروسوس (...)



Membership in Coalitions and Alliances



