
**The impact of the apartheid wall on Palestinian productivity: a case study of
Jerusalemite employees at Al-Quds University**

Abdalraouf Alsenawi & Musa Dweik

Abstract

The present study aimed to identify the impact of the apartheid wall on the productivity of Al- Quds University employees. The impact of the apartheid wall was evaluated using a 24-item scale as an index developed by the two researchers. The scale was administrated to one hundred and thirty-six randomly selected full-time Jerusalemite employees at Al-Quds University. The findings revealed that 79% of the employees surveyed were negatively affected by the apartheid wall which impacted on the Al-Quds University employee's productivity from the time required to reach the university to the construction of the apartheid wall. The apartheid wall emerged as a significant predictor of the lack of productivity among its employees. The implications of the findings and guidelines for future empirical research are discussed.

Key words: Apartheid wall, Al-Quds University employees, Jerusalem, productivity.

Introduction

Israel has used the most hideous means to intimidate the Palestinian people to drive them off their land as a *de facto* fulfillment and embodiment of the principle: “Land without people for people without land” which has always been advocated by the Zionist movement ever since its establishment. Israel has committed several massacres, confiscated land and inhabited these with both settlements and settlers. One of the approaches the Israeli’s followed to justify their actions was to embark on building the apartheid wall in 2002¹ in the occupied Palestinian territories which left a catastrophic impact on the Jerusalemite citizens in particular and the Palestinian people in general. The impact of the apartheid wall is on the increase and it is escalating daily. Consequently, it is extremely difficult to estimate the

¹The two researchers hold that it must be called the “Killer wall” since it symbolizes the covert Israel desire to kill and neutralize all that is called Palestinian including trees, stones and humans. At the time, the Israeli government used several names to refer to this wall such as (fence, horizontal wall, security wall, separation wall and others). These terms aimed to mislead its true intention behind erecting this wall which was basically to steal as much Palestinian land as possible, and annex the illegally built settlements on it to Israel.

volume of substantial and unsubstantial damage this apartheid wall has inflicted on the citizens on one hand and the Palestinian national economy on the other.

For the purpose of this study, a questionnaire was distributed among the Al-Quds University employees in order to establish the level of productivity among the Jerusalemite employees following the erection of the apartheid wall.

Background and Literature Review

On 23 May 2002, the Israeli government decided to officially start building the separation wall along the borders of the West Bank in order to separate the Palestinian territories from Israel. Preparations for its erection commenced when Ariel Sharon became a minister in the Israeli government and was assigned the housing portfolio.

The cost of building a kilometer of the apartheid wall was estimated at one million dollars while the cost rose to two million dollars in certain locations. Many unjustified attempts came to the fore of attempts to annex Jewish settlements and Palestinian land to Israel. In other areas, its course was diverted in order to annex the Palestinian water resources in the West Bank. Sadly, all these water resources have now fallen under Israeli control (Jabali, 2011; Dweik, 2012, 2013, 2015).

Former UN Special Rapporteur, Professor John Dougard, an expert on human rights in the Palestinian territories occupied since 1967 termed the wall: “The Annexation Wall” (Dweik, 2012). This apartheid wall which was constructed inside the Palestinian territories in the West Bank is not built along the green line; it is expected that its length would reach around 723 km². Therefore, the length of this apartheid wall will be three and a half times longer than the internationally recognized borders of Israel. It is also twice the length of the green line drawn in year 1949. Upon completion, 45% of the West Bank area will fall under Israeli control (Dweik, 2012, 2013, 2015).

The land area which the ‘killer wall’ will eventually occupy is approximately 2% of the land-occupied by the West Bank an area of more than 90 thousand donums. This action would inflict harm to 210 Palestinian inhabitants in the holy city and its 23 villages.

The erection of the apartheid wall created a new administrative system when the Israeli Defense Forces issued military orders in October 2003 which considered the West Bank

territories located between the apartheid wall and the green line as a “closed zone”. This implied that the residents could no longer continue living there. Any Palestinian citizen who wants to enter these areas must have a special permit for a specified period of time while Israeli citizens and permanent residents can enter and leave these areas at any time without prior approval (Dweik, 2012, 2013, 2015).

The killer wall has had a great impact on the social composition of the occupied Palestinian territories. This has negatively affected the traditional relationships, marriage, social, cultural and religious activities. Its negative effect on the families social activities living west of the apartheid wall is severe than on families living east of the wall (Dweik, 2012, 2013, 2015).

The apartheid wall has divided the Jerusalem governorate into three isolated regions and isolated from the rest of the Palestinian governorate and cities. The Old City was isolated from the surrounding neighborhood and any expansion and connection with the occupied Palestinian land. The city was surrounded by barriers and checkpoints from all directions. This has increased the suffering of all the Palestinian citizens since Jerusalem is considered the main artery for the surrounding villages and suburbs (Vitulo, 2005).

Certain sources estimate that the number of Jerusalemites who will be isolated from the city is approximately 120 000 (one hundred and twenty thousand) Jerusalemites. This has resulted in large numbers to return to the city in order to preserve their identity and their right to live in it. They are faced with various difficulties without any or adequate support from the Palestinian Authority. The Jerusalemites restored old houses and stores in the old city. Consequently, Jerusalem became the most populated city in the world. An apartment in the Islamic quarter is 40m²; Armenian quarter 54m² while 75m² in the Jewish quarter (Tafakji, 1990).

Poverty has become a salient feature of the city. It has brought with it manifestations of violence and crime. The return of Jerusalemites in big numbers has led to the emergence of random buildings being constructed in the city, which has clearly influenced the public scene and civil facade of the old city (Tafakji, 1990).

The return of the Jerusalemites from the suburbs to the city influenced the educational process. This return has led to much pressure on classrooms which were originally not schools but rented houses because the Jerusalem municipality confiscated public schools

which were subject to the Jordanian government. This added an extra burden on both students and teachers. It also led to numerous students not attending school because there was insufficient space for the prospective students. In 2007, school occupation in Jerusalem dropped to below 15% resulting in the majority of those drop outs to attend schools supervised by the Israel Education Department and Jerusalem Municipality (Abu Saud, 2007).

According to Juelis & Abu Saud (2008), the separation wall is considered the most influential factor on the economy of Jerusalem city. The construction of the apartheid wall is well orca stated because it is taking place according to a carefully planned ‘structure’ by Israeli in order to achieve a number of objectives which would eventually lead to separating and disconnecting the city from its natural links with the rest of the occupied Palestinian territories thereby opening itself only to the West, that is, towards Israel.

Most economic sectors in the cities were negatively influenced by the erection of the apartheid wall whereby forcing it to be annexed to the Israeli economy which diminished the percentage of its connection with the Palestinian economy (Vitulo, 2005).

This aforementioned reveals an increase in terminating its role as “an access for the Palestinian economic and social activity” five years following the pronouncement the consultative view of the International High Court in 2009. The apartheid wall would deprive West Bank citizens goods and produce from the Palestinian cities in the West Bank (cheaper goods than Israeli) from entering the city (World Bank, 2004). This has led to a drastic drop in the percentage of city merchants’ sales resulting in several businesses to shut down. This indeed led to an increase in poverty in the city (Vitulo, 2005). If it were not for the active role by the citizens of the occupied Palestine since 1948 in intensifying their visits to the city in general and especially on official and religious holidays and feasts, the percentage of the number of businesses having to close would have been higher. Moreover, the industrial sector in the city was severely hit, since it constitutes 15% percent of the labor force in the city. Productivity dropped by 60%-70% (Jerusalem Center for Social & Economic Rights, 2002). This led to an increase in unemployment in the city in 2002 (the first stage of building of the apartheid wall) 23% among blue identity card holders (Jerusalemites) and 30% among West Bank identity card holders. This was an average of 27% for the city of Jerusalem. This resulted in more than twenty thousand unemployed personnel in the governorate. The high percentage of unemployment was attributed to the poor treatment by Israeli institutions and

factories towards security prisoners from Jerusalem. They were not offered any employment whatsoever (Juelis & Abu Saud, 2008).

In addition to the above mentioned, the apartheid wall resulted in difficult and complicated living, social, economic, health and educational conditions. This has impacted negatively on the lives of Jerusalemites including all sectors, the old, youth, children, men and women. Many of the Jerusalemites expressed loss of hope regarding their future as well as those of their villages and cities. Studies have revealed that there was an increase amongst many of loneliness, anxiety, depression and individuals considering suicide (Palestinian National Information Center, 2004; The Palestinian Information Center, 2015).

The apartheid wall has also left its mark on the health facilities in the occupied West Bank. It has become extremely difficult to reach the villages surrounded by the apartheid wall and the green line. The completion of the wall is expected to inflict damage to the health sector (Dweik, 2012, 2013, 2015).

Preventing Palestinian citizens from reaching Palestinian health centers and facilities would increase the mortality rate, especially among children, persons with disability and patients with chronic diseases. Moreover, these rates have the tendency to rise with every new portion built to the killer wall (Dweik, 2012, 2013, 2015).

Furthermore, building the killer wall on occupied territories has negatively affected the students and the teaching staff at various levels. This has led to a large scale obstruction of the educational process in general (Monaghan & Careccia, 2012). The apartheid wall has separated students from their universities, especially Palestinian universities and higher education colleges located in major Palestinian cities. Consequently, access to these institutions as the result of the partition and isolation by the killer wall has made it almost impossible, very risky and beset with obstacles. Moreover, construction works of the apartheid wall itself has caused material damage to educational facilities located near the apartheid wall. Furthermore, the Israeli authorities have prevented schools from expanding their buildings in order to reduce contain crowding (Dweik, 2012, 2013, 2015).

Al-Quds University is located in Jerusalem city since 1931. It was a *de facto* in 1993 following the unification of four colleges which used to operate in Jerusalem and Ramallah, namely: Da'ua wa 'Asul Addin College established in 1978, Arab College for Medical

Professions established in 1979, Science College established in 1979 and Hind Hussein College for Girls established in 1982. The main campus of the University is located in Abu Dies east of Jerusalem city. The Al-Quds university personnel increased to 1501 comprising males and females during 2014/2015 while the number of Jerusalemite employees was recorded at 454 of which 210 work in Abu Dies main campus (Al-Quds University, 2014).

It should be noted that the racist wall occupied vast areas of university estate at an estimated 30 donums. It was expected that a number of buildings and units would be built on this confiscated land to absorb the largest possible number of students.

The racist wall has directly affected the educational sector in Al-Quds University. The construction of the apartheid wall on university property has resulted in much harm to the employees and students alike. This has affected the progress of the educational process; led to employees and students losing a great deal of time due to extended delays at the checkpoints to enter the University grounds. Consequently, many employees and students would arrive late on campus.

The repeated closure constituted an additional factor and obstacle to university employees. It has left a negative impact on their work as a result of being denied access to the West Bank. This has led to high absentee rate among employees resulting in disruption at the workplace. Employees are required to obtain special permits from the West Bank to enter Jerusalem. This requirement is directly connected to the occupation of the state which has posed many obstacles. This is part of a systematic policy to ensure that the employees must obtain permits. There have been many instances where request for permits were rejected for supposed security reasons. Consequently, this frustration and tactic by the oppressor contributed significantly to the interruption of the educational process inside Jerusalem.

The repeated incursion and campus raids have contributed to high levels of anxiety and concern to both students and employees. There were several instances when the university campus was turned into military barracks for occupation soldiers who used to practice the most hideous forms of persecution such as detaining students, disrupt the educational process, close the university and prevent the students from entering or leaving campus. In addition, there would be shooting, throwing sound grenades, tear gas, damage and destruction to university property. These actions, collectively and directly, contributed to disrupting the educational process on campus.

Amnesty International (2004) documentation revealed the extent of excessive force used by the Israeli against Palestinian citizens as well as repeated assault on Al-Quds university students and employees. The force utilized by the Israeli comprised: the use of tear gas, rubber coated steel bullets, hand grenades, continuous university campus raids under the pretext of inspection, search and damage university property or arrest students. The Israeli forces usually provoked students and disrupted lectures for the sole purpose to close down the university.

The Israeli occupation soldiers carried out no less than 12 raids during December 2013. As a result of the suppression executed by the army forces against the employees and students, the Red Crescent Medical Clinic on campus had to care for 420 students and employees. Trauma hit a large number of female students as a result of continuous raids off the campus and firing sound grenades which spread fear and panic among the students. On one occasion, a staff member from the Amnesty International documented a campus raid by the army on December 22, 2013. Four soldiers stepped out of their vehicles and fired at the students to provoke them while lectures were being conducted (Amnesty International, 2014).

The construction of the apartheid wall is still one of the most serious concerns raised by the international community. Every local and international satellite channel broadcast the impact of the apartheid wall and its distinct impact on the Arab Palestinian people. The Israeli's have also been accused of taking ownership of the buried Palestinian antiquities in archeological sites. Israel purposefully built the apartheid wall along the east so that these antiquities remain under their control inside the green line i.e. the occupied Palestinian territories since 1948 (Abu Saud, 2007). Testimony of the aforementioned was the Israeli Archeology Department's establishment of special committees since the commencement of the first stages of the separation wall.

The impact of the apartheid wall on the Palestinians has been widely published. In a recent study, Ayyash (2009) concluded that the apartheid wall created a negative impact on the Palestinians, especially the Salfet District including human and destruction of the natural sphere.

Abu Rub (2005) emphasized the direct economic and social impact of the apartheid wall encompassed all West Bank governates. However, Qalqilia, Salfet, Jerusalem, Bethlehem, Jenin, Tulkarem, and Ramallah were the most affected areas. The primary economic impact

included the loss of arable land, which is the main source of local income; the closure of economic facilities; the cessation of work in Israel; the aftermath of the separation wall on agriculture including the loss of arable land and water sources, forfeiture of pastures, the fallback of the animal sector; and social consequences which included the deterioration of health and education services as well as the displacement and separation from families and relatives. Al-Arda (2005) analyzed the historical impact of the apartheid wall to highlight that it was not to fight terrorism and explosive attacks inside Israel as claimed but to create new borders that might not be changed.

Furthermore, Abdallah & Zidan (2004) asserted that all Palestinian citizens are suffering as the result of the apartheid wall regardless of the identity card they hold - whether it is blue (Jerusalem) or green (West Bank) since all have social and economic ties on both sides of the apartheid wall. The results revealed that the apartheid wall affected the lives of many people, while the males were more affected than the females. The study of the Ministry of National Economy (2004) addressed the impact of the first stage of the racist wall on the commercial and industrial sectors. The results revealed that the economic facilities had to shut down along with a loss of farm lands. As for the social impact, it was evident in the deterioration of the health and educational services along with displacement and separation between family and relatives.

The World Bank (2004) concluded that the Palestinian economic conditions were approaching calls for emergency assistance in light of the restrictions as the result of the apartheid wall. Furthermore, the wall restricted the mobility of individuals, goods and production in addition to a rise in poverty and unemployment.

Purpose and scope

A number of previous studies dealt with the impact of the apartheid wall from the social, health and cultural perspectives, but none have specifically targeted the impact of productivity. Therefore, this article it would be crucial to explores the impact of the apartheid wall from the economic capability perspective of the Jerusalemites, especially on the productivity of Al-Quds University employees.

The significance of the study stems from the fact that it is a continuation of former studies that dealt with the impact of the apartheid wall in isolating the Palestinian cities and villages.

The latter studies were limited to the Jerusalem inhabitants, specifically employees at Al-Quds University and citizens residing behind the apartheid wall on the western side of the city. They were directly affected by the erection of the apartheid wall which did not only obstruct their daily commute to work but also separated them from natural expansion.

The findings of the study can assist to gain an in-depth perspective of the impact and disastrous effects of the apartheid wall. Moreover, the findings could assist to alleviate the impact of these effects through specialized developmental programs specifically for the study population.

Definition of Terms

Fence, shielding wall, security wall are terms used to describe the apartheid wall by the Israeli government, research centers and Israeli mass media in order to give the impression that the aim of erecting the wall is for security purposes only.

Separation wall, killer wall, racial discrimination wall are terms used by Palestinian researchers, Arabs and certain foreigners in reference to the apartheid wall.

Green line is used to separate the territories occupied in 1948 from the rest of the Palestinian territories occupied which was in 1967.

Blue identification card is held by Palestinians living within the borders of the Municipality of Jerusalem in accordance with the Israeli law.

Orange or green identification card is held by Palestinians living outside the borders of the Jerusalem Municipality (West Bank) according to the Israeli law in the territories subject to the jurisdiction of the Palestinian Authority as stated in the Oslo Agreement 1994 (1967 borders).

Limitations

The population of the study was limited to full-time Jerusalemite employees at Al-Quds University, main campus, Jerusalem, Abu Dies, during the 2013/2014 academic year.

Hypotheses

Based on the reviewed literature, set objectives, questions and variables of the study, the following hypothesis is proposed:

There are no statistical significant differences at $\alpha \leq 0.05$ in the impact of the apartheid wall on Al-Quds University Jerusalemite employees productivity according to age, place of residency, marital status, educational level, profession, years of experience, and the time required to reach the university.

Delimiting variables to the scope of the study based on the participants' demographic characteristic age, place of residency, marital status, educational level, profession, years of experience, and the time required to reach the university, in addition to the impact of the apartheid wall index.

Methodology and Design

The study adopted the quantitative methodology. A questionnaire was utilized which is appropriate for the exploratory nature of the research.

Sampling

The overall sample comprised of one hundred and thirty-six full-time Jerusalemite employees at Al-Quds University. The participants were randomly selected. The sample size was calculated using the sampling web: <http://www.surveysystem.com/sscalc.htm>, sample size calculator, with a margin error of 0.05. The target population consisted of 210 full-time Jerusalemite employees at Al-Quds University, main campus, Abu Dies, during the 2013/2014 academic year (Al-Quds University, 2014).

Instrumentation

The impact of the apartheid wall on Al-Quds University Jerusalemite employees productivity was evaluated using an index of a 24-item. A 5-point Likert scale (strongly agree, agree, neutral, disagree and strongly disagree) was used to measure the responses. The participants were asked to complete the questionnaire at the Al-Quds University Main Campus - Abu Dies. The sampling survey instrument sought background information such as the

participants' age, place of residency, marital status, educational level, profession, years of experience, and the time required to reach the university.

Validation of the instrument involved the implementation of a pilot study (N=20). The survey was validated by using exploratory factor analysis. Factor loading for all the items exceeded 0.60 (0.61 to 0.82). This implied that they (items) were suitable to measure the impact of the apartheid wall on the productivity of Jerusalemite employees at Al-Quds University.

The reliability was tested using Cronbach's Alpha Formula to ascertain consistency of the survey. Cronbach's Alpha for the survey instrument was 0.89, indicating excellent reliability and consistency.

The demographic breakdown of the participants was as follows: age, place of residency, marital status, educational level, profession, years of experience, and the time required to reach the university. In total, the sample consisted of one hundred and thirty-six employees. The respondents' age ranged between 25 and 58 years (M 42.93 SD 11.26), while their years of experience between 2 and 26 years (M 8.47 SD 2.43). The married represented 83.1% of the participants while the unmarried 16.9%. The sample was drawn from both administration (52.9%) and academic (47.1%) sectors. The majority (66.2%) of the participants had a Master's and PhD. Degree. The majority (72.1%) of the participants came from urban areas, 22.8% from rural areas, while the remaining 5.1% from refugee camps. The average time required to reach the university was (M 1.23 SD 0.54) hours before the construction of the apartheid wall and it reached (M 2.19 SD 0.69) hours after the construction of the 'dreaded' wall.

Data Analysis and Findings

Data was analyzed using SPSS. The questionnaire items were rated on a 1–5 Likert scale (1=strongly disagree, 2=disagree, 3=neutral, 4=agree and 5=strongly agree). Descriptive statistics were utilized to gauge the impact of the apartheid wall on Al-Quds University Jerusalemite employees productivity. The highest score reflected the high impact of the apartheid wall on the productivity of the Jerusalemite employees at Al-Quds University. The following statistical techniques were measured: Regression, Independent-samples t.test, Paired-samples t.test, One way analysis of variance, Tukey test, Cronbach's Alpha Formula, and Factor Analysis.

The mean score of the impact of the apartheid wall on Al-Quds University Jerusalemite employees productivity was high (M 3.95 SD 0.55). The study observed that almost (79%) of the Jerusalemite employees productivity at Al-Quds University was negatively affected due to the apartheid wall.

Furthermore, the findings in descending order revealed: time wasted waiting at check-points reduced productivity (M 4.23 SD 0.75); the apartheid wall prevented the employees from arriving punctually at the University (M 4.21 SD 0.79). The participants indicated that the frequent closure of the check-points led to a marked reduction in productivity (M 4.20 SD 0.78). The participants spent lengthy hours at the check-points (M 4.17 SD 0.73). Consequently, one's job was in jeopardy as a result of check-points leading to the University (M 3.79 SD 0.99). Moreover, the Israeli refusal to renew permits to the University employees (M 3.11 SD 0.84).

The study also investigated the demographic breakdown of the impact of the apartheid wall on the productivity of Jerusalemite employees at Al-Quds University with the view to identifying the following differences based on: age, place of residency, marital status, educational level, profession, and years of experience. The results revealed no significant differences. However, it was found that the time required to reach the university was significantly variable.

The results also revealed that the differences in time to reach the university after building the apartheid wall (M 2.19 SD 0.69) compared to (M 1.23 SD 0.54) before its construction: T.test value was (-12.398 P=0.000).

Discussion and Recommendations

The findings revealed that the apartheid wall had an extremely negative impact on the productivity of Al-Quds University Jerusalemite employees. The survey revealed that the productivity of 79% of the employees was negatively affected as a result of the apartheid wall.

Since its establishment in 1984, Al-Quds University is still considered one of the leading educational institutions that offers a vibrant learning environment, encourages exchange of ideas and freedom of expressions well as an leading innovative research institution. However,

Al-Quds University experience under Israeli occupation has been a tragic one in terms of the victims as a result of violence, daily attacks, closure, arrest students, construction of the apartheid wall that occupied hundreds of dunums of Al-Quds University main campus in Abu Dies, along with the unpredictable time employees spend negotiating with Israeli soldiers at checkpoints around the campus. This is the real drama of the Palestinians in general and that of Al-Quds University students in particular which is seldom if ever reported (Banat & Rimawi, 2015). Consequently, these conditions have negatively affected the productivity of Al-Quds University employees.

Undoubtedly, this is due to the much time they spend in searching for alternative routes to get to the University. Moreover, this situation which has resulted in an increased financial burden due to the extended distances they need to travel. This situation also contributed to fatigue and confusion, which has impacted negatively on their psychological condition, productivity and job performance, and finally, on the development of future educational plans at the university. The continued Israeli attacks on Al-Quds University in general on its facilities, students and staff in particular has complicated academic life.

Moreover, the establishment of the apartheid wall along the large part of the Palestinian territories, especially the agricultural, has resulted in significant damage to the Palestinian economy in general and the owners of this land in particular. The Palestinian society, which is an agrarian one, depends largely on the agricultural sector. Consequently, the apartheid wall has inflicted heavy losses on the economy of Palestine (Jabali, 2011).

One of the most negative impacts as a result of the apartheid wall alongside the Al-Quds University is the sequestration of vast areas of University land, which impeded the implementation of the university's future educational plans. The university requires this land to construct new buildings and accommodate more students. In addition, the construction of the apartheid wall adjacent to the university has had a negative impact on the number of new student applications. There is an alarming reduction in the number of applicants compared to before the apartheid wall was erected. This situation will naturally have a considerable impact on the sustainability of the University in the future. The University relies heavily on the tuition fees collected from the students. Therefore, the university has been forced to reduce the number of its employees, including those from Jerusalem who hold Israeli identity documents.

The results statistically revealed significant differences in the impact of the apartheid wall on Al-Quds University employee's productivity.

Education is highly valued among the Palestinian people as it provides them with access to knowledge of its surroundings, the oppressors as well as information of the global village. University life is a significant stage in the formation and development of one's personality. It represents a critical turning point in the life of a student since it differs significantly from schooling. The university, as an independent educational institution, represents a rich environment which requires the students to lead a different life style (Musleh & Banat, 2006). Firjani (1998: 3) points out that the benefits of the essential role played by higher education in the development of developing societies are much higher than the anticipated economic calculations. Higher education plays a significant role in the formation of a higher level of human capital in society. Institutions of higher learning lay the foundation for the cognitive revolution of knowledge and sophisticated abilities namely: higher levels of human capital, which is the backbone for progress in this century.

Furthermore, the construction of the apartheid wall has affected both the university employees as well as students. Extended time delays in getting access past the checkpoints and time consumed in commuting to and from the university.

The lack of access to University has had a negative effect on and extensive delay in academic progress at the University. Consequently, there has been a disruption in the implementation of the University's academic plans as well as a negative impact on the students' progress during the school year. The latter has seen a significant decline in the level of the academic achievement among the university students.

Furthermore, the construction of the apartheid wall has also resulted in increasing the number of checkpoints around the city of Jerusalem on the pretext of security, which has reflected negatively on both the employees and the university. Based on the findings of this study, the following recommendations are made:

1. UN institutions, particularly the United Nations Educational, Scientific and Cultural Organization (UNESCO), attend to and support the education sector in Palestine. Palestinians depend largely on education to conduct their daily lives and plan their future careers. The need for access to education among Palestinians has increased markedly in light of Israel's continued closure of the Palestinian territories, prohibition of the Palestinians from working in Israel, and confiscation of the

Palestinian land due to the construction of the apartheid wall and settlement buildings. The latter practices have increased the volume of unemployment among the Palestinian hired hands and college graduates. In this regard, it is necessary to highlight the pivotal role played by Al-Quds University in the development of the Palestinian society. The University has suffered significant damage because the Israeli authorities have sequestered a large segment of its land to build the apartheid wall.

2. Further research is essential to highlight the social and psychological effect suffered by the Jerusalemites as a result of the establishment of the apartheid wall.
3. Palestinian civil society organizations and international NGOs operating in the occupied Palestinian territories should establish operational programs to alleviate the economic suffering among the Jerusalemite graduate students since the Israeli authorities refuse to recognize their academic certificates as well as ban them from working in public institutions such as schools, hospitals, etc. This Israeli policy constitutes a major concern for the University students and discourages applicants from applying to study at Al-Quds University.

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ABOUT THE AUTHORS:

Abdalraouf Alsenawi, PhD. Commercial Law, Dean Students Affairs, Assistant Professor, Faculty of Law, Al-Quds University, Main Campus, Jerusalem- Abu Dies, Palestine.
asinnawi78@yahoo.com, asinnawi@staff.alquds.edu

Musa Dweik, PhD. International Law, Associate Professor, Dean Faculty of Law, Al-Quds University, Main Campus, Jerusalem- Abu Dies, Palestine.
musa.dweik@staff.alquds.edu