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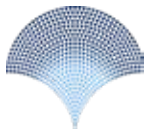
CECI

Follow-up report:

Implementation of the government resolution to implement the State panel's recommendations for eradicating racism against Ethiopian Israelis (Palmor Report)

On the basis of Government Resolution 1958 of 19.8.2016 regarding
a government policy promoting the optimal integration of Ethiopian
Israelis in Israeli society – adoption of recommendations for
eradicating racism against Ethiopian Israelis

July 2018



CECI About the Citizens' Empowerment Center in Israel

The Citizens' Empowerment Center in Israel (CECI) is a non-profit organization dedicated to examining the effectiveness of the Israeli government and the public sector, as well as the performance capabilities of the executive authority. CECI focuses on policy-implementation processes and on various aspects relating to the functioning of the government and its ability to lead and implement changes that benefit the public. Within this framework, the CECI operates the venture "the Monitor," which engages in civil follow-ups and monitoring of the implementation of government resolutions and parliamentary enactments of laws and makes them accessible to the public. "The Monitor" helps citizens understand government processes and policy implementation by creating a broad infrastructure of integrated, empirical knowledge about the processes involved in implementing government resolutions. The objectives of "the Monitor" are to promote improvements in the Israeli government's work, to increase civic awareness and encourage civic involvement in the spheres of activity in the public sector.



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This follow-up report was written within the scope of “the Monitor” Project of the Citizens’ Empowerment Center in Israel, which monitors and follows-up on the implementation of government resolutions.

This report was written by Atar Yadin, a researcher in the Monitor Project, with the guidance of Noa Rosenfeld, Government Affairs Director of the Citizens’ Empowerment Center in Israel

Contents

Summary table – Resolution Components and the Status of their Implementation4

Introduction10

Details of Resolution Components and the Status of their Implementation.....13

 Ministry of Justice13

 The State Attorney-General18

 The Civil Service Commission20

 Ministry of Education.....22

 Accountant-General in the Ministry of Finance26

 Ministry of Labor, Welfare and Social Services – Employment27

 Ministry of Communications28

 Ministry of Labor, Welfare and Social Services – Welfare and Social Services.....29

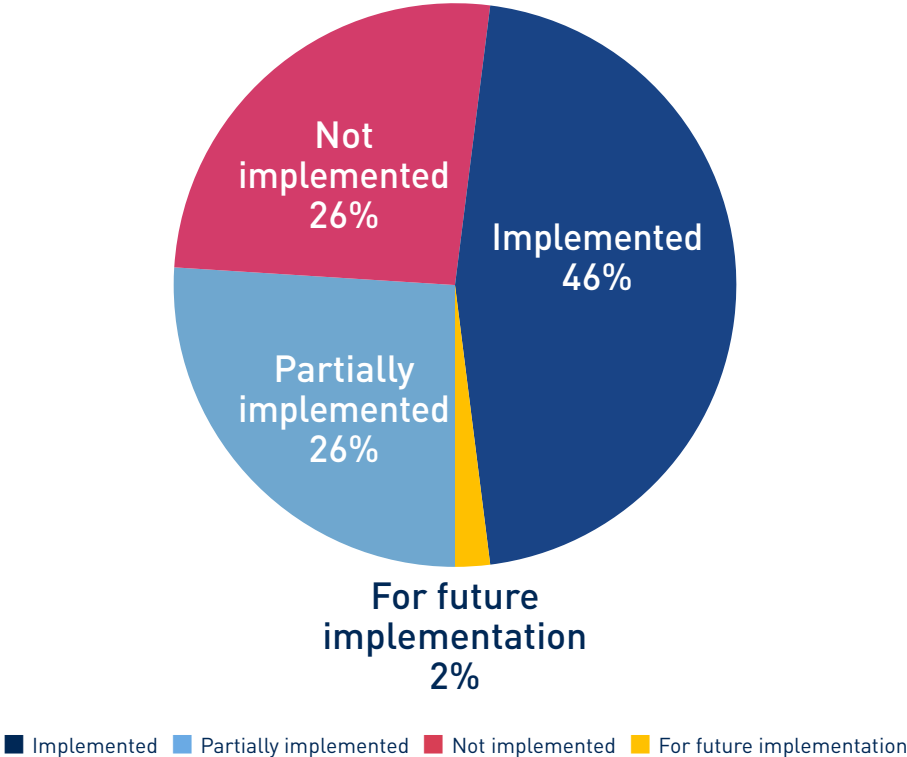
 Ministry of Culture and Sport30

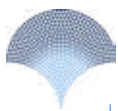
 Ministry of Homeland Security.....31

 Statutory bodies31










Insights and conclusions.....32









Government Resolution 1958: Status of Implementation

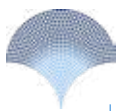

















Summary table – Resolution Components and the Status of their Implementation

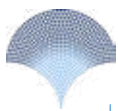
	Resolution	Situation report	Status	
Ministry of Justice	1	To establish a national antiracism coordination unit.	Established in the Ministry of Justice in February 2017.  Implemented	
	2	To handle complaints about racism.	A platform was created in the Ministry of Justice for reporting racism and discrimination.  Implemented	
	3	To prepare an annual report on the activities of the National Antiracism Coordination Unit.	A comprehensive report was published in March 2018.  Implemented	
	4	To create a list for diversifying experts appearing in the media.	A list of Ethiopian-Israeli experts ("Top List"), is being used by the NPO "Anu" in conjunction with the Ministry of Justice.  Implemented	
	5	To submit recommendations for further measures at the end of three years of the plan's implementation.		For future implementation
	6	To submit an annual report to the ministerial committee on the achievement of indicators.	Ongoing reporting to the ministerial committee is being performed.  Implemented	
	7	To establish a public council to work in collaboration with the National Antiracism Coordination Unit.	Established in December 2017.  Implemented	
	8	To revoke the court fee for claims pursuant to the Prohibition of Discrimination in Products and Services Law.	No draft of a legislative amendment has been prepared.  Not implemented	
	9	To provide a public defender to represent suspects who allege police brutality.	An amendment to the Public Defense Regulations came into effect on January 14, 2018.  Implemented	
	10	To provide representation by the Legal Aid Bureau, and to eliminate the economic test in cases involving inequality or discrimination.	A draft bill in this regard was approved by the Knesset Plenary in a first reading in June 2018 and is awaiting approval during the second and third readings. The draft bill is scheduled to be submitted for approval during the next session of the Knesset in October 2018.  Partially implemented	








	Resolution	Situation report	Status
	11 To expand the community courts pilot.	Currently, three community courts are operating: in Be'er Sheva, in Ramle and in Tel-Aviv.	 Implemented
	12 To appoint an interministerial coordinator to prevent and reduce juvenile delinquency.	The position was manned in November 2017.	 Implemented
	13 To translate into Amharic documents of the Police Internal Affairs Investigation Unit and the District Attorney's Office.	The State Attorney-General's Office is working to translate main content into Amharic.	 Partially implemented
	14 To forward information from enforcement and prosecutorial sources to the Police Internal Affairs Investigation Unit and to the Police Disciplinary Department.	A directive was issued and came into effect in January 2018.	 Implemented
	15 To budget Government Resolution 1958.	Budgets have been allocated for manpower positions and the unit's activities in the Ministry of Justice.	 Implemented
State Attorney-General	16 To clarify procedures for application of the Penal Law.	No process of clarifying and revising procedures for the Penal Law has been initiated.	 Not implemented
	17 To examine disciplinary proceedings in the Civil Service, in the Israel Police, in the Prison Service and in the IDF.	A clarification in this regard has been forwarded.	 Implemented
	18 To examine disciplinary proceedings against licensing professionals.	The examination of this subject has not yet been completed.	 Partially implemented










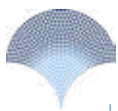
		Resolution	Situation report	Status
The Civil Service Commission	19	To appoint a ministerial antiracism officer in every government ministry.	The policy was changed, and it was decided to appoint designated officers in only 19 major ministries; in the rest, the role was consolidated with the officer in charge of occupational diversification. The appointment process is underway.	 Partially implemented
	20	To hold workshops on occupational diversification and the eradication of racism, for managers and employees in the public sector.	One conference was held in 2017.	 Partially implemented
	21	To conduct a survey on organizational climate and occupational diversification in government ministries.	No survey was conducted.	 Not implemented
	22	To publish a report on occupational diversification and the inclusion index in government ministries.	No report was published.	 Not implemented
	23	To compile a candidate pool of Ethiopian-Israeli college graduates for placement in Civil Service.	No pool was compiled.	 Not implemented
	24	To formulate a program of mentoring and networking for new employees at the beginning of their professional careers.	No plan was formulated for mentoring populations of employees eligible for affirmative action.	 Not implemented

	Resolution	Situation report	Status
Ministry of Education	25	To examine ways to create managerial successors in the educational system.	The Ministry of Education took action to identify Ethiopian-Israeli teachers with potential for becoming managerial successors.  Implemented
	26	To build work plans that include compulsory continuing education courses on the subjects of equality and the handling and prevention of racism and discrimination.	The Headquarters for Civic Education and Co-existence is continuing to develop plans, and is holding continuing education courses for teachers, but they are not compulsory. Furthermore, there is no compulsory unit for multiculturalism and pluralism.  Partially implemented
	27	To institute compulsory training for educators on the subject of eradicating racism.	No compulsory and methodical training on the subject of preventing racism has been instituted, due to budgetary considerations.  Not implemented
	28	To increase the inclusion of content on Ethiopian Jewry's history and heritage, and content promoting diversity in school curricula and textbooks, including with regard to skin color – in positive contexts.	The Ministry of Education took action to create content and established an internet platform to make such content accessible. With regard to increased inclusion of content on diversity, it was decided that differentiating between groups and specific references to them would be incorrect.  Partially implemented
	29	To develop mechanisms to incentivize schools to encourage creativity among high-school students majoring in cinema and theater during their high-school studies.	Mechanisms had already existed prior to the resolution to develop and encourage creativity among cinema and theater majors, and that enable requests to be submitted. However, no budget has been allocated for this purpose.  Partially implemented
	30	To incentivize the inclusion of content on multiculturalism in schools.	This component of the resolution was not implemented because the Ministry of Education lacks the resources to promote it.  Not implemented
	31	To incentivize the inclusion of content against racism in cinema and theater tracks and through a Minister of Education Prize.	There is no incentive to produce outstanding works about contending with racism within the context of the Ethiopian-Israeli community, but the prize was awarded in 2017 thanks to a designated donation.  Partially implemented



		Resolution	Situation report	Status
Accountant General in the Ministry of Finance	32	To examine the addition of a stipulation in government contracts that prohibits racist behavior.	An examination was conducted and the decision was made to publish directives in this regard.	 Implemented
	33	To give preference in government contracts to suppliers that implement the principle of occupational diversification.	An examination was conducted and the decision was made to take action to promote this matter.	 Implemented
Ministry of Labor, Welfare and Social Services – employment	34	To convene meetings between employers and potential employees.	The initiatives with employers are being expanded within the scope of the Lamerhak Program (“Going the Distance”), a program providing occupational and career guidance to Ethiopian Israelis.	 Implemented
	35	To offer preparatory courses for candidates for the labor market.	Preparatory training courses are being offered to candidates within the framework of the Lamerhak Program, a program providing occupational and career guidance to Ethiopian Israelis.	 Implemented
	36	To increase the scope of activities of the Equal Employment Opportunities Commission.	The Commission is carrying out a series of actions to increase enforcement, to improve its response capabilities and improve access, but it cannot be determined with certainty that these actions are an outcome of the government resolution.	 Partially implemented
Ministry of Communications	37	To support broadcasts that increase the representation of Ethiopian Israelis.	The Council for Cable and Satellite Broadcasting is not supporting non-commercial broadcasts in Hebrew about the Ethiopian-Israeli experience.	 Not implemented
	38	To conduct a study examining diverse representation in the media.	Studies are being conducted, but they are not periodic, as prescribed in the resolution.	 Partially implemented

		Resolution	Situation report	Status
Ministry of Labor, Welfare and Social Services – welfare and social services	39	To translate meetings in the Youth Probation Service into Amharic.	There are translation services into Amharic and Tigrinya at the Youth Probation Service and they are being used as needed.	 Implemented
	40	To translate official documents being issued by the Youth Probation Service into Amharic.	Relevant documents in the Youth Probation Service are being translated into Amharic.	 Implemented
Ministry of Culture and Sport	41	To establish a “cinema incubator” for youth from the Ethiopian-Israeli community.	No tender was published for the establishment of a cinema incubator that will express the unique voices of Ethiopian-Israeli youth.	 Not implemented
	42	To establish a fund for introductory training in all artistic disciplines to encourage Ethiopian-Israeli artists.	No new tender was published for the establishment of a fund for independent artists, out of which, funds would be allocated to Ethiopian-Israeli artists. It is expected during 2019.	 Not implemented
	43	To establish a fund enabling Ethiopian-Israeli artists and producers to initiate projects.	No fund was established to enable Ethiopian-Israeli artists and producers to initiate projects. The Ministry supports ventures and projects in other ways.	 Not implemented
Ministry of Homeland Security	44	The Minister of Homeland Security announced that he has taken measures to eradicate racism.	Most of the Palmor Report recommendations concerning the police were adopted in Government Resolution 2254 of January 2017.	 Implemented
Statutory bodies	45	To appoint an antiracism officer in statutory bodies.	An antiracism officer was appointed in 44 of the 47 government ministries and support units.	 Implemented



Introduction

The State of Israel has been contending for years with the gaps between Ethiopian Israelis and Israeli society as a whole. These gaps are expressed in several aspects: the ratios of pupils eligible for high-school matriculation certificates are lower relative to other populations; in the Israel Defense Forces (the IDF), there is insufficient fulfillment of personal potential during military service; the ratios of IDF officers are low; the ratios of recipients of higher education are low; there are wide gaps in integration in high-quality employment; and more. These data show that, despite the fact that Ethiopian Israelis are an integral part of Israeli society, their absorption and assimilation process has not yet been completed.¹ Furthermore, in recent years, various incidents occurred that suffice to indicate discriminatory and even racist treatment on the part of Israeli society and/or the Establishment, such as: refusing to accept children in schools; over-policing; the Rabbinical Establishment's refusal to recognize various aspects of Ethiopian Jewish religious tradition; and additional incidents. All these incidents intensified the outrage felt by the Ethiopian-Israeli community and led to a wave of protests from the community. As a result of these incidents, a number of government resolutions have been passed over the years to optimally advance Ethiopian Israelis within Israeli society.

In February 2008, the 31st government adopted a five-year plan to promote the absorption of Ethiopian Israelis in Israel. The plan was drafted by an ad hoc committee of directors-general, headed by the director-general of the Prime Minister's Office. The plan was passed within the scope of a government resolution² and was scheduled to be carried out between 2008 and 2012. This five-year plan was barely implemented. In May 2013, the State Comptroller issued a scathing report in this regard,³ which included details of the material failures in implementing the plan and the reasons for them, including the budgeting of the plan, the absence of a single authority to be held accountable for its implementation, difficulties obtaining cooperation from the government ministries, the failure to set targets and clear indicators, and more.

In February 2014, a new government resolution was passed in this regard, due to the plan's failure. Government Resolution 1300,⁴ entitled "Formulation of a Plan to Promote the Optimal Integration of Ethiopian Israelis in Israeli Society," stated that a joint panel of the Ministry of Immigrant Absorption and the Prime Minister's Office is to be formed and tasked with formulating a new five-year plan to promote the optimal integration of Ethiopian Israelis in Israeli society. The new policy was formulated with public input, and by allowing open discourse between the public and the government ministries via the internet and by holding round-table discussions. This discourse enabled the general public and civil society organizations to share their opinions and proposals in this regard. As a result of this process, the "**Derech Hadasha**" ("New Way") Plan was formulated. The panel's work plan was formulated by December 2014 but the 33th government dissolved at that time, and adoption of the plan as a government resolution was postponed and awaited the formation of the 34th government.⁵

1 Prime Minister's Office, "Derech Hadasha" ("New Way") – Government Policy for Integrating Ethiopian Jews in Israeli Society," September 2016, pp. 9-12 (in Hebrew): <http://www.pmo.gov.il/policyplanning/hevra/Documents/derechHA281216.pdf>.

2 Government Resolution 3116, 10.2.2008, "Five-Year Plan for the Absorption of Ethiopian Israelis" (in Hebrew): https://www.gov.il/he/Departments/policies/2008_des3116.

3 State Comptroller, Annual Report 63.C, "Chapter One – Lateral Tasks and Interministerial Tasks – Aspects in Promoting the Integration of Ethiopian Israelis – Material Defects in Managing a National Plan," pp. 3-74, May 2013 (in Hebrew): http://www.mevaker.gov.il/he/Reports/Report_114/926efbcf-6853-4c93-8154-2844c658d9aa/7917.pdf.

4 Government Resolution 1300, 9.2.2014, "Formulation of a Plan to Promote the Optimal Integration of Ethiopian Israelis in Israeli Society" (in Hebrew): https://www.gov.il/he/Departments/policies/2014_des1300.

5 For more information about the delay in adopting the plan, see the follow-up report on Government Resolution 1300 of 9.2.2014 by the Citizens' Empowerment Center in Israel: "Plan to Promote the Optimal Integration of Ethiopian Israelis in Israeli Society," which was written by Yael Wolff within the scope of the Monitor Project and was published in April 2016 (in Hebrew): <http://www.ceci.org.il/sites/citizens/UserContent/files/monitorreport/monitor%201300.pdf>.

In April 2015, a videotape was published that showed Damas Fekadeh, an Ethiopian-Israeli soldier, being beaten by a police officer from the *Yasam* special patrol unit and a police volunteer. The videotape aroused rage in the Ethiopian-Israeli community and was the catalyst for one of the community's largest protests. The protest was expressed in stormy demonstrations protesting police treatment of Ethiopian-Israeli citizens and complaining about discrimination by police forces. As a result of the wide-scale protest, and while the 34th government was being formed, in May 2015, the government passed Government Resolution 19, which called for the formation of a "Ministerial Committee for the Advancement of the Integration of Israeli Citizens of Ethiopian Descent in Israeli Society."⁶ In July 2015, the ministerial committee drafted a new government resolution⁷ – "Government Policy for Advancing the Integration of Israeli Citizens of Ethiopian Descent in Israeli Society." Pursuant to this resolution, the government ministries were asked to revise their work plans to conform to the plans drafted in the "New Way" Plan. The revisions were supposed to be made within 30 days, but finally, three months later, in October 2015, Government Resolution 609 was passed,⁸ which adopted the plans of the Ministry of Education, the Ministry of Welfare and Social Services and the Prime Minister's Office taken from the "New Way" Plan.

The "New Way" was defined as a plan for the years 2016-2019 and it operates under the Prime Minister's Office, the Society and Government Department. Over the course of the following months, a number of additional resolutions were passed that adopted the plans of additional government ministries taken from the "New Way" Plan, including the Ministry of Homeland Security, the IDF, the Civil Service Commission, the Ministry of Culture, the Ministry of Construction and Housing, and more.⁹

"New Way" plans engage in narrowing the social and economic gaps between Ethiopian Israelis and the rest of Israeli society, but they contain no emphasis on the phenomenon of racism against Ethiopian Israelis. The protests by the Ethiopian-Israeli community led to the passing of Government Resolution 1107 in February 2016, which called for the **formation of an interministerial committee to eradicate racism against Ethiopian Israelis, which will be headed by the director-general of the Ministry of Justice.**¹⁰

What led to the formation of the panel was the understanding that opens the Palmor Report:

*"For many years, Ethiopian Israelis have been subjected to discrimination on the part of the Establishment and on the part of Israeli citizens, to exclusion from the public arena, to discrimination in education and employment, to stigmas and negative stereotyping – both blatant and insinuated – and they are also exposed to physical and verbal violence against them ... their protest accelerated a process that began last year (2015-2016), of acknowledging the existence of discrimination against Ethiopian Israelis by the Establishment and by individuals, and of extensive activity to change this situation."*¹¹

The panel that was formed, headed by the director-general of the Ministry of Justice, Emi Palmor, was comprised of senior representatives of the government ministries, Ethiopian-Israeli social activists and representatives from academia. The principles that guided the panel's work were: involving the

6 Government Resolution 19, 19.5.2015, "Ministerial Committee for the Advancement of the Integration of Israeli Citizens of Ethiopian Descent in Israeli Society" (in Hebrew): https://www.gov.il/he/Departments/policies/2015_dec19.

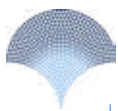
7 Government Resolution 324, 31.7.2015, "Government Policy for Advancing the Integration of Israeli Citizens of Ethiopian Descent in Israeli Society" (in Hebrew): https://www.gov.il/he/Departments/policies/2015_des324.

8 Government Resolution 609, 29.10.2015, "Government Policy for Advancing the Optimal Integration of Ethiopian Israelis in Israeli Society – Plans of the Ministry of Education, the Ministry of Welfare and Social Services and the Ministry of Health, and a Panel Tasked with Implementing and Following-up on the Plan" (in Hebrew): https://www.gov.il/he/Departments/policies/2015_dec609.

9 Which were passed between the years 2016 and 2018, in Government Resolutions 666, 1107, 1957, 2253 and 3649.

10 Government Resolution 1107, 4.2.2016, "Government Policy for Advancing the Optimal Integration of Ethiopian Israelis in Israeli Society – Approval of the Plans of the Ministry of Defense and the IDF, the Ministry of Economics and Industry, the Civil Service Commission, Completion of the Plan of the Ministry of Homeland Security, and the Formation of a Panel to Handle Racism" (in Hebrew): https://www.gov.il/he/Departments/policies/2016_dec1107.

11 Ministry of Justice, Summary Report of July 2016, "Report of the Panel for Eradicating Racism Against Ethiopian Israelis," p. 15 (in Hebrew): <http://www.justice.gov.il/Publications/Articles/Documents/ReportEradicateRacism.pdf>.



Ethiopian-Israeli community; measurable targets that will facilitate evaluating implementation; the modes of intervention, whether immediate or permanent and constant; and transparency. “The panel drafted conclusions and recommendations, the implementation of which should lead to a significant change in the magnitude of the phenomenon, to a change in the reality, and to awareness among the entire population – and, as a result, should heal the break in confidence that was caused between Ethiopian Israelis and the Israeli Establishment and society as a whole.”¹²

The panel published a summary report in July 2016.¹³ The recommendations in the report, which is also called the **Palmor Report**, were largely approved by the ministerial committee, including implementation timetables and measurable targets, in **Government Resolution 1958 “Government Policy for Advancing the Optimal Integration of Ethiopian Israelis in Israeli Society – Adoption of Recommendations for Eradicating Racism Against Ethiopian Israelis,”** which was passed on August 19, 2016.¹⁴ It is important to note that this resolution did not include the Palmor Report recommendations with regard to the police.¹⁵

As a result of the government resolution, a **new National Antiracism Coordination Unit** was formed, headed by attorney Aweke Kobi Zena. The unit operates under the Ministry of Justice and is tasked with coordinating and synchronizing government activities to prevent racism.¹⁶

The resolution prescribes ways to contend with the phenomenon of racism in general and against Ethiopian Israelis in particular, including the appointment of statutory antiracism entities, and the formation of an antiracism coordination unit subordinate to the Ministry of Justice. The resolution encompasses many fields governing many government ministries, primarily: the Ministry of Education, the Ministry of Homeland Security, the Ministry of Justice, the Ministry of Economics and Industry, and the Ministry of Labor, Welfare and Social Services. Pursuant to the resolution, economic and human resources are planned to be allocated for the purpose of eradicating racism against Ethiopian Israelis; however, it should be noted that no dedicated budget was allocated to carry out the resolution, and the government views its implementation as a direct continuation of the “New Way” Plan. The resolution applies directly to additional institutions, including: municipalities, local councils, the police, the Government Publications Bureau, and more. According to the panel, the implementation of the recommendations should contribute to eradicating racism against Ethiopian Israelis on three plains: compilation of information, drafting and implementing an action plan, and increasing the positive representation of Ethiopian Israelis.

An appendix was attached to the government resolution, which specifies the 53 recommendations that outline the modes of action towards eradicating racism, and specifies the authority that is responsible for each sub-resolution, the performance deadline and performance indicators. It should be noted that some of the recommendations are mentioned both in the text of the resolution and in the adopted recommendations appendix.

We emphasize that this report was written within the scope of the “Monitor” Project of the Citizens’ Empowerment Center in Israel, which is a civilian tool for monitoring and auditing the actual implementation of government policies that have been passed. The contents of the policy were not examined within the scope of the project, but rather, only its implementation, with the objective of presenting an up-to-date situation report on its implementation to the public.

12 “Report of the Panel for Eradicating Racism Against Ethiopian Israelis,” p. 17.

13 Ibid.

14 Government Resolution 1958, 19.8.2016, “Government Policy for Advancing the Optimal Integration of Ethiopian Israelis in Israeli Society – Adoption of Recommendations for Eradicating Racism Against Ethiopian Israelis” (in Hebrew): https://www.gov.il/he/Departments/policies/2016_dec1958.

15 The Palmor Report recommendations with regard to the police were adopted in a later government resolution, Government Resolution 2254, of 5.1.2017, “Government Policy for Advancing the Optimal Integration of Ethiopian Israelis in Israeli Society – Addition to Resolution 1958 of 19.8.2016 with Regard to the Adoption of the Recommendations of the Committee Tasked with Eradicating Racism Against Ethiopian Israelis” (in Hebrew): https://www.gov.il/he/Departments/policies/2017_dec2254.

16 Ministry of Justice, the National Antiracism Coordination Unit (in Hebrew): https://www.gov.il/he/departments/units/anti_racism_unit

Details of Resolution Components and the Status of their Implementation

The government resolution adopted the recommendations of the interministerial panel tasked with contending with the phenomenon of racism against Ethiopian Israelis, which was formed by virtue of Government Resolution 1107 for an emergency response during the years 2017-2019. The government resolution is comprised of a series of actions, an appendix that specifies the recommendations and the deadlines for implementing them.

This report presents a situation report updated to July 2018, with regard to all components of the resolution, as well as actions and recommendations that are an outcome of Government Resolution 1958.

Ministry of Justice

1. Establishing an antiracism coordination unit (clause 7 of the government resolution):

The government resolution instructed the director-general of the Ministry of Justice and the Civil Service Commissioner to establish an antiracism coordination unit in the Ministry of Justice by June 2017, which will be subordinate to the director-general of the Ministry of Justice, and instructed the director-general of the Ministry of Justice to instruct the Civil Service Commissioner to approve the appointment of a senior employee to head the unit and fulfill the role of "antiracism coordinator." The government resolution specifies the unit's roles in coordinating and synchronizing the government activities to prevent racism and discrimination. The majority of the actions under the unit's responsibilities are specified later in this report.

Status: implemented.

The National Antiracism Coordination Unit was formed on 1.2.2017 and operates under the Ministry of Justice, headed by attorney Aweke (Kobi) Zena, who was appointed to office on 14.12.2016. The unit plans to appoint five positions, four of which have been manned. It should be noted that the process of publishing the tenders and manning the positions took a very long time and today, another position, that of a senior jurist, still remains vacant.¹⁷

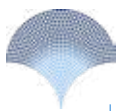
2. Handling of complaints about racism (clause 7.a.4 of the government resolution):

Receiving complaints about racism, channeling them to the relevant handling authorities and drafting procedures for this purpose. Follow-up and control over the handling of complaints and their outcomes. Monitoring and follow-up on the complaints will include the establishment of an online platform.

Status: implemented.

A platform exists for reporting incidents of racism and discrimination to the National Antiracism Coordination Unit in the Ministry of Justice and, from there, the complaints are channeled to the relevant authorities. Today, it is possible to complete a complaint report on the unit's website or to lodge a complaint via telephone.

17 The National Antiracism Coordination Unit, First Report on Activities, February 2017-February 2018, March 2018 (in Hebrew): <http://kanisrael.co.il/wp-content/uploads/2018/03/בגוגל-בניגוענות-המאבק-לתיאום-הממשלתי-היחידה-הממשלתי-2018-שנתי-דוח-שנתי-2018-היחידה-הממשלתי-לתיאום-המאבק-בגוגל-בניגוענות>



3. **Issuing an annual report on the activities of the National Antiracism Coordination Unit** (clause 7(a)(4) of the government resolution):

Drafting and publishing an annual report that specifies the activities of the unit and the government ministries relating to the handling of complaints about racism and discrimination, as well as preventive measures and other policies instituted for the purpose of promoting equality and preventing discrimination. The report is to be submitted to the government annually, during the first quarter of every civil year, along with comments from the public council to be established by the Minister of Justice.

Status: implemented.

On 21.3.2018, the National Antiracism Coordination Unit published its First Annual Report on Activities, which specifies the implementation of the clauses of the government resolutions that adopted the Palmor Report, as well as details about the unit's handling of complaints of racism. The report was submitted along with the opening remarks on behalf of the chairman of the public council.¹⁸

4. **Compiling a list to diversify the experts appearing in the media** (clause 7(a)(7) of the government resolution):

The government resolution instructed the National Antiracism Coordination Unit to take action, by June 2017, to prepare a list of experts, professionals, actors, artists and other talented individuals from the Ethiopian-Israeli community, to whom it will be possible to refer and receive their assistance, for the purpose of diversifying the experts appearing in the media, by creating cooperation with third-sector parties.

Status: implemented.

In April 2018, the NPO "Anu" won the tender and, at the initiative of the Ministry of Justice's National Antiracism Coordination Unit, compiled a list of Ethiopian-Israeli experts ("Top List"), in order to increase the representation and visibility of Ethiopian Israelis in the Israeli media, thus fulfilling one element of the Palmor Committee's conclusions for the eradication of racism against Ethiopian Israelis.¹⁹

5. **Submitting recommendations for further measures at the end of three years of implementing the plan** (clause 10 of the government resolution):

Once three years have elapsed since the plan's implementation, the National Antiracism Coordination Unit in the Ministry of Justice is to submit recommendations to the director-general of the Ministry of Justice with regard to additional measures that are needed and/or recommendations with regard to extending the duration of the plan and formulating additional intervention tools. The recommendations are to be submitted by the Minister of Justice to the government for discussion.

Status: for future implementation.

¹⁸ Ibid.

¹⁹ See "Anu – Making Change" website, 2018, "About the TOPLIST," <http://toplist.anu.org.il>; see also Nati Toker, *The Marker*, 10.4.2018, "How the Media is Reinforcing the Weak Image of Ethiopian Israelis" (in Hebrew): <https://www.themarker.com/advertising/1.5988635>.

6. Issuing an annual report to the ministerial committee about the achievement of indicators (clause 2 of the government resolution):

The government resolution instructed the director-general of the Ministry of Justice to report to the ministerial committee about the achievement of indicators prescribed in the plan during the first quarter of every civil year during the years 2017-2019.

Status: implemented.

The ministerial committee, which convenes periodically, received a report about the achievement of indicators. The last ministerial committee meeting was held on 19.2.2018. Additionally, on 21.3.2018, the National Antiracism Coordination Unit published its First Annual Report on Activities, which specifies the implementation of the clauses of Government Resolution 1958.²⁰

7. Establishing a public council to work in collaboration with the National Antiracism Coordination Unit (clause 2 of the recommendations appendix):

The government resolution instructed the Ministry of Justice to appoint an independent public council by December 2017, to work in collaboration with the National Antiracism Coordination Unit and function as an advisory body. The members of the council will be comprised of representatives of the government ministries and representatives of civil society who are public figures and experts. The council's roles will be decided by the minister, and will include, inter alia:

- a. issuing opinions on the National Antiracism Coordination Unit's proposed work plan;
- b. discussing the Coordination Unit's Annual Report.

Status: implemented.

In December 2017, the Ministry of Justice appointed a public council headed by the honorable Supreme Court Justice (ret.) Elyakim Rubinstein. The council operates in collaboration with the National Antiracism Coordination Unit and is comprised of representatives of the government ministries, representatives of civil society, representatives of the public and social activists.^{21,22} The council is comprised of 15 senior representatives of government ministries who are relevant to the battle against racism in the Establishment, as well as public figures and experts.²³

8. Revoking the court fee in cases pursuant to the Prohibition of Discrimination in Products and Services Law (clause 3 of the recommendations appendix):

The government resolution instructed the Ministry of Justice, in collaboration with the Courts Administration, to amend the Courts Regulations (Fees), 5767 – 2007, by way of temporary order, by September 2017, so that lawsuits and appeals being filed pursuant to the Prohibition of Discrimination in Products, Services and Entry into Public Places Law, 5760 – 2000, will be deemed exempt from the fee, for three years.

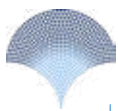
Status: Not implemented.

²⁰ Ibid. footnote 17.

²¹ Heading the council is Judge (ret.) Elyakim Rubinstein. The public representatives: Prof. Yuval Elbashan, former MP Adv. Pnina Tamano-Shata, Dr. Yoav Heller, Rabbi Moshe Salomon, Dr. Ali Wattad, Mr. Alex Reif, Ms. Riki Sitton, Mr. Zion Regev. Government representatives: Dr. Adv. Yoav Sapir, Mr. Ehud Prauer, Adv. Gilad Semama, Adv. Mariam Kabaha, Adv. Nurit Litman, Ms. Daniella Friedman, Police Commander Miriam Hibner.

²² Ministry of Justice, National Antiracism Coordination Unit, p. 14.

²³ Rosenfeld, Fishel, *Kol HaZman* (news website for the ultra-orthodox Jewish community), "Rubinstein: Discrimination within the Establishment Still Exists," 26.12.2017 (in Hebrew): <http://www.kolhazman.co.il/269043>.



Correct to May 2018, a draft amendment to the law has not yet been prepared and there has been no activity relevant to promoting the revoking of the court fee. However, it should be noted that a built-in exemption from the court fee is in effect today for legal aid cases pursuant to the Legal Aid Law.²⁴

Still, this means that a person who is not interested in receiving assistance from the Legal Aid Bureau and sues independently pursuant to the Prohibition of Discrimination in Products Law, is not entitled today to an exemption from the court fee, contrary to that stated in the government resolution.

9. **Providing representation by a public defender** (clause 4 of the recommendations appendix):

The government resolution instructed the Ministry of Justice, with the consent of the minister of finance, and with the approval of the *Knesset* Constitution, Law and Justice Committee, to prescribe entitlement to representation, in the event that a suspect alleges during the proceedings being conducted against him that he was a victim of police brutality, including during proceedings to be instituted in the Police Internal Affairs Investigation Unit. If the suspect so desires and is not being represented by a private defense attorney – the suspect will be entitled to representation by a public defender, for a period of three years, pursuant to section 18(c) of the Public Defenders Law, 5756 – 1995. The entitlement to representation is to be implemented by March 2017.

Status: implemented.

The procedural process required in order to amend the regulations was completed and the amendment to the regulations came into effect on 14.1.2018.²⁵

10. **Providing representation by the Legal Aid Bureau, and eliminating the economic test in cases involving inequality or discrimination** (clause 5 of the recommendations appendix):

The government resolution instructed the Ministry of Justice, with the consent of the minister of finance, and with the approval of the *Knesset* Constitution, Law and Justice Committee, to order an amendment (by way of temporary order) to the addendum to the Legal Aid Law, 5732 – 1972, so that the economic test will be eliminated in proceedings on the grounds of inequality or discrimination pursuant to the Prohibition of Discrimination in Products, Services and Entry into Public Places Law, 5760 – 2000, for three years, and section 3 of the law will not apply. The amendment is to be enacted by March 2017. The significance of the amendment is that it will be possible to receive free legal aid without having to pass an economic-need test, for the purpose of a lawsuit pursuant to the Prohibition of Discrimination in Products and Services Law.

Status: partially implemented.

In May 2018, a draft bill on behalf of the government was promulgated – “the Legal Aid Draft Bill (Legal Aid to Persons in Civil Proceedings pursuant to the Prohibition of Discrimination in Products, Services and Entry into Places of Entertainment and Public Places Law, 5760 – 2000) (Temporary Order), 5778 – 2018.²⁶ The draft bill was passed during the first reading in June. The draft bill proposes, as a temporary order in effect for three years, the granting of legal aid pursuant to the Legal Aid Law, 5732 – 1972, to plaintiffs involved in civil proceedings pursuant to the Prohibition of Discrimination in Products, Services and Entry into Places of Entertainment and Public Places Law, 5760 – 2000, without having to fulfill the threshold criterion of economic eligibility, but subject to an examination

24 Ministry of Justice, the National Antiracism Coordination Unit, p. 15.

25 *Reshumot* (the official gazette), *Kovetz Hatakanot* (collection of regulations) 7929, 14.1.2018 (in Hebrew): https://www.nevo.co.il/Law_word/law06/tak-7929.pdf.

26 Government draft bill 1224, 2.5.2018, p. 918 (in Hebrew): http://fs.knesset.gov.il/20/law/20_Is1_492912.pdf.

of the prospects of the case. Correct to July 2018, the amendment is awaiting deliberation by the Knesset in the second and third readings.

11. Expanding the community courts pilot (clause 6 of the recommendations appendix):

The government resolution instructed the Ministry of Justice, in collaboration with the Courts Administration, to expand the community courts pilot, by June 2017, to regions with a high ratio of Ethiopian Israelis, in order to examine criminal/ rehabilitative proceedings already at the initial stages of the criminal proceeding, in coordination with the Courts Administration.

Status: implemented.

Three community courts are currently operating: in Be'er Sheva, in Ramle and in Tel-Aviv.

The community courts pilot was launched at the end of 2014 in Be'er Sheva, and was expanded to Ramle (southern and central district) in September 2015. Today, community courts have been expanded regionally, and serve residents of Be'er Sheva, Dimona, Hura, Ramle, Lod and Rehovot.

Government Resolution 1840 was passed in August 2016,²⁷ which resolved to gradually expand the pilot and to add four courts, so that, by the end of the pilot, there will be one court in every district. This resolution dictates, to a great extent, the nature of the project expansion at this stage. In May 2017, the community court in Tel-Aviv was opened, and there are assessments about the opening of a community court in Nazareth, which will begin operating in a few months. The timetable for community courts in Haifa and Jerusalem districts has not yet been decided.²⁸

12. Appointing an interministerial coordinator for the prevention and reduction of juvenile delinquency (clause 7 of the recommendations appendix):

The government resolution instructed the Ministry of Justice to appoint an interministerial coordinator to prevent and reduce juvenile delinquency, by December 2017.

Status: implemented.

In November 2017, Adv. Michal Gold was appointed to the role of Interministerial Coordinator for the Prevention and Reduction of Juvenile Delinquency.²⁹

13. Translating into Amharic documents of the Police Internal Affairs Investigation Unit and the District Attorney's Office (clause 8 of the recommendations appendix):

The government resolution instructed the Ministry of Justice to translate into Amharic all official documents being issued by the Police Internal Affairs Investigation Unit and the District Attorney's Office, which are addressed to Ethiopian-Israeli suspects or to their families, and that this service must be available as of September 2017.

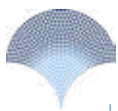
Status: partially implemented.

The State Attorney-General's Office is taking action to translate key content into Amharic. At this stage, a document translation service exists through an external translation company. After the content is translated, it is uploaded to the Ministry of Justice's website. Key content on the website are also

27 Government Resolution 1840, 11.8.2016, "Increasing the Efficiency of the Convict Sentencing and Rehabilitation Policy in Israel" (in Hebrew): https://www.gov.il/he/Departments/policies/2016_dec1840.

28 Ministry of Justice, the National Antiracism Coordination Unit, p. 16.

29 Ibid.



translated into Amharic, but not the entire website. The Ministry of Justice published a report and referred to this clause as being “under implementation.”³⁰ The CECI asked the District-Attorney’s Office for the precise number of documents for translation, but a response was not received by the time this report was issued.

14. **Forwarding of information from enforcement and prosecutorial sources to the Police Internal Affairs Investigation Unit and to the Disciplinary Department in the Israel Police** (clause 9 of the recommendations appendix):

The government resolution instructed the Ministry of Justice, in collaboration with the State Attorney-General’s Office, to instruct enforcement and prosecutorial personnel in the Ministry of Justice, by March 2017, to report to the Police Internal Affairs Investigation Unit in the Ministry of Justice or to the Disciplinary Department in the Israel Police (as relevant) about any suspicion of racist conduct or other unlawful conduct that is discovered during their work handling or investigating any case.

Status: implemented.

The Deputy State Attorney-General, Adv. Shlomo (Momo) Lemberger, directed the prosecutors in the State Attorney-General’s Office and the police prosecutors to report to their superiors when they encounter incidents during the course of their work that give rise to suspected unlawful conduct by enforcement officers towards a person or a group of individuals due to their ethnicity. This directive came into effect in January 2018.³¹

15. **Budgeting of Government Resolution 1958** (clause 6 of the government resolution):

The government resolution instructed the Ministry of Justice and the Ministry of Finance to decide on a budget and standards for implementing the recommendations in the 2017-2018 State Budget.

Status: implemented.

The unit was allocated 5 manpower positions,³² and a designated budgetary item was opened in 2017 under the Ministry of Justice by the name “Eradication of Racism,” which was budgeted NIS 3 million.³³ We emphasize that at issue is a budget to finance the unit’s activities in the Ministry of Justice and not financing of all of the Palmor Committee’s recommendations. For example: the Ministry of Education did not carry out a portion of the resolution components that were under its responsibility due to its argument that it had received no budget for this.

The State Attorney-General

16. **Clarifying procedures for application of the Penal Law** (clause 10 of the recommendations appendix):

The government resolution instructed the State Attorney-General to examine the need for clarifying and refreshing procedures relating to the use of section 144F. of the Penal Law, 5737 – 1977, regarding sentencing in appropriate instances, and to place emphasis on preventing racism in the appropriate

30 Ibid., p. 20.

31 Amir, Naam, Channel 20 website, 7.1.2018, “The State is Taking Action to Eradicate Discriminatory Law Enforcement” (in Hebrew): <https://www.20il.co.il/>.

32 Budget Item 08510101; for details, see “Budget Legend” in the website of the public information workshop (in Hebrew): <http://www.obudget.org/?srch-term=08510101+#budget/08510101/2018/main>.

33 Budget Item 08510119; for details, see “Budget Legend” in the website of the public information workshop (in Hebrew): <http://www.obudget.org/?srch-term=08510101+#budget/08510119/2017/main?tab=spending>.

instances, for the purpose of delineating the range of sentencing pursuant to section 40I. of the Penal Law. Section 144F. addresses hate crimes or hostilities against a population, and section 40I. addresses the circumstances surrounding the commission of the crime.

Status: not implemented.

No process of clarifying and refreshing procedures for application of the Penal Law was carried out by the State Attorney-General.³⁴

17. **Examining disciplinary proceedings in the Civil Service, in the Israel Police, in the Prison Service and in the IDF** (clause 11 of the recommendations appendix):

The government resolution instructed the State Attorney-General, in collaboration with the Civil Service Commission, to examine disciplinary proceedings in the Civil Service, in the Israel Police, in the Prison Service and in the IDF. The instruction was to examine the possibility of drafting a directive that interprets the disciplinary offense of "conduct unbecoming an officer" in the disciplinary laws in a way that encompasses, in appropriate instances, the physical or verbal conduct of an employee or civil servant that could be deemed racist or discriminatory, with the objective of applying disciplinary and penal law, in addition to the administrative handling of such conduct. The Civil Service Commissioner is to bring the directive to the attention of all civil servants.

Status: implemented.

The State Attorney-General, Dr. Avichai Mandelblit, contacted the Civil Service Commissioner. The State Attorney-General clarified that a disciplinary offense of "conduct unbecoming an officer" egregiously harms the image of civil service and the public's faith in it.³⁵

The State Attorney-General clarified that a disciplinary offense of "conduct unbecoming an officer" in the Civil Service Law (Discipline), 5723 – 1963, section 17(3), already includes today behaviors deemed discriminatory or racist, and that such conduct is harmful to the image of the Civil Service and the public's faith in it.

18. **Examining disciplinary proceedings against licensing professionals** (clause 12 of the recommendations appendix):

The government resolution instructed the State Attorney-General and regulatory authorities governing licensing professionals to examine the possibility of drafting a directive for licensing professionals as stated in recommendation no. 11 concerning the disciplinary offense of "conduct unbecoming an officer," and to bring it to the attention of the authorities responsible for enforcing disciplinary laws on licensing professionals. The intention is to professions in which individuals are required to obtain a license from the State, such as medicine, law, psychology, etc.

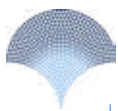
Status: partially implemented.

This issue is being examined by the relevant personnel in the State Attorney-General's Office. The examination has not yet been completed and therefore, it was not brought to the attention of the authorities responsible for the enforcement of disciplinary law on licensing professionals.³⁶

34 Furthermore, no report was issued about the implementation of this component in the Ministry of Justice's first report of activity. A report on the rest of the components of the Palmor Report that are under the responsibility of the State Attorney-General was given in pages 16-19.

35 The National Antiracism Coordination Unit, First Report on Activities, p. 16. See also: Naim, Moshe, *Kan Israel* website, 1.2.2018, "The Police Department will Handle Offenses of Use of Force by Police Officers" (in Hebrew): <http://kanisrael.co.il/>המשטרה-תטפל-בעבירות-שימוש-בכוח-מצד-שוט. See also: Channel 7 website, 24.1.2018, "The Enforcement Against Racism in Civil Service will be Intensified" (in Hebrew): <https://www.inn.co.il/News/News.aspx/364711>.

36 The National Antiracism Coordination Unit, First Report on Activities, pp. 18, 94-96.



The Civil Service Commission

19. **Appointing a ministerial antiracism officer** (clause 13 of the recommendations appendix):

The government resolution instructed the Civil Service Commissioner, in collaboration with the directors-general of the government ministries, the Prison Service and the Israel Police, to appoint a professional ministerial antiracism officer in every government ministry by the end of 2017, who will perform the role of antiracism officer in addition to his/her other duties. The officer's roles were defined in the government resolution:

- a. to constitute a ministerial address for submitting grievances relating to racism and to forward them for handling by the competent authorities, this, in addition to the citizen's right to lodge a complaint to the competent authorities by law.
- b. to coordinate the ministries' actions for the prevention of racism.
- c. to counsel the director-general on professional matters pertaining to the prevention of racism. The officer will be professionally subordinate to the National Antiracism Coordination Unit.

Status: partially implemented.

In February 2017, a directive was issued by the Acting Civil Service Commissioner to appoint an occupational diversification officer in government ministries, with a portion of his/her tasks to be handling the prevention of racism. Six months later, in September 2017, following comments from the National Antiracism Coordination Unit, Dr. Iris Nehemia, the Director of the Policy and Strategic Planning Division in the Civil Service Commission, published a clarification of that directive and effectively changed it. According to her clarification, "In government ministries and units that are characterized by direct intensive service to citizens there is a more pervasive need to handle issues relating to racism and discrimination ... a need has arisen to assign a designated officer to handle this task." That same document defined 19 government ministries and units³⁷ in which an antiracism officer must be appointed, separate from the role of occupational diversification officer. Correct to March 2018, most of the ministries have appointed an occupational diversification officer, and the rest are in the process of appointing such an officer.

For the rest of the government ministries, it was decided that the role would be handled together with occupational diversification. The National Antiracism Coordination Unit held two officers' conferences in the Ministry of Justice. Additionally, an orderly training program was built to train the officers, led by Dr. Galia Boneh, the director of experts and partnerships in the unit responsible for providing training and guidance to officers.³⁸

20. **Holding workshops on occupational diversification and the eradication of racism, for managers and employees in the public sector** (clause 14 of the recommendations appendix):

The government resolution instructed the Civil Service Commissioner, in collaboration with the directors-general/deputy directors-general of every government ministry, to hold workshops, by September 2017, for the government ministries and support units and for their employees to eliminate stereotyping and to increase the openness to occupational diversification.

Status: partially implemented.

³⁷ Inter alia, included in the list of ministries are: Justice, Health, Education, Labor and Welfare, Homeland Security and the Population Authority.

³⁸ The National Antiracism Coordination Unit, First Report on Activities, p. 30.

During 2017, the Civil Service Commission held one conference for tender committee centers and employees and for examination centers in the government ministries and support units. Beyond that, no workshops were held for government ministries and support units on the elimination of stereotyping, as prescribed in the resolution. Additional training courses constitute a component of the work plan to be implemented by the occupational diversification officers in the government ministries who were appointed during 2018.³⁹

21. **Conducting a survey on organizational climate and occupational diversification in government ministries** (clause 15 of the recommendations appendix):

The government resolution instructed the Civil Service Commissioner to conduct an attitude survey among civil servants, by March 2017, to examine the employees' sense of inclusion and cohesion in the organization, and the employees' racist perceptions, and to perform a qualitative measurement of the organizational climate regarding racism and occupational diversification.

Status: not implemented.

The Civil Service Commission had conducted a survey of attitudes and organizational climate, which included the topics of occupational diversification, during 2016, prior to the passing of the resolution. Consequently, no organizational climate survey was conducted in 2017 to examine racist perceptions among civil service employees. Furthermore, the survey was not submitted to the National Antiracism Coordination Unit in the Ministry of Justice, despite its request to receive it.⁴⁰

22. **Publishing of a report on occupational diversification and the inclusion index in government ministries** (clause 16 of the recommendations appendix):

The government resolution instructed the Civil Service Commissioner, in collaboration with the director-general of every government ministry, to publish an annual report on equal-opportunity employment in government ministries by September 2017.

Status: not implemented.

No annual report was published about equal-opportunity employment in the government ministries. Recently, Ms. Mor Barazani was appointed to manage the Occupational Diversification Department in the Civil Service Commission. Part of her role will be to publish an annual report on equal-opportunity employment within the context of the achievement of the fair representation targets by the various government ministries. This is the third year that the Ministry of Justice has published a report on the status of "Equal and Diverse Employment in the Ministry of Justice."⁴¹

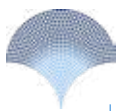
23. **Compiling a candidate pool of Ethiopian-Israeli college graduates for placement in the Civil Service** (clause 17 of the recommendations appendix):

The government resolution instructed the Civil Service Commissioner, in collaboration with the Ministry of Finance, to establish a candidate pool of Ethiopian-Israeli college graduates for designated positions requiring college graduates, by September 2017 (the Civil Service Commissioner will be able to later consider expanding the pool to also encompass positions that are not specifically designated), subject to the provisions of the Appointments Law. Candidates who successfully pass the screening processes will be included in the pool. Every government ministry that will seek to

39 Ibid., p. 25.

40 Ibid.

41 Civil Service Commissioner Guidelines, 23.2.2017, "Officer in Charge of Occupational Diversification of Human Capital" (in Hebrew): https://www.gov.il/BlobFolder/policy/guide_line_0322/he/GuideLine0322_0.pdf. See also: The National Antiracism Coordination Unit, First Report on Activities, p. 25.



hire an Ethiopian-Israeli candidate will be able to refer to the candidate pool and identify a suitable candidate in a shortened process. We emphasize that this pool does not preclude direct hiring of Ethiopian-Israelis pursuant to the provisions of the Appointments Law.

Status: not implemented.

No candidate pool of Ethiopian-Israeli college graduates was established for jobs requiring college-educated candidates. According to the Civil Service Commission, there are complex issues when creating a candidate pool of college graduates, both with regard to the threshold criteria and with regard to the candidate profile, in terms of qualifications and skills. The Commission believes that “the current format of a tender system from a candidate pool that is being used today (for example: for hiring secretaries) is not suitable, since it uses a pool of positions with identical threshold criteria and an identical recruitment profile.” An attempt is being made, in collaboration with the Examinations and Tenders Department, to characterize a process of building a suitable candidate pool.⁴²

24. **Mentoring and networking for new employees at the beginning of their professional careers** (clause 18 of the recommendations appendix):

The government resolution instructed the Civil Service Commissioner to formulate a mentoring program for new employees at the beginning of their professional careers in the Civil Service, by September 2017. Mentoring is to be offered to every new employee and will be provided after mapping the needs of the employer and the employee. It was stated that priority will be given to employees from fair-representation populations who so desire.

Status: not implemented.

No mentoring program was formulated for populations eligible for affirmative action. The Commission began holding orientation classes for new and veteran civil servants in 2017. These classes covered topics of diversification. At the initial stage, the mentoring is being provided to the senior staff and to senior staff successors.⁴³

Ministry of Education

25. **Examining ways to create managerial successors in the educational system** (clause 19 of the recommendations appendix):

The government resolution instructed the Minister of Education to examine ways to identify outstanding teachers for the purpose of establishing a designated managerial successor pool by September 2017, to encourage Ethiopian Israelis to integrate in managerial roles in the educational system.

Status: implemented.

In July 2017, Ms. Gila Nagar, the Deputy Director-General of the Ministry of Education, disseminated a letter to the district referents for the “New Way” Plan and to relevant managers requesting lists of Ethiopian-Israeli teachers possessing the potential for managerial positions. The district managers identified teachers with potential for the purpose of assembling a managerial successor pool. These teachers began academic studies in a managerial successor program at the volume of 30 hours in March 2018, and a key concept in this program is “eradicating racism”. The program includes both district meetings and national meetings.⁴⁴

⁴² The National Antiracism Coordination Unit, First Report on Activities, p. 26.

⁴³ Ibid.

⁴⁴ Ibid., p. 27.

26. Building work plans that include compulsory continuing education courses on the subjects of equality and handling and preventing racism and discrimination (clause 20 of the recommendations appendix):

The government resolution instructed the Minister of Education to build work plans for the creation of a positive organizational climate and for handling incidents of prejudice and racism through compulsory continuing education courses for all teachers by September 2017. The Ministry of Education was also instructed to introduce a compulsory unit of study on multiculturalism and pluralism, with an emphasis on eradicating racism, in the teachers' and principals' training tracks.

Status: partially implemented.

The Headquarters for Civic Education and Co-existence already existed in the Ministry of Education even prior to the Palmer Report, and it took action to create a positive organizational climate and to handle prejudice through continuing education courses in professional development for the entire educational staff. From perusing Ministry of Education reports about the headquarters' activities, it is unclear whether the development of the general education programs on its behalf is an outcome of the government resolution.

In 2017, about 800 teachers attended continuing education courses in professional development within the framework of the Headquarters for Civic Education and Co-existence. In 2018, about 90 continuing education courses will be budgeted on the subjects of civic education, co-existence and contending with racism. This year, about 2,000 educators are expected to take part in these continuing education courses. However, the Ministry of Education emphasizes that these are not compulsory continuing education courses and they cannot obligate schools and teachers to attend compulsory continuing education courses. Consequently, there is also no compulsory unit of study for multiculturalism and pluralism, with an emphasis on eradicating racism, in the teachers' and principals' continuing education tracks.

In its First Report on Activities, the National Antiracism Coordination Unit said that "it is unclear what the change is, what the volume of activity is in this regard and, due to the fact that it is not possible to obligate continuing education in this topic, there are difficulties in implementing this decision."⁴⁵

27. Compulsory training for educators on the subject of eradicating racism (clause 21 of the recommendations appendix):

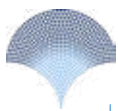
The government resolution instructed the Minister of Education to provide methodical and compulsory training to principals, teachers and staff employees, by September 2017, on the subjects of eradicating racism, creating a positive climate in educational frameworks and handling prejudice.

Status: not implemented.

The Ministry of Education is not implementing this component of the resolution due to budgetary considerations. The ministry reported that it lacks the resources to handle the matter of training the various types of Ministry of Education employees to prevent incidents of racism and discrimination. The ministry assesses that it would need a budget of about NIS 0.5 million.⁴⁶

⁴⁵ Ibid.

⁴⁶ Ibid., p. 28.



28. Increasing the inclusion of content on Ethiopian Jewry's history and heritage, and content on diversity in school curricula and textbooks, including with regard to skin color – in positive contexts (clause 22 of the recommendations appendix):

Government resolution 1958 instructed the Minister of Education to take action, by September 2017, to increase the inclusion of content on Ethiopian Jewry's history and heritage in school curricula and textbooks, including in relation to prominent personages in the Ethiopian-Jewish community throughout history and in contemporary times, including tales of bravery and fortitude during their immigration to Israel and the positive contribution of Ethiopian Jewry to Israel.

Status: partially implemented.

This component of Government Resolution 1958 was integrated with the Ministry of Education's curriculum within the framework of the "New Way" Plan, which was adopted in Government Resolution 609.⁴⁷ As a result of both resolutions, a multidisciplinary program was developed in the Ministry of Education's pedagogical department, supervision of history studies, which includes teachings about the heritage of Ethiopian Jewry through units of study in various disciplines that give expression to various aspects of Ethiopian-Jewish history and culture. The program includes 90 activities and lesson plans.⁴⁸ Additionally, an internet platform was created, and activities and lesson plans were written in the aforesaid spirit and in a variety of subject matters and for all ages. However, it is important to state that at issue is internet content and not content included in textbooks.

To increase familiarity with the heritage of Ethiopian Jewry, schools and kindergartens commemorate the *Sigd* holiday, and hold an annual "Immigration Week," which includes the waves of immigration by Ethiopian Jewry. Additionally, in July 2017, the Ministry of Education disseminated a director-general's circular on the subject of a multidisciplinary program on the subject of the culture and heritage of Ethiopian Jewry.⁴⁹

With reference to increasing the inclusion of content on diversity, including differences in skin color in positive contexts, the Ministry of Education believes, after consulting with professional advisors, that differentiating between different groups and running special programs for this or that group is incorrect.⁵⁰

29. Developing mechanisms to incentivize schools to encourage creativity among youth majoring in cinema and theater during their high-school studies (clause 23 of the recommendations appendix):

The government resolution instructed the Minister of Education, in collaboration with the Ministry of Culture and Sport, to develop mechanisms, by September 2017, to incentivize high schools, through a dedicated budget, to encourage creativity among youth during their high-school studies majoring in cinema and theater.

Status: partially implemented.

Mechanisms had been in place even prior to the Palmor Report to develop and encourage creativity for cinema and theater majors by extending the school day and enhancing the curriculum. Schools

⁴⁷ Government Resolution 609 of 29.10.2015.

⁴⁸ The program was developed in collaboration with members of the community, and presents Ethiopian Jewry's heritage, history and culture. The program appears in the pedagogical portal and is included in the curriculum packets issued to teachers.

⁴⁹ Ministry of Education, database of Director-General Circulars, "Multidisciplinary Program on the Subject of the Culture and Heritage of the Ethiopian-Jewish Community," Circular no. 0094, 4.6.2018 (in Hebrew): <http://apps.education.gov.il/Mankal/hodaa.aspx?siduri=92>.

⁵⁰ Ibid., p. 28.

that are interested in increasing the integration of arts (cinema) to promote tolerance and prevent racism against communities in Israeli society are receiving additional study hours. Additionally, there are general education programs on behalf of the Headquarters for Civic Education and Co-existence that are designed for schools that are interested in promoting and handling the subject of racism. In the opinion of the Ministry of Education, there is no need to update the program from "tolerance" to "promoting co-existence and preventing racism," because it does not want to differentiate between this or that ethnic group. Schools and teachers wanting to develop and implement activities to eradicate racism can submit an application and an orderly work plan. Once the plan is approved, the allocation of hours to the school can be approved. In other words, no budget was allocated for this issue as stated in the resolution.⁵¹

30. **Incentivizing the inclusion of content on multiculturalism in schools** (clause 24 of the recommendations appendix):

The government resolution instructed the Minister of Education to encourage and offer incentives to schools to develop and implement action plans for the eradication of racism in the contexts of the Ethiopian-Israeli community and to create a multicultural society that includes the members of this community, using a mechanism of incentives (additional budget to schools that present an effective action plan and/or awarding a "diversified school" emblem to schools that fulfill the antiracism criteria and engage in content on the subject of multiculturalism), including the hiring of Ethiopian-Israeli teachers, and this, by September 2017.

Status: not implemented.

This component of the resolution was not implemented because the Ministry of Education has no resources to promote it. According to the First Report on Activities of the National Antiracism Coordination Unit, the Ministry of Education said that this issue: "is not compulsory, and incentives require a budget."⁵²

31. **Incentivizing the inclusion of content against racism in cinema and theater tracks and through a Minister of Education Prize** (clause 25 of the recommendations appendix):

The government resolution instructed the Minister of Education to incentivize antiracist content and called for the development of mechanisms to incentivize high schools to encourage pupils' creative endeavors in contending with issues of racism and increasing the visibility and presence of the positive aspects and strengths of the Ethiopian-Israeli community within the scope of their high-school studies as cinema and theater majors, and through the awarding of the "Minister of Education Prize" for outstanding productions and by presenting theatrical performances / screenings to pupils throughout Israel.

Status: partially implemented.

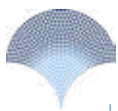
According to the "Minister of Education Prize" regulations,⁵³ there is no incentive for outstanding productions that cope with racism in the context of the Ethiopian-Israeli community and that increase the visibility and awareness of the community's strengths and positive aspects. However, the Minister of Education Prize for 2017 was issued, due to the contribution to the advancement of Ethiopian Israelis.⁵⁴

51 Ibid., p. 29.

52 The National Antiracism Coordination Unit, First Report on Activities, p. 29.

53 Ministry of Education, database of Director-General Circulars, "Educational Awards for the 5778 (2018-2019) School Year, Circular no. 0028, 31.8.2017 (in Hebrew): =<http://apps.education.gov.il/Mankal/hodaa.aspx?siduri=43>.

54 Ministry of Education, 31.7.2017, "Spokesman's Announcement – the Minister's Prize for Jewish Culture" (in Hebrew): <http://cms.education.gov.il/EducationCMS/Units/Dovrut/Eruimveprasm/prashasarletarbutyehudit.htm>.



With regard to incentivizing cinema and theater study tracks – see clause 29, which was partially implemented.

Accountant-General in the Ministry of Finance

32. Examining the addition of a stipulation in government contracts that prohibits racist behavior (clause 26 of the recommendations appendix):

The government resolution instructed the Accountant-General in the Ministry of Finance to examine the possibility of adding a contractual stipulation in government contracts for the supply of services to the public and in engagements for work being performed within the government, which prohibits racist or discriminatory behavior by the engaging parties or by their employees, and this, by September 2017.

Status: implemented.

The Accountant-General performed an examination of the possibility of adding a stipulation in government contracts for the supply of services to the public without discriminatory behavior. It was decided that directives in this regard would be published within the scope of *Takam* Directives (directives on regulation, finance and economy) and the recommendations of the interministerial panel. The directive is being drafted, correct to June 2018; therefore, the directives have not yet been disseminated.⁵⁵

33. Giving preference in government contracts to suppliers that implement the principle of occupational diversification (clause 27 of the recommendations appendix):

Examining the possibility to giving preference during procurement tenders to suppliers that implement the principle of occupational diversification at senior echelons and at wage levels that are above the average in the economy; and presenting the findings to the Ministerial Committee for the Advancement of the Integration of Ethiopian Israelis, by September 2017.

Status: implemented.

The possibility of giving preference in tenders to suppliers that apply the principle of occupational diversification was examined. After examining the subject and the associated implications, it was decided that, insofar as it will become feasible in the future for any supplier that so desires to apply to an authorized government entity and receive a certificate of occupational diversity within a reasonable timeframe, the Accountant-General's office will take action to promote the use of the aforesaid certificate during government tenders, as a qualitative component (criterion for selecting the winning bid), subject to a legal examination. According to the Ministry of Finance, a government professional specializing in occupational diversification is needed, who will determine for every supplier whether it fulfills the occupational diversity requirement among its employees.⁵⁶

⁵⁵ The National Antiracism Coordination Unit, First Report on Activities, p. 30.

⁵⁶ Ibid., p. 30.

Ministry of Labor, Welfare and Social Services – Employment

34. Convening of meetings between employers and potential employees (clause 28 of the recommendations appendix):

The government resolution instructed the Minister of Labor, Welfare and Social Services to increase the number of initiatives with employers, by September 2017, which will result in manning or placement in meaningful roles according to geographic dispersion, in a manner that would give priority to Ethiopian-Israeli candidates.

Status: implemented.

The initiatives with employers are being expanded within the scope of the *Lamerhak* Program (“Going the Distance”), a program providing occupational and career guidance to Ethiopian Israelis.⁵⁷ There are 12 occupational guidance centers throughout Israel (which had existed even prior to the Palmor Report and the government resolution). During 2017, six group meetings were held between employers and potential employees. To date, there have been dozens of placements in leading companies, such as Israel Railways, Coca Cola, Elbit and more. A model was developed for working with employers, which includes training in the field relevant to the employer and an undertaking to hire participants. Examples: training in practical electrical engineering, El-Al employees, the Israel Electric Corporation, Israel Military Industries, medical records at Clalit Health Services and Assuta Hospital, course in medic drivers for *Magen David Adom* (national emergency medical service).⁵⁸

35. Offering preparatory courses for candidates for the labor market (clause 29 of the recommendations appendix):

The government resolution instructed the Minister of Labor, Welfare and Social Services to hold preparatory courses to train candidates for employers, by September 2017, which expose them, in a controlled way and with accompaniment and guidance, to a specific organizational culture and to the work skills needed within that framework.

Status: implemented.

Preparatory courses to train candidates are being operated within the framework of the *Lamerhak* Program (“Going the Distance”), a program providing occupational guidance to Ethiopian Israelis (existed even prior to the Palmor Report and the government resolution). During 2017, four group meetings were held between employers and potential employees. The workshops included the provision of tools and skills for integration in the workforce and simulations of job interviews with employers. Four workshops were held to prepare the participants for assessment centers and screening processes at companies in the economy.⁵⁹

36. Increasing the scope of activities of the Equal Employment Opportunities Commission (clause 30 of the recommendations appendix):

The government resolution instructed the Minister of Labor, Welfare and Social Services and the Equal Employment Opportunities Commission to take action to increase the scope of the Commission's

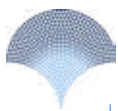
57 Website of the Ministry of Labor, Welfare and Social Services, “Occupational Guidance to Ethiopian Israelis – *Lamerhak* Program” (in Hebrew):

<http://employment.molsa.gov.il/Employment/UniquePopulation/EthiopianImmigrants/Pages/GuidanceCenters.aspx>.

58 Report on the performance of the work plans for 2017, 3/2018, p. 372 (in Hebrew):

<http://www.pmo.gov.il/policyplanning/mimshal/Documents/plan2017.pdf>; see also National Antiracism Coordination Unit, First Report on Activities, p. 31.

59 The National Antiracism Coordination Unit, First Report on Activities, p. 31.



activities, including: increasing enforcement, improving its ability to provide optimal responses to all complainants, making the Commission accessible to populations submitting grievances about discrimination, including by Ethiopian Israelis.

Status: partially implemented.

The Equal Employment Opportunities Commission is taking a series of actions to increase enforcement, to improve its ability to provide optimal responses to all complainants, and to make the Commission accessible. However, it is not possible to ascertain with certainty whether these actions are an outcome of Government Resolution 1958. Furthermore, this component was not referred to in the National Antiracism Coordination Unit's First Report on Activities. Therefore, it is difficult to examine the implementation of this component of the government resolution.

Ministry of Communications

37. Supporting broadcasts that increase the representation of Ethiopian Israelis (clause 31 of the recommendations appendix):

The government resolution instructed the Minister of Communications, in collaboration with the Cable and Satellite Broadcasting Council and the Ministry of Culture and Sport, to instruct the Cable and Satellite Broadcasting Council to support a channel or non-commercial broadcasting bandwidth, in Hebrew, by September 2017, which would constitute platforms for broadcasting diverse television content that present the Ethiopian-Israeli experience, for a defined period to be examined from time to time.

Status: not implemented.

The Cable and Satellite Broadcasting Council is not supporting a channel or non-commercial broadcasting bandwidth in Hebrew that would constitute platforms for broadcasting diverse television content that present the Ethiopian-Israeli experience.

It should be noted that, correct to date, as an outcome of a legislative amendment to the Communications Law, which was enacted in 2012, the Cable and Satellite Broadcasting Council is supporting original productions for Ethiopian Israelis that are being produced in Amharic and Tigrinya. At issue is support at the volume of NIS 4.8 million per annum. But, as stated, these sums cannot be used for productions in Hebrew. A legislative amendment is required for this purpose. The Council's position, as expressed in the report to the Ministry of Justice, is that a legislative amendment should be enacted so that the support funds can be transferred to the corporation's responsibility.⁶⁰

38. Conducting a study examining diverse representation in the media (clause 32 of the recommendations appendix):

The government resolution instructed the Minister of Communications, the Council of the Second Authority for Television and Radio, and the Cable and Satellite Broadcasting Council to conduct a research study once every two years to periodically examine the extent and quality of the representation of various groups in Israeli society in the various spheres and types of media activity. The first study is to be prepared by September 2017.

Status: partially implemented.

Even prior to the Palmor Report and the government resolution, the Second Authority for Radio and Television has been conducting an ongoing research study called "The Absent and the Present during

60 Ibid., p. 32.

Peak Viewing Hours," which monitors representations in channels under its supervision.⁶¹ The study began in 2004 and examines the extent and quality of the presence of various groups in Israeli society in programs on prime-time channels.

A research study was also performed by Yifat Media Research between July and November 2017,⁶² and the Council for the Second Authority approved the formation of a committee headed by Ms. Mara Sanbeto for the purpose of integrating populations from the social periphery of Israeli society in the communications market. This committee is to examine ways to increase representation and integration. The committee is to perform a study that examines the representation of peripheral population groups and ways to enable their inclusion in the media.⁶³

Ministry of Labor, Welfare and Social Services – Welfare and Social Services

39. Translating meetings in the Youth Probation Service into Amharic (clause 33 of the recommendations appendix):

The government resolution instructed the Minister of Labor, Welfare and Social Services, through the Youth Probation Service, to be responsible for ensuring the presence of a Amharic translator also during meetings attended by a suspect's parents who do not speak Hebrew. This service is to be available as of September 2017.

Status: implemented.

Translation services into Amharic and Tigrinya are available in the Youth Probation Service, which are used as needed. During the 12 months as of September 2016, 68 conversations were held with translators for Ethiopian-Israeli parents of suspects who do not speak Hebrew. Additionally, conversations with translators were held for families who were invited to conversations at the youth shelters. Within the framework of the "New Way" Program, Ethiopian-Israeli counselors and coordinators are employed in the Youth Probation Service. Within the scope of their work, these employees make sure that the services are available and that families can exercise all of their rights, including assistance with translations for Ethiopian Israelis.⁶⁴

40. Translating official documents being issued by the Youth Probation Service into Amharic (clause 34 of the recommendations appendix):

The government resolution instructed the Youth Probation Service to provide Amharic translation services for all official documents being issued by it and addressed to Ethiopian-Israeli suspects or to their families. This service is to be available as of September 2017.

Status: implemented.

Relevant documents are being translated into Amharic in the Youth Probation Service. An explanatory sheet for parents about the role of the Youth Probation Service, the role of the probation officer, and the importance of the meeting, and the invitation for an initial meeting at the Youth Probation Service, were translated into Amharic.⁶⁵

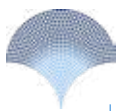
61 Lior, Nehama, Jamal, Amal, the Second Authority for Television and Radio, Midgam Research and Consulting Ltd., "The Absent and the Present During Peak Viewing Hours," 2004 (in Hebrew): <http://hufind.huji.ac.il/Record/HUJ001370309>.

62 The National Antiracism Coordination Unit, First Report on Activities, Appendix 27, pp. 156-166.

63 Ibid., pp. 32-33.

64 Ibid., p. 33.

65 Ibid.



Ministry of Culture and Sport

41. Establishing a “cinema incubator” for youth from the Ethiopian-Israeli community (clause 35 of the recommendations appendix):

The government resolution instructed the Minister of Culture and Sport to publish a tender for the establishment of a cinema incubator, by September 2017, which would express the unique voices of Ethiopian-Israeli youth and constitute a source of supply to the television networks and the various internet networks, for the purpose of increasing the representation of Ethiopian-Israeli youth in the media.

Status: not implemented.

Correct to June 2018, no tender has been published. The Ministry of Culture and Sport is in the process of drafting a tender for the establishment of incubators and frameworks and, within this scope, at least one incubator will be allocated in favor of Ethiopian-Israeli artists in the various spheres of the arts.⁶⁶

42. Establishing a fund for introductory training in all artistic disciplines to encourage Ethiopian-Israeli artists (clause 36 of the recommendations appendix):

The government resolution instructed the Minister of Culture and Sport to promote the training of adult Ethiopian-Israeli artists in the disciplines of writing, production and directing, as of September 2017.

Status: not implemented.

About a year and a half ago, the Ministry of Culture published a tender that encountered legal problems. The Ministry of Culture has not yet resumed the tender proceedings, and the establishment of the fund is only expected during 2019. Affirmative-action priority will be given to Ethiopian Israelis during the tender process and a designated sum will be allocated.

43. Establishing a fund enabling Ethiopian-Israeli artists and producers to initiate projects (clause 37 of the recommendations appendix):

The government resolution instructed the Minister of Culture and Sport to assist with project initiations by Ethiopian-Israeli artists and producers as of September 2017.

Status: not implemented.

No fund was established to enable Ethiopian-Israeli artists and producers to initiate projects. In the First Report on the Activities of the National Antiracism Coordination Unit, the Ministry of Culture and Sport reported on other activities that it carried out. The ministry initiated, using the municipal cultural funding regulation, more than 420 new cultural initiatives in the social and geographic peripheries. The supervisory team encourages the various cities having a high concentration of Ethiopian Israelis to allocate funding for initiatives to cultivate the heritage and traditions of the Ethiopian-Israeli community. The ministry also supports festivals and cultural events that celebrate the heritage of Ethiopian Jewry. The ministry is also in the process of building a work plan for the Ethiopian Jewish Heritage Corporation. The corporation launches major projects for the empowerment of the Ethiopian-Jewish culture.⁶⁷

⁶⁶ Ibid.

⁶⁷ Ibid.

Ministry of Homeland Security

44. The Minister of Homeland Security announced that he has taken measures to eradicate racism (clause 5 of the government resolution):

The government resolution recorded the Minister of Homeland Security's announcement that he has taken measures to eradicate racism, and directed him to continue taking action according to the plan prepared by the Israel Police, presented to the ministerial committee on 8.7.2015, and approved in Government Resolution 1107.

Status: implemented.

As stated, the Palmor Report recommendations that relate to the police were not included in Government Resolution 1958 of August 2016, and this component of the resolution in essence addresses this. The majority of the resolutions pertaining to the police were adopted in Government Resolution 2254 of January 2017,⁶⁸ apart from the issue of the police wearing body cameras.

Statutory bodies

45. Appointing an antiracism officer in statutory bodies (clause 3 of the government resolution):

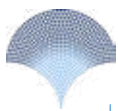
The government resolution instructed the members of the government to instruct the statutory bodies⁶⁹ under their responsibility to appoint an antiracism officer in each of them.

Status: implemented.

An antiracism officer was appointed in 44 of the 47 government ministries and support units.

68 Government Resolution 2254, 5.1.2017, "Government Policy for Advancing the Optimal Integration of Ethiopian Israelis in Israeli Society – Addition to Resolution 1958 of 19.8.2016 with Regard to the Adoption of the Recommendations of the Committee Tasked with Eradicating Racism Against Ethiopian Israelis" (in Hebrew): https://www.gov.il/he/Departments/policies/2017_dec2254.

69 A statutory body is a semi-autonomous legal entity that operates by virtue of the law and that can possess constitutional, executive and judicial authorities. Sometimes, a statutory body is established at the initiative of governmental legislation in the Knesset, and sometimes, it is a private body that is delegated statutory authorities. Examples: the National Insurance Institute, the Bank of Israel, the Broadcasting Authority and the Airports Authority.



Insights and conclusions

General

The Palmor Committee for the Eradication of Racism is a product of the public protest by the Ethiopian-Israeli community and was formed as a result of Government Resolution 1107 of 2016. As stated, the report of the committee's recommendations was formulated through collaborative staff work by senior representatives of the government ministries, Ethiopian-Israeli social activists and representatives from academia. The purpose of the report was to provide a comprehensive fundamental response to institutional racism against citizens in general and against Ethiopian Israelis in particular. Most of the report's recommendations have been adopted in two government resolutions, Government Resolution 1958 of August 2016, which this report addresses, and Government Resolution 2254 of December 2016, which addresses the recommendations pertaining to the police.

Government Resolution 1958 relates to a large number of government ministries and includes directives in various fields, regarding government units and activities that have existed for quite some time (programs of the Ministry of Education, teacher training, surveys among civil servants, activities by the Equal Employment Opportunities Commission), and with regard to the establishment of new units and mechanisms (the National Antiracism Coordination Unit in the Ministry of Justice, periodic reports on activities, appointments of antiracism officers in government ministries).

Status of implementation

Nearly two years after the passing of the government resolution, one can say that significant portions of the resolution have actually been advanced, even if not according to the timetables prescribed in the resolution. Included in this are the activities of the National Antiracism Coordination Unit in the Ministry of Justice (annual report on activities, the provision of responses to complaints, integration of the government resolution, creating a list of experts for the media, and a public advisory council); as well as many of the activities under the responsibility of the State Attorney-General.

However, many parts of the resolution that are not under the responsibility of the Ministry of Justice and the State Attorney-General were only partially implemented or were not implemented at all; such as most of the parts of the resolution under the responsibility of the Ministry of Education, the Ministry of Culture and some of the components under the responsibility of the Civil Service Commission.

Implementation of the recommendations in existing units

In addition to that stated above, it is evident that entities and ministries that carried out government activities prior to the government resolution that the Palmor Committee was tasked to address, **perceived the recommendations of the Palmor Committee that were adopted as a binding government resolution as merely a 'recommendation'** and they failed to change their priorities within the ministries and support units. For example: the Ministry of Education did not develop compulsory teacher training on the subject of the eradication of racism, it did not introduce additional content in textbooks, and did not take action to incentivize the inclusion of multicultural content in schools. Furthermore, it is difficult to point to clear and defined changes in the Equal Employment Opportunities Commission following the report's recommendations and in compliance with the directives in the government resolution.



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