

Palestinakomiteens Faglige Utvalg

Workmates Norge-Palestina

Arbeidsfolk forandrer verden العمال يغيرون العالم

konto nr. 0539 16 76617 <http://palestinakomiteen.no/faglig-arbeid/>



Guide to the tour leader.

Tips and important things to keep in mind to make a super trade union solidarity trip to Palestine: Travel Philosophy and Methodology.

** This guide was written in 2013, but has been updated somewhat in May 2016.*

*Throughout this document "we" is synonymous with The Palestine Committee of Norway, Trade Union Section/Workmates Norway-Palestine. For short the abbreviation **TUS** (for Trade Union Section) will be used. Pr May 2016 TUS have arranged more than 30 trade union solidarity trips of different kinds.*

Having arranged a wide range of trade union solidarity trips since the spring of 2007, we believe that we have gained some knowledge and experience in order to get successful encounters, politically, socially and practically. Here comes our collected knowledge. We emphasize that it is allowed to improve things, and it is allowed to do things one's own way. It is not necessarily easy to transfer all these methods, since they are developed through discussions, trial and error. Organizers must make their own experiences. On the other hand, there are some smart things that can be picked up, we do not all of us need to reinvent the gunpowder every time.

Background and aim

Unions worldwide are based on some common values, and have come all the way to where they are today through struggle: Wage struggle, class struggle, national struggle, "...and at the basis is the monopoly of labor, which trade unions represent, which gives them the strike weapon", as the Norwegian trade union historian Harald Berntsen says, "and their power is resting on the willingness to use it". Palestinian unions based on the same basic values.

Because trade unions have the organizational strength necessary to fight for union rights and values, both at the national and the international arena, trade unions stand as guarantor for important social values such as humanity, dignity and human rights, to form a counterforce to the powerful forces that liberalism has unleashed.

Solidarity is one of these fundamental values and states that the working class has common interest in standing together, worldwide, against the alienation of the global economy. In the solidarity concept is both reciprocity and recognition of community in the fight against a common enemy, a common oppressor or usurper, not lead by compassion but by necessity.

Solidarity is also about organizing indignation and sense of fairness of common people. We'll let the society know when something is unfair, and demand that those who have the power to do something about injustice actually do something, or we are ready to use means of struggle if necessary. With that as a backdrop solidarity with Palestinian workers is particularly important, because they are not only exposed to capitalism and imperialism, but also occupation, colonialism, apartheid and ethnic cleansing.

**Solidarity is to support the struggle, not the suffering.
This slogan should give direction to all our thinking and all our work.**

Our aim in conducting trade union solidarity trips is to affect the largest, most important and most powerful mass organization to take clear positions on Palestine question, through statements, resolutions, decisions, measures and actions, which may put pressure on official Norwegian (state) foreign policy.

The target group can sometimes be people with authority and high positions in trade unions, but most often we seek to connect to ordinary members. We focus primarily on trade unions, and we align ourselves to a trade union content. But we do not discriminate. Everybody may travel with us on our trips.

From the very first tour in spring 2007, we emphasized that the tours should also be angled at work and working conditions in Palestine and to meet and to associate us with Palestinian trade unions.

This political foundation should permeate throughout the whole process, from planning and preparation, to the actual visit, to the summary and follow-up.

The process of making the visit

The first step in the process is to decide who can be the group leader of the tour, to find and decide the date for the tour, when the group leader can take time off from work and go. TUS is covering the expenses for the group leader.

Note about date: Before you decide check out Moslem holidays: <http://www.when-is.com/ramadan-2017.asp>

The only holidays that could stand in the way are the first and second days of the two Moslem holidays: Eid al-Fitr and Eid al-Adha. No other holidays are relevant or important. The problem is that it is hard to find buses, restaurants and sometimes guides. Cities are empty and not very easy to arrange meetings with some people. Ramadan can be a problem for some people but usually during certain hours in the evening. But that doesn't stop work at all.

Then we contact our travel agency, searching for suitable flights. Then we pick what flight that suites us best, and tell the travel agency to hold or reserve a number of seats, mostly 15. This is a temporary reservation till we get the binding registration from participants, and thus the airline sets the final deadline for when the tickets must be booked.

** In Norway we have our own travel agency, Al Quds, established once by the Palestine Committee. Al Quds are handling all our flight reservations. They may also book hotels, but lately we have given this task to our Palestinian tour organizers. They have better knowledge and contacts, and can give better deals.*

The next step is to mobilize participants by announcing the trip in different ways, starting with an outline of the program and the date of departure and return.

What is special at our tours is that participants often are traveling as representatives of their unions. This means that the organization will bear the costs of the trip. Anyone taking part must then approach the organization for financial support, which must be dealt with by the organization's governing bodies. All this takes time. We are therefore dependent on spacious deadlines for registration from the moment we announce until we can ask for binding registration - minimum one month, ideally more than that. As it is now, these airline deadlines are often all too scarce, and there is a problem to find time to complete the process work within the deadlines the airlines set to purchase the flight tickets.

After binding registration: Collect the personal informations needed according to what the travel agency has to know for ordering and final booking of the tickets, full name, passport number and such.

Preparations

The TUS often form a group of planners. 2-3 persons make up the "travel group". The group leader (usually one, two as an exception) are central. The crucial point is that a group leader must have the entire tour and the program in every detail under the skin. It is important to know what discussions and agreements which are made with our Palestinian tour operators and guides on the content of the program, on schedules and transportation, so that one can turn oneself quickly around if something should not function. Therefore it is important that our tour leader participates throughout the preparatory process. On the trip itself the group leader may want to appoint an assistant among the participants.

Planning Tools (own documents)

- Checklist for trip planning
- Program Form, **appendix 1**
- List of contacts, email and telephone.

Contact information Abu Hassan and PACE – appendix 2

- Agenda for preparatory meeting
- Questions to our union comrades, **appendix 3**
- Flights Reservation Form for binding registration
- Evaluation form
- Practicalities, **appendix 4**

What TUS has determined about the visits:

- The tours must be political
- We want to combine Abu Hassan and PACE as our tour operators. After several years we know each other and trust each other, and they know what we want.

Note: Abu Hassan and PACE must be contacted and booked separately.

- Other important cooperators: Jamal, StW and Mahmoud Subuh in Balata.
- We will emphasize a broad network of contacts.
- We will not spend precious time to go to Israel or meeting Israeli organizations. Except WAC Ma'an and Kav LaOved, to the extent that they work in relation to Palestinian workers.

The ideal group size is approximately 15 persons, this fits good with the space in the buses. But we have been 20, and that went well. If there are 6-7 participants we will not cancel, but go as scheduled.

Program and itinerary

The program varies from time to time. Things can also turn up while we are there. And most things are possible to arrange in cooperation, especially with PACE. There are hundreds of interesting places to visit, and another hundreds of organisations to meet.

So step one is to make a program draft, and start the discussion with the Palestinian organizers.

Note: Our Palestinian partners usually make the appointments with various persons and organizations we want to meet, after this initial discussion. Better done in Arabic.

We regard this first visit as an introduction to the Israel-Palestine conflict, with basic knowledge of both politics and the effect on daily life of the Palestinians. To do more sophisticated programs we have arranged a couple of what we call “veteran tours” for people that have visited once (or more) before. We also arrange some “fact-finding missions”, to examine specific issues.

Some short outlines: The three first days is similar for all our visits: Crash course with Abu Hassan – Jerusalem, Hebron, ethnic cleansing, bypass roads, wall, checkpoints, colonies, E1 area, refugee camps, the main features of the occupation, the colonization, the racism and apartheid.

- Balata camp is usually a very strong experience, where everybody ends up weeping..

About Balata, some says the birthplace of the intifadas:

<http://palestinakomiteen.no/wp-content/uploads/2013/05/balata-history-of-a-camp.pdf>

After the tours with Abu Hassan comes the Trade Union days, with smoothening up the impressions from Abu Hassan, and elaborations of the facts - more smiles and laughter, and positive feelings. By all means, the situation especially in the C areas are very bad, but in places in the north there are more room for lighter mood than in Jerusalem and Hebron. Ramallah is a bubble.

Regular trade union tour (see appendix 1): Even if it is not easy, we try to arrange visits to workplaces, to meet the workers there, and we have been to several: Textile factory, quarry, bakery, building site, car repair workshop. The dates factory: This is a dates packing facility, important because it is a very successful Palestinian business – in contrast to the working conditions on Israeli production - with good working conditions, good payment, with products that can compete with the Israeli on both quality and price. We will have to make the program based on what is possible from time to time.

Teachers (see appendix 1): Different kind of education, from kindergartens to university, from teachers organizations to students. We usually visit Bir Zeit. And from now on also the striking teachers.

In general: Check: Have you made all the necessary arrangements and appointments? with guides? and transport? and set up meetings?

- Do not wait too long to make contact and concrete agreements with guides and facilitators. It is at times great pressure and large influx of similar groups and other tourists, then ordering transport must be made in good

time. Especially with a large group as ours buses must be rented in time.

- Same goes hotel. Hotels can be booked by both PACE and Abu Hassan.

- Make specific schedule with time table, to see better how's time can be spent, and to discipline guides. Things can easily slip out of time.

- It also takes longer to travel from place to place than what it appears on the map. So it must be calculated into the itinerary.

Our guides



These people we have cooperated with in many years. They know us, and we know them.

From left:

Jamal Jumaa, coordinator, Land Defense Coalition and Stop the Wall, Ramallah.

**Abu Hassan, Alternative Tours, Jerusalem
Lama Yahya, PACE, Ramallah**

Muhammed Bladi, leader for New Unions, Tulkarem



About time: Through the years we have experienced that time is a crucial factor in all planning of the program for our visits. In many respects it's problematic to schedule a precise timetable, even if we stress this point and try to plan for appointments in the best possible way beforehand. We also think that Palestinians have a concept of exact time planning that differs from our own, mostly due to their conditions under occupation, with road blocks, traffic jams and other travel restrictions. It is thus real difficulties connected with making appointments and arrangements to exact times. While we are not used to this, it is a common part of all Palestinians' life. Making appointments with people is also not always easy, it's just not always "just like that". So we have summed up that we have to live with that in a way. In addition to this, facts on the ground often change the conditions, and even Palestinians are experts in improvising, there are always a chance that timetables will crash.

Note also, that even if the distance between cities and places may seem short in the geography, the travel time will be one hour and a half at the least.

Palestinian Trade Unions

It is not easy to grasp the variety of trade unions in Palestine, nor to understand what they stand for or how they differ from one another. We can be much more systematic when we will collect information on who and what they are, who they organize and what are their main issues. We can prepare some questions beforehand, together with the participants. What do they want to know? What can be compared with our own working conditions? What do we have in common and what is different?

We could also perhaps use it against the trade unions we should meet, send (some of) the questions to them before the trip, as a preparation for what we want to know, what we will talk to them about.

Summary of the knowledge we then receive may be included as part of an epigraph.

Hotel policies - where we should stay

When we are looking for hotels for the our trips, we chose on this basis:

1. The hotel must be Palestinian. Politically important to support the Palestinian private sector.
2. The hotel has a reasonable standard, without luxury, with a reasonable price.

We have stayed at several different hotels, and we add up our experiences with the particular hotels, and take notes of both the positive and negative aspects. On such trips, the participants are exposed to strong experiences. Therefore we emphasize that the hotel is a place we can breathe out and may gather, a place where there is a quiet atmosphere where we can process our experiences, summarize and discuss in a social and informal way. The hotel forms in this way a frame around the trip.

There are several price options, both cheap and expensive. Nor the most expensive neither the cheapest options do necessarily mean that it is the best. Investing in a hotel that meets the criteria we are looking for in our opinion improve quality and is part of the whole experience of the visit. Therefore, we believe that we should not first of all save money when choosing hotels. You will not forget a bad hotel, but you quickly forget the 200 crowns extra for a good place.

Ramallah or Jerusalem? There are arguments for both. Essential is to stay where we can reduce traveling distances to where we are going. In recent trips we also overnight in Nablus.

There are also overnight facilities in Tulkarem, and we are checking out the possibilities.

Our tour operators usually do the booking, according to wishes of double or single rooms.

Payment

The flight tickets we pay to our travel agency.

Our tour guides send us invoice of their total cost – airport transfers, transportations, guiding, most lunches, and then we have to calculate each individual share, also according to doubles or singles at the hotels.

This costs can be paid in advance by transferring the money to their respective accounts.

What comes in addition is dinners, small meals along the road, souvenirs and things like that.

Account information: See appendix 2

Preparation and communication with the participants before the trip

We usually arrange one preparatory meeting. In addition, we want that all the participants in advance get the best possible insight into what they will face, information about the conflict, the occupation, the current situation, about the program, presenting the organizations we will meet (articles, links, web-sites) about security, about practical things, on entry and exit, on pricing and payment, about literature and reading material mm.

We have worked out a set of standard messages about these issues we send to the group members, which should be adjusted and adapted to each trip.

Everyone must feel prepared and included and receive answers to the questions they have.

During the visit

Arrival at Ben Gurion airport, Tel Aviv

It is not always that the Israeli authorities are equally enthusiastic for people who want to travel into Palestine - especially if the visitors like the Palestinians - and it is Israel that controls the borders.

The airport security want to know who we are and where we're going when we get our passport registered upon arrival. How this is conducted is completely unpredictable. Everybody can be stopped and questioned, and sometimes "interrogated" a little more closely.

Usual questions: Where are you going, where will you stay, who you are, whether you are traveling alone or in a group, whether it's holiday or business, whom to visit, whom to meet, if you know someone there, why do you want to travel to "Israel". And maybe other questions, more or less relevant. (Where were your father born...)



Groups on guided tours, in Tulkarem and in Hebron.

In the last few trips we have made good experiences with the tour leader goes first and presents itself as the leader of a trade union group to visit trade unions, Histadrut among them. It has worked very smoothly. We have decided to answer that we travel as a group, and this we tell them when asked. If we're going to pretend that we are not a group, we create only problems for ourselves, becomes entangled in explanations and are quickly revealed in lies and dishonesty. It's certainly easy for them to see that tickets are purchased at the same time and in the same agency. Besides, it is an important political point: that we are not doing anything illegal! We play with open cards, because we have nothing to hide !!

Being asked questions, it is our policy to say as little and unexact (in Norwegian: "round") as possible and tell them - if they ask - that we are a group of trade union people (do not use activists), trade unionists, You may tell that you are on the trade union visit – if they ask - and that you know each other from the union, and say that we will meet local unions and such. If they ask.

In addition, the group naturally will visit famous places such as Jerusalem, the Holocaust Museum, the Dead Sea and the Temptation Mountain Jericho (where Jesus negotiating with the devil for 40 days (or something like that), and other tourist attractions, if necessary also Bethlehem (where we find the nativity church) if they ask more. All other destinations on the West Bank will only trigger more questions.

You should not (preferably not) show them the program. Answer only what they ask, and let them ask more questions if they are not satisfied. **And important: tell no names of people we will meet.**

The trip through passport control is always a kind of excitement we perfectly well could do without. However: Most times it goes quite smoothly and without questions.

If someone in the group is taken aside and held back they most know that they are not alone and abandoned. The group leader must make sure someone in the group will be waiting till they are released.

Briefly summarized:

- NOTE: Do not you provoke and be prepared that the questioners are not necessarily directly polite.
- Be polite, keep calm.
- Say as little as possible
- Answer only what you are asked
- Do not say other than what is true
- Feel free to say that you are participating in a group on a common visit, but do not show them the program.
- If they ask where to stay, give the hotel in Jerusalem.

When we travel out again: Same procedure as upon entry. We discuss this our last evening.

There is always a possibility to travel into Palestine via Amman, Jordan and Allenby bridge, but this alternative is not very much easier.

Security in West Bank in general

There is a lot happening in the West Bank all the time. There are reports of increased violence by settlers,

burning olive trees, and even armed assaults. Some might worry about whether it is safe to travel there under that kind of circumstance. It's never good to know what will happen in an occupied country, there is always some demonstrations and protests where it might go rough, but on WB this has been the order of the day over the years, there are everyday occurrences. The episodes are so frequent that they rarely reaches us in the national news. But since October 2015 he demonstrations have increased. You can follow the local news here: <http://www.maanneews.net/eng/Default.aspx>

In the last few months young Palestinians demonstrates several places, both scheduled on the known "hot spots", but also spontaneously. So it is not unlikely that we unwittingly are ending up near riots. We must ensure not to end up in some turmoil. Our Palestinian hosts and friends also makes everything in their power to safeguard our security. These are the people we have collaborated with long and those we trust 100%. Regarding assessment of safety is communication with guides crucial. As long as they say it is safe to come, we go.

** The Norwegian Foreign Department have web pages with travel advices to Palestine. On the internet we can register our travels in the Norwegian Representative office in al-Ram.*

Friday Demos

In Muslim countries Friday is as our weekends, but it's happening important things on Fridays in Palestine: There are weekly demonstrations in several places, with the support of Israeli human rights activists and Western visitors of many kinds. Popular Resistance groups, Land Defence Coalition and several others have for many years organized demonstrations against the wall, for example in Nabi Saleh, Bil'in and Ni'lin, and many other places.

It is possible to attend these demonstrations on Fridays. It may go a little rough, so we must make it absolutely clear that whoever wants to participate must do so at their own risk.

Note: We need to consider security carefully, because the clashes might be rather violent.

When we attend it is important is to submit to the local management of demonstrations and follow directions from both them and the guides we have with us. In any circumstance we have to hear out our Palestinian friends when we come to WB on how the conditions are, and if they think it is okay to go. Then we follow their advice. If we go: Remember that the Palestinians know best, and we follow the directions from them.

Travel Funds

Lest each should have to pay small amounts of money the whole time, such as buying water and other minor expences, we do it in the following way: We collect (for example) 200 shekels from all and put in a travel crate, which one of the participants (other than the group leader) will be responsible for. This money goes to pay for different items along the way but can also be used for other current things when the group agree. When the cash fund is empty, we take a new round of fund-raising.

Alcohol.

We do not want to have any restrictions on the use of alcohol, and we leave it to the individual to handle. But we should signal clearly that we expect people to show up in the morning even if last night maybe was a little late. With the experience we have, this is not a problem.

The group

The social cohesion of the group is a very important part of the trip. There is a big point that the group can meet to talk about things that have happened. Sometimes it can be powerful experiences. It is therefore important that there are opportunities to gather in the hotel or close by. Another socially point is that the group gather for common dinners at night. Remember to take care of all, and that nobody is left alone.

We also wish that all participants attend all the program, and we should make this clear.

When visiting trade unions and other organizations



Palestinians are formal and polite. They see visits

from groups like us as a solemn and great occasion.

With the same courtesy we also have to introduce ourselves. It is important that the travel group presents itself in front of the organizations, to tell them who we are, why we have come and what we want.

This task we will spread to the participants. It need not be a very long speech, a few words would do. Say something about who you are, where you come from, what professions or unions you represent, how you find Palestine, stuff like that.

Most people understand english. If they only speak Arabic, as most trade unionists do, we have the interpreter to do the translations.

Note: Be prepared that some Palestinians do not shake hands, for religious reasons.

We also think it is part of common courtesy to ask Palestinians questions at such opportunities. There may be questions about their daily situation, or about the future of a Palestinian state. Sometimes we have experienced that it gets a bit embarrassing silent after the hosts have presented for us how they see the situation under occupation. Therefore, we encourage participants to ask, and you may usually ask direct questions with no offence. Prepare some clever questions in advance.

Gifts

We are often asked if we should bring gifts to give to those we visit. This is also a question about courtesy from us, and to show the Palestinians that we greatly appreciate their hospitality.

When we visit unions and others, they usually give us gifts, such as union plaques, flags, caps and the like. Therefore, it is nice if participants bring with them something we can give back, that may remind them of our visit.

Some ideas: Often trade union stuff, flags and other promotional items from the union is highly appreciated. But other gifts can of course also be considered. Think about who we visit, and what might be interesting to give them as a memento of the group.

On one trip we purchased six CDs "Axes of Evil" with the Norwegian artist Kari Bremnes and the Palestinian artist Rim Banna. On another we bought two Norwegian calendars. We also presented a book full of pictures of the northern light. Some had brought items for children (small flashlights). In addition, some of them heavy crystal articles with "moose". Some brought mugs from the local Farmers' Association.

On one occasion we handed over a bag with soccer jerseys from Vålerenga (a local Oslo football team) to the kids in Balata camp.

Other things that may be considered: Book with pictures from national handicrafts, cultural traditions, nature (could be ok to give to families that we visit, woman collective). Coloring books for children with crayons. Tastings of real Norwegian food - fex goat cheese and smoked salmon ...

We just have to use local imagination. But it need not be too great, too heavy, too expensive, too much - just a little something - and it's great if we can bring a little bit each, so we gather everything together and we will spread it along the way. The gifts can be collected at one of the first days, where the group discusses who should have what.

Thank you for receiving us

As important as the presentation of the group is that the group says goodbye; maybe leave a business card, these are very popular. This is highly appreciated. Such solidarity visit is an important event for their survival. We do not need to distribute these tasks in advance, but all might prepare a little, and then share the tasks along the way.

The group leader should ensure these matters.

Evaluation of the trip

The last evening we want all the participants to sum up and comment the visit. If we use an evaluation form the people will fill it out at that time.

Follow up

We put great importance to the establishing of any kind of solidarity work for the trips. Besides working on developing the core program, what happens after the trip is the most important goal for us, for the development of solidarity in the labor movement. Therefore, this is something we are discussing at the preparatory meetings, and during the tour. And most participants do one thing or another, great or small. It is most effective to strike while the iron is hot - during the tour when ideas arise. And the ideas really do arise. So we must be at hand and help people develop them.

Examples: You might make a powerpoint and tell about the trip to the members in your workers committee or union. Some write articles in the local newspapers or trade union publications. Some make proposals or resolutions, such as a boycott of Israeli goods or support for BDS. Some start new local Palcom groups and becomes Palestinian activists, some join the TUS or Boycott Committee. The individual must decide what, from their own points of views and opportunities.

Projects

TUS and Palestine Committee has neither money nor opportunity to engage in projects in Palestine. But ideas usually emerge during the visit, and there is no shortage of offers. We think it's great if unions will follow up solidarity in this way, and are keen to provide contacts, information and advice. Good examples of projects initiated by our solidarity trips are the women cooperative projects in the villages Rantis and Deir Ghassaneh, organized by the trade union Fagforbundet (The Norwegian Union of Municipal and General Employees) in Oslo.

Briefly about the project with New Unions.

Since 2012 we have developed the cooperation project with New Unions, and we encourage our participants to bring this to their unions. NU share our values, and we perceive them as serious and hard-working. We also wish to extend this cooperation to the international trade union movement through "Workmates International", to recognize them as a general trade union internationally. An important prerequisite for the project is that it is based on reciprocity. Both parties provide, both parties learn from each other. An important impetus for us is, moreover, that we will engage in the developing forces - with people who have hope for the future, and not to immerse ourselves in the occupation misery. We want to do something constructive. To just be witnessing the situation constantly worsening is not to bear.

This can also mean some small amount of financial support. They need money for training courses (about 2 800-900 dollars each), support to open local offices, support for organizational travels inside West Bank, and printing of recruiting leaflets and other written material to hand out on workplaces and other occasions.

See special invitation

<http://stopthewall.org/support-new-unions>



Meeting New Unions at their headquarter in Tulkarem. Union officials from all over West Bank come to greet us, also a lot of strong, verbal womwn.

TUS' summary of the trip

TUS has a thorough summary of every trip. This happens at the subsequent TUS meeting where all members are present. In this way, the trade union solidarity visits are becoming part of TUS' collective property, and the collected knowledge we all have become important for both the political content and the technical and practical arrangement. This knowledge is used to constantly develop and improve the trips.

Good luck!

So here you are. We encourage you to make the same experiences as we have done ourselves. Sending trade union groups to Palestine is the best boost for solidarity work – ever.

Finally, from Eamon McMahon, Trade Union Friends of Palestine, from our joint Irish-Norwegian delegation april 2016:

Secondly, as I have I think mentioned earlier, what for me was most outstanding about this visit was the combined experience of the intensification of the crushing nature of the occupation, but also the energising experience of seeing the people's resistance in action in that they are not passive victims (where even to survive is an act of resistance) but are actively organising. The activity of the NU and the teachers, and the mobilisation against the Social Security Law is impressive. Our meeting the NU, hearing about their origins, being at the crossing with them, helps us make a very strong argument to make solidarity links.

Solidarity is supporting the struggle, not the suffering.



Meeting board of New Unions' Womens Department

Appeal from Executive committee of the Palestinian New Federation of Trade Unions, 1st of May, 2016

We thank all those unions and labor activists that throughout the decades have stood with our people in solidarity. We deeply appreciate your efforts and your commitment to internationalism and call upon you to continue to support our struggle for self-determination and the decolonization of Palestine. Today, that Israeli policies continue to hold Gaza under inhumane siege, the majority of our people is still dispersed as refugees unable to return to their homes, thousands are held in Israeli prisons, home demolitions and confiscations are intensified with the aim to cleanse 60% of the occupied West Bank from its Palestinian people, your solidarity is more important than ever.

We renew the Palestinian call for boycotts, divestments and sanctions (BDS) until Israel respects international law and human rights. Over history, from Ireland to India, from South Africa to the United States – workers and citizens have proven that boycotts are among the most powerful and convincing tools people's movements and solidarity actions can choose in front of intransigent and unbearable oppression. The BDS movement is today an integral part of the Palestinian national liberation struggle and has empowered international solidarity globally to achieve concrete and effective change.

Let us work together against all forms of oppression and exploitation!

The whole appeal here: <http://stopthewall.org/2016/05/01/may-1-message-new-unions-pfntu>

Join in!

If you want to contact us:

Harald - harald.haukaa@gmail.com

Kjersti – kjer-n@online.no

We take pride in answering all questions, whatever they might be.

In solidarity



Workmates International

Palestine Trade Union Solidarity

Workers change the world العالم يغيرون العمال





Program Union Solidarity Trip date

Date:

Revised date:

Trip nr:

- day Date	- day Date	- day Date	- day Date	- day Date	- day Date	- day Date	- day Date	- day Date	- day Date
Departure Oslo Gdm:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Guide: Driver/bus: Starting time, duration:	Depart Hotel: Driver/bus:
Flight nr.									Depart Ben Gurion:
Arrival stopover:	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Program Morning Afternoon Evening	Arrival stopover:
Arrival Ben Gurion:	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Departure Stopover:
Picknup time									Arrival Oslo/ Gardmoen: Flight nr:
Driver									
Arrival Hotel: App.									
Program evening									
Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Overnight: Hotel	Status: Unconfirmed Confirmed
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Appendix 1



Program Trade Union Solidarity visit

Date: 12. – 20. March 2016

Saturday March 12	Sunday March 13	Monday March 14	Tuesday March 15	Wednesday March 16	Thursday March 17	Friday March 18	Saturday March 19	Sunday March 20
<p>Departure Oslo Gdm BT152 09.30 til Riga 12.20 Fra Riga 13.00 BT771</p> <p>Bus:</p> <p>Arrival Ben Gurion 1720</p> <p>Arrival Hotel:</p> <p>Free time</p> <p>East Jer. Old City</p> <p>Overnight: Capitol Jerusalem</p>	<p>Hours Guide: Abu Hassan:</p> <p>Jerusalem, Political tour. The wall, colonies, E1, ethnic cleansing – Sheikh Jarrah</p> <p>Afternoon: Old City</p> <p>Evening: Group dinner close to hotel</p> <p>Overnight: Jerusalem</p>	<p>Hours Guide: Abu Hassan:</p> <p>Hebron old city, Ibrahim mosque.</p> <p>Visit some local business as glass factory, shoe factory.</p> <p>Afternoon: Stop in Bethlehem Nativity Church</p> <p>Walk through Gilo CP</p> <p>Overnight: Jerusalem</p>	<p>Hours Guide: Abu Hassan:</p> <p>Tour to Nablus, Balata refugee-camp, Yafa Cultural Center.</p> <p>Visiting the Old City of Nablus.</p> <p>Overnight: Yasmin Nablus</p>	<p>Hours Guide: Jamal Juma</p> <p>4:00 A.M Tulkarem - Taybah checkpoint.</p> <p>Visit Geshori Industrial Zone</p> <p>Meet New Unions, workers, worker committees, Womens Department</p> <p>Overnight: Royal Court Ramallah</p>	<p>Hours Guide: Jamal Bus:</p> <p>Meet workers, other unions, worker committees, visiting work places Textile factory Bakery in Tulkarem.</p> <p>Overnight: Ramallah</p>	<p>Hours Guide: Jamal or Lama Bus:</p> <p>Visit Billin, Nabi Saleh meetings with anti wall committees. Attend anti wall friday marches</p> <p>Meet SW, LDC</p> <p>Lunch in womens cooperative in Rantis.</p> <p>Overnight: Ramallah</p>	<p>Hours Guide: Jamal or Lama Bus:</p> <p>Agricultural colonies in Jordan Valley Meet PGFTU/Kay, LaOved Jericho</p> <p>Meet NU in Jericho</p> <p>Visit Medjoul, Dates factory. Jericho</p> <p>Overnight: Ramallah</p>	<p>Depart for airport:</p> <p>Bus:</p> <p>Depart Tel Aviv 11.20 til Riga 15.50 BT772 Fra Riga 18.15 til Oslo 19.10 BT153</p> <p>Arrival Oslo 1910</p>



Program teachers trip friday September 25. – sunday October 4. 2015

Friday Septem 25.	Saturday Septemb 26.	Sunday Septemb 27.	Monday Septemb 28.	Tuesday Septemb 29.	Wenesday Septemb 30.	Thursday October 1 st.	Friday October 2.	Saturday October 3.	Sunday October 4.
<p>06:45 Depart from Oslo Gardermoen</p> <p>Via Vienna</p> <p>Arrive at Ben Gurion AirPort 14:55</p> <p>Transfer to Capitol Hotel - Jerusalem Bus: Abu Musa</p> <p>Afternoon: Walk through Jer. Old City</p> <p>Dinner</p> <p>Overnight Capitol Jerusalem</p>	<p>10:00 Guide: Abu Hasan. Bus: Abu Hasan</p> <p>Jerusalem, Political tour. The wall, colonies, E1, ethnic cleansing – Sheikh Jarrah</p> <p>Afternoon: Old City</p> <p>Evening: Group dinner close to hotel</p> <p>Overnight Jerusalem</p>	<p>09:00 Guide: Abu Hasan. Bus: Abu Hasan</p> <p>Hebron old city, Ibrahim mosque.</p> <p>Visit some local business as glass factory, shoe factory.</p> <p>Afternoon: Stop in Bethlehem, Nativity Church</p> <p>Walk through Gilo CP</p> <p>Overnight Jerusalem</p>	<p>09:00 Guide: Abu Hasan Bus:</p> <p>Nablus, Balata refugee camp, Yafa Cultural Center. Coordinate with UN school if possible</p> <p>Afternoon: Old City Nablus.</p> <p>Overnight Yasmin Hotel, Nablus</p>	<p>09:00 Guide: Adel Bus: PACE</p> <p>Visit Nablus, meet educators from different academic institutions and church leaders (Father Yosef Saadeh).</p> <p>Visit Najah University</p> <p>Visit the Samaritan community and museum</p> <p>Overnight Yasmin Hotel, Nablus</p>	<p>04:00 A.M. Guide: Jamal Jum'ah Bus: PACE</p> <p>Leave Nablus at 4: 00 o'clock to the Workers Crossing in Tulkarm,</p> <p>Meet New Trade Unions, Womens department, and women cooperative in Tulkarm</p> <p>Eat breakfast in Tulkarm and return to Ramallah.</p> <p>Afternoon & Evening: free</p> <p>Overnight Ramallah</p>	<p>09:00 Guide: Adel Bus: PACE</p> <p>Visit Jalazone camp YWCA kindergarten, Meet UNRWA officials and visit UNRWA school of the camp.</p> <p><i>Tour villages around Ramallah have lunch at the women association of Deir Ghasaneh.</i></p> <p>Overnight Ramallah</p>	<p>09:00 Guide: Jamal Jum'ah Bus: PACE</p> <p>Visit Jericho & Dead Sea Drive along Alon Road overlooking Jordan Valley, Stop at a Bedouin camp, Meet Trade unionists in Jericho. Lunch at Cable car upper restaurant. Swim at the Dead Sea.</p> <p>Overnight Ramallah</p>	<p>10:00 Guide: Adel Bus: PACE</p> <p>Meet with Union of Palestinian Teachers, and with teachers' retirees committee in Ramallah.</p> <p>Meet Land Defence Coalition & Stop the Wall</p> <p>Evening: Group dinner in Ramallah</p> <p>Overnight Ramallah</p>	<p>Transport from Ramallah to Ben Gurion Airport Bus: PACE</p> <p>Hours: Departure Hotel:</p> <p>Departure Ben Gurion: 0620</p> <p>Arrival Oslo/ Gardermoen 1245</p>

Appendix 2

Contact information Abu Hassan

Phone +972 (0) 522 864205
 info@alternativetours-jerusalem.com
 Alternative tours Jerusalem <http://alternativetours-jerusalem.com/>

Account information

IBAN: PS75 ARAB 0000 0000 9100 4525 3031 3
 Swift Code: ARABPS22100
 In the name of: Ziad Ighneem, Wadi Joz, Jerusalem
 Name of the Bank: ARAB BANK PLC
 Bethany Branch
 Bethany
 Palestinian Territory

Contact information Lama Yahya PACE

Phone: +970 2240 7611 +972 2240 7611
 Email: pace@p-ol.com
<http://pace.ps/>

Account information

Payment may be made in US\$ or Euro by a wire transfer to Lama Yahya's account at the Bank of Palestine, Ramallah branch
 Account Holder:Lama Adel Yahya
 Account No.:1230206
 US\$ Account No. IBAN: PS78PALS045812302060013000000
 Euro Account No. IBAN: PS83PALS045812302060333000000

BANK OF PALESTINE P.L.C.
 RAMALLAH Branch
 RAMALLAH, WEST BANK, PALESTINIAN TERRITORIES
 SWIFT CODE:PALSPS22
 BANK NO.:89
 BRANCH NO.:458

EURO CORRESPONDENT:
 DEUTSCHE BANK
 FRANKFURT-GERMANY
 SWIFT CODE:DEUTDEFF

A receipt will be issued upon receipt of payment into Lama's account.

Sincerely yours,
 Lama Yahya
 Director of PACE



Appendix 3

Questions to our union comrades.

In general:

About the general economic situation for Palestinian workers.

- What kind of jobs and paid work is it possible to get in Palestine?
 - Industry?
 - Agricultur?
 - Workshops?
 - Work in Israel?
 - Work in settlement?
- How big is the unemployment?
 - Percentage
 - Actual numbers
- What are the working conditions for the members that have a work to attend?
- What are the conditions for work in Israel or in settlement?
 - Working hours?
 - Pay?
 - What happens when workers come late to work due to the wall and the checkpoints?
- Do you have any work legislation?
 - Protection of workers?
 - What is the content?
 - Occupational health?
- What does a union membership do for regular workers in Palestine?

About the union:

- Goals and tasks
 - What are the tasks of the union under occupation?
 - What kind of work do you do when a great deal of your members are without work?
 - Plans & Tasks - short and long range
 - Organisation
 - Branches
 - How many members do you have?
 - Age of the members (mostly young – old)
 - Female members - percentage
 - Leadership
 - Education of members and local leadres
 - Elections
 - Member fees
 - Administration

- Where do your members work?
- What are the conditions?
 - Working hours?
 - Pay?
 - What happens when workers come late to work due to the wall and the checkpoints?
- What kind of agreements do you have?
- Working regulations....
- About your agreements (wage agreements, other agreements)
 - Do you have a system?
 - Some words about your system?
- What kind of relations do the unions have to the employers?
 - Do you stand together against the occupation, do you have any disagreements?
 - What are the discussions?
- Do you have any kind of strikes or workers struggle against the employers – as we know it in Norway?
 - What are the demands
 - Types of actions
 - Length of actions

Relations between unions

- What are the similarities?
- What are the differences?
- Do you cooperate?
- What are the conditions for union leaders under occupation?
 - Who pay their salaries
 - What are their wages?
- When you get arrested,
 - What do you get arrested for?
 - For how long? Under what conditions?
 - Can you (the union, the members) protest?

The Histadrut

- What is your unions relation with Histadrut?
- Do you get any support from the Israeli Trade Union?
 - Are there agreements with Histadrut?
 - If so
 - Which and what kind
 - in which areas

Appendix 4

Practical information

Passport:

Always bring the passport with you, every day, always! The passport is the only ID accepted at check points and other control points. Drivers license, credit cards do not apply! We recommend to photocopy passports, and store this somewhere other than the actual passport. This is an extra security if one would be unfortunate to lose it. A copy + another ID (driver's license) will make it somewhat easier to obtain travel documents to get home.

Note: Know that passport control at Ben Gurion do not stamp the passport any more. Instead you get the visa on a loose patch, where entry data is specified. Take good care of this tag!

Tip: Do you have Arab stamps in your passport - Syria, Lebanon, Egypt, Tunisia ... we encourage you to provide you a new passport to avoid unnecessary situations, interrogation and questioning at Ben Gurion.

Language:

Most Palestinians speak and understand English. But sometimes interesting people is only talking Arabic, and where we meet with them, we have an interpreter (Arabic to English).

Tip: Talk to as many Palestinians you possibly can! Those who stand in the store, those who sell fruit or pastries on the corner, the serving at the cafes. And they need sometimes only encouragement to dear to try. Palestinians are enlightened and well-informed, so this can you get a lot out of. It is also an excellent way to show solidarity!

Currency:

Currency unit is shekels, and is the same as in Israel (ILS). The rate is about (Check).

We change currency smoothly at the airport in Tel Aviv, and after that it goes smoothly in ATMs. (But make sure you do not press Jordanian dinars ...). Use Visa, experience shows that there are problems with Mastercard.

You need cash in most places, only occasionally credit cards.

About ATMs: It is not unusual that some have problems with withdrawals of larger amounts. Check with the bank you use if there are any limits on withdrawals abroad. Some participants on previous trips have got this problem, The ATM may also have limits. But there are different ATMs run by different banks, so if it does not work on one, it works on the other.

Weather and clothing:

We estimate that there are quite comfortable (for us) springtime temperatures at this time of the year.

Weather forecasts (and local news) you can follow here: <http://www.maannews.net/eng/Default.aspx>

When it comes to clothes and dress code: Use ordinary clothes. Heavy suits and ball gown is completely unnecessary.

Shorts and miniskirts are not acceptable, so use long pants.

Good shoes are always nice to have, it will be some days where we walk part on varying surfaces, high heels are impractical.

We will visit various organizations, meet different people in different situations. For that reason we go regular nicely dressed. Might be nice to have a warm jacket or sweater for evening use. Ramallah is located at about 800 m above sea level, so it can get chilly at night.

Vaccines and food:

Vaccines are not necessary.

So far no one has been bad in the stomach of food.

Data access:

Generally network access in hotels and many restaurants.

Current:

Not an issue. Everything is like in Norway. (Check!)

About taking pictures

It's clear that everybody has to take lots of pictures! First of all here are countless motives, incredible situations, historical monuments, unique nature, great people.

Secondly, you do need to have pictures to show to people when you are going to tell about your trip when you come home, because you're going to tell is hard for people to grasp - even with images that support the stories.

(This is something we strongly encourage: Tell the stories to your workmates, family and friends when you get home. You will have the need for it yourself as well. Many of you have also been allowed to cover your travel costs from your unions, and thus you are their representatives. The lecture / slide show / story about the trip's a good feedback to those who have appropriated the trip for you).

If you want to take pictures of Palestinians you should apply common courtesy: Ask them first if they think it's OK, because some people don't for different reasons. When you tell them that you come from Norway, and that you are going to exhibit the pictures when you get home, you will experience excitement and gratitude.

But it's not okay to take pictures of soldiers or military vehicles and installations, at least not openly. Perhaps with the exception of Israeli military activity at demonstrations and occasions like that This you can assess specific with our guides.

Sometimes one may ask Israeli soldiers if it is ok to photograph them, and we may find that they willingly line up. Sometimes it may be possible that one of the participants take pictures completely discreet. What is important is that we do not put our Palestinian guides in difficulty.

Tip 1: It is not certain that everyone has a camera, so you should arrange to share pictures after the trip.

Tip 2: You may want to send home pictures online, so you do not have to be exposed to unpleasant questions when leaving.

Checkpoints:

Be prepared that you may experience indignant, humiliating things and behavior of Israelis - primarily against Palestinians, but it can be uncomfortable for us too. It is always best to behave quietly. One achieves no end to the humiliation by stirring up the soldiers.

The Palestinians say the Israelis have rigged down activity at the checkpoints in the later times, and that traveling has become simpler. On the other hand the surveillance has become more subtle, more high-tech, not so conspicuous. Cf. the international campaign against G4S, providing surveillance equipment to checkpoints.

But remember that the occupier anytime can be deployed at full strength, set up checkpoints where they want and act rowdy. They are always very close even though they do not appear, and they have full control. Since October the chance of meeting soldiers along the road has increased.