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## **Abstract**

This study is entitled as: "Gender Discrimination and its Relationship with Mental Health of Women Working in Civil Society Organizations in the Gaza Governorate, for the year of (2006-2007)"

The study aimed at identifying the reality of gender discrimination and its relationship with the mental health of Palestinian women working in the civil Society Organization either national or international organizations through defining the level of the gender discrimination and its manifestations in civil society organization as women felt of to realize the effect of the variables including the organization type, her position, her scope of work, her qualification, years of experience, the nature of her job, the social status in her sense of gender discrimination and it's manifestations. Meanwhile, the mental health level of women working in the local civil organizations will be revealed to find out the relationship of women's sense of the gender discrimination and mental health.

The study was restricted on the Palestinian women working in the regional, international and local civil society organizations located only in Gaza governorate from the beginning of 2006 to the end of 2007.

In the light of the study objectives, the descriptive method was adopted. This method focused on describing the gender discrimination phenomenon in all its aspects, analyzing its structure, and knowing the overall relations and links between it's components without the interference of the researcher in the results.

The phenomenon which will be studied and analyzed is the reality of gender discrimination and its relationships with the mental health of the women working in the civil society organization in Gaza Governorate.

A random sample has been selected consisting of 87 working women. To achieve the study objectives, answer its questions, and to test the validity of

assumptions, two tools were used :(1) "Questionnaires on gender discrimination" and (2) "Measurement of psychological health".

The results of the study revealed that the level of gender discrimination in the civil society organizations was lower than the default rate (70%). Moreover, no statistical differences in the level of gender discrimination against Palestinian women working in the Civil Society organization in the Gaza Strip due to the type of the organization, the place of the organization, the organization's scope of work, the social status of working women, the women's qualification, the job description and the experience of working women.

The study proved the mental health of working women decreases to 70% as a default rate. Moreover, there are no statistical differences in the level of mental health among Palestinian women working in the civil society organizations due to the level of gender discrimination for the working women. Based on research finding, the researcher recommend the necessity to develop, reform and renew the current laws concerning women to be parallel with the economical, political, social and cultural circumstances; taking into consideration the changes of 21 centaury and our religion rules and cultural heritage, in addition to the necessity to have more studies relevant to the mental health of the working women in civil society organization and preparing awareness training workshops in the field of mental health and psychological diseases.

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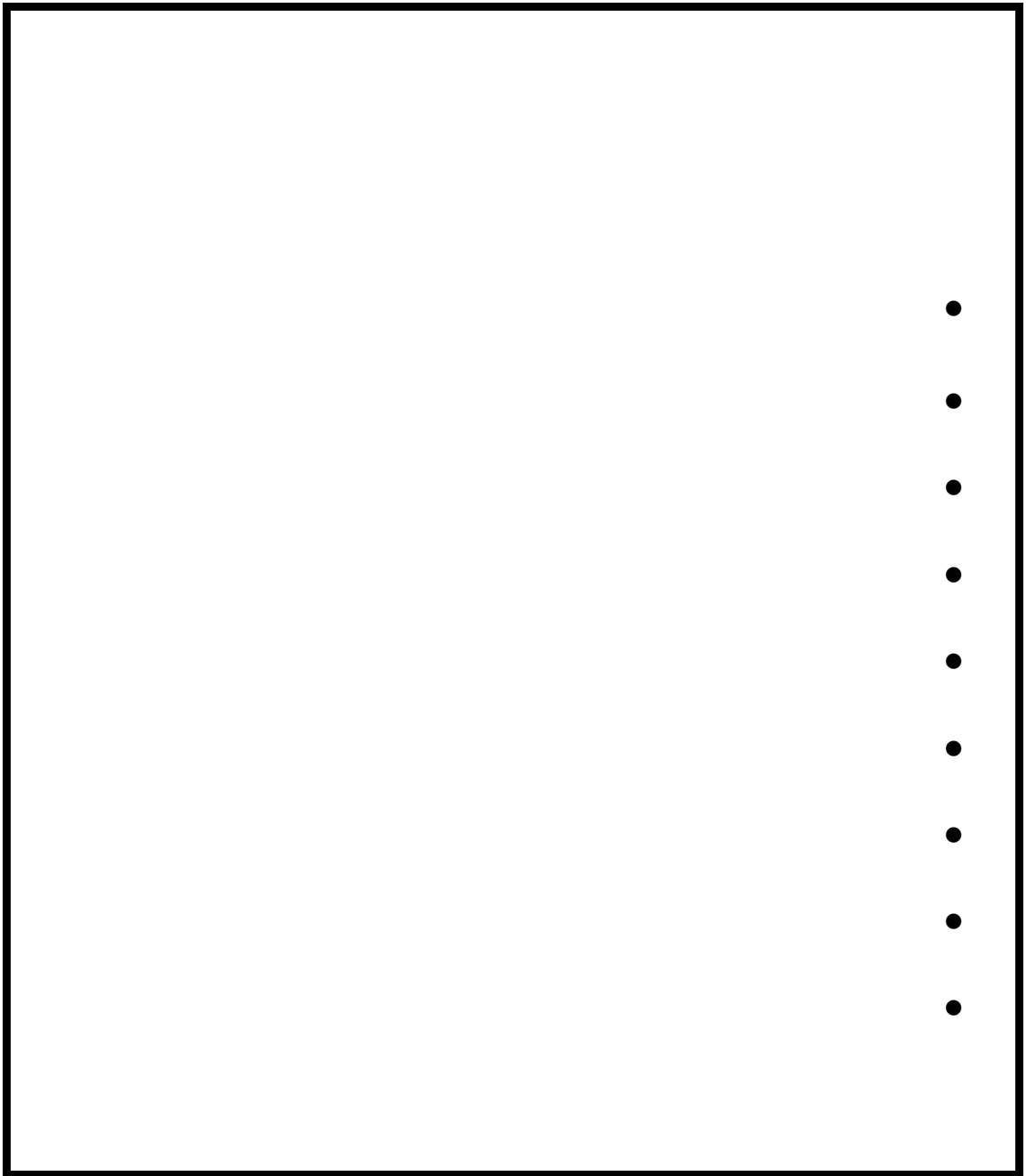


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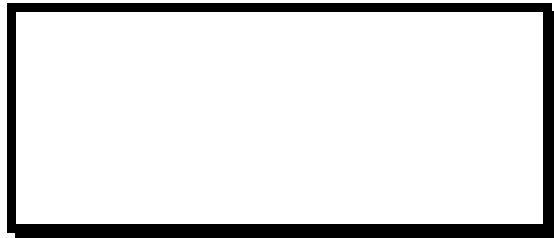
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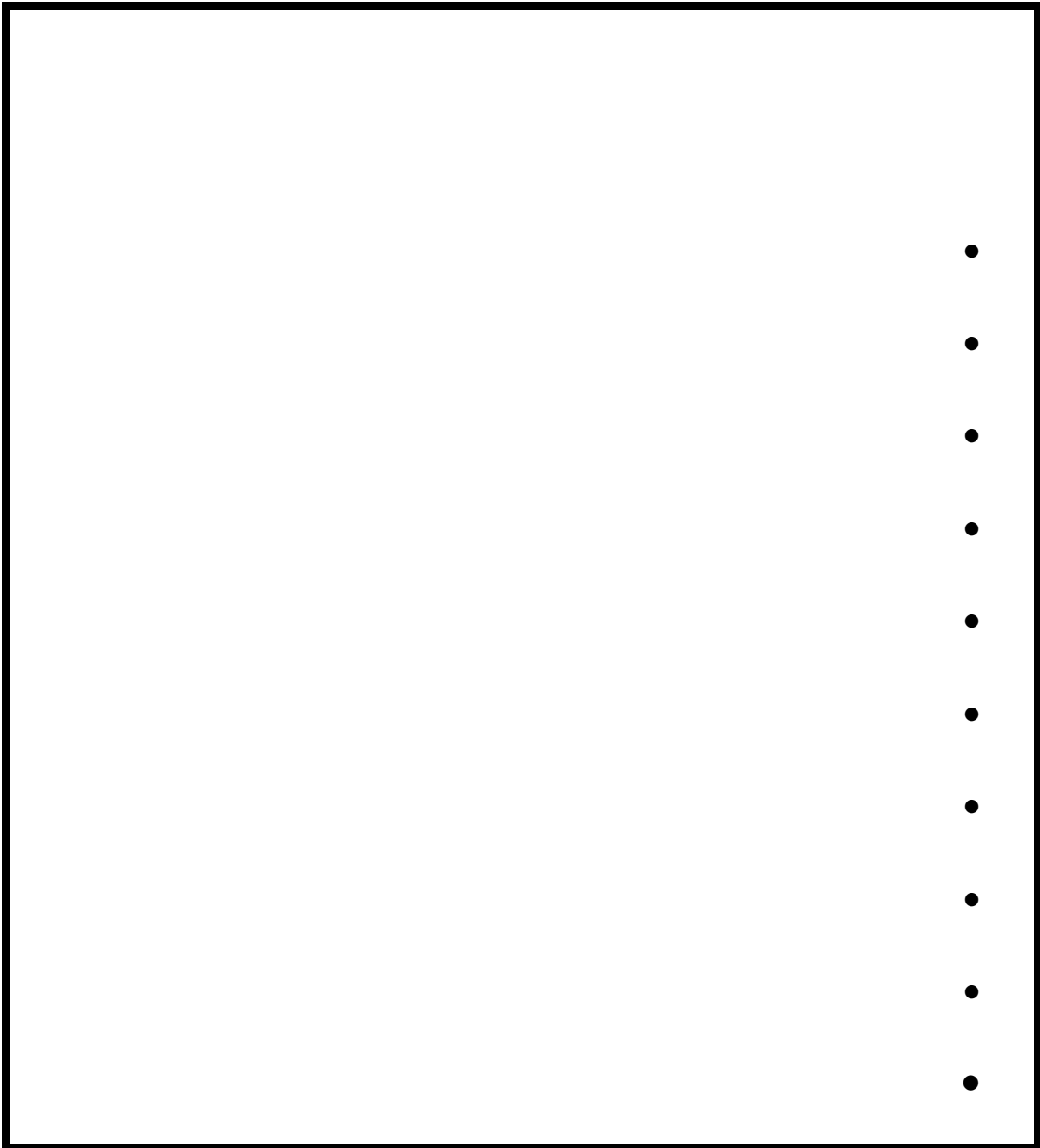
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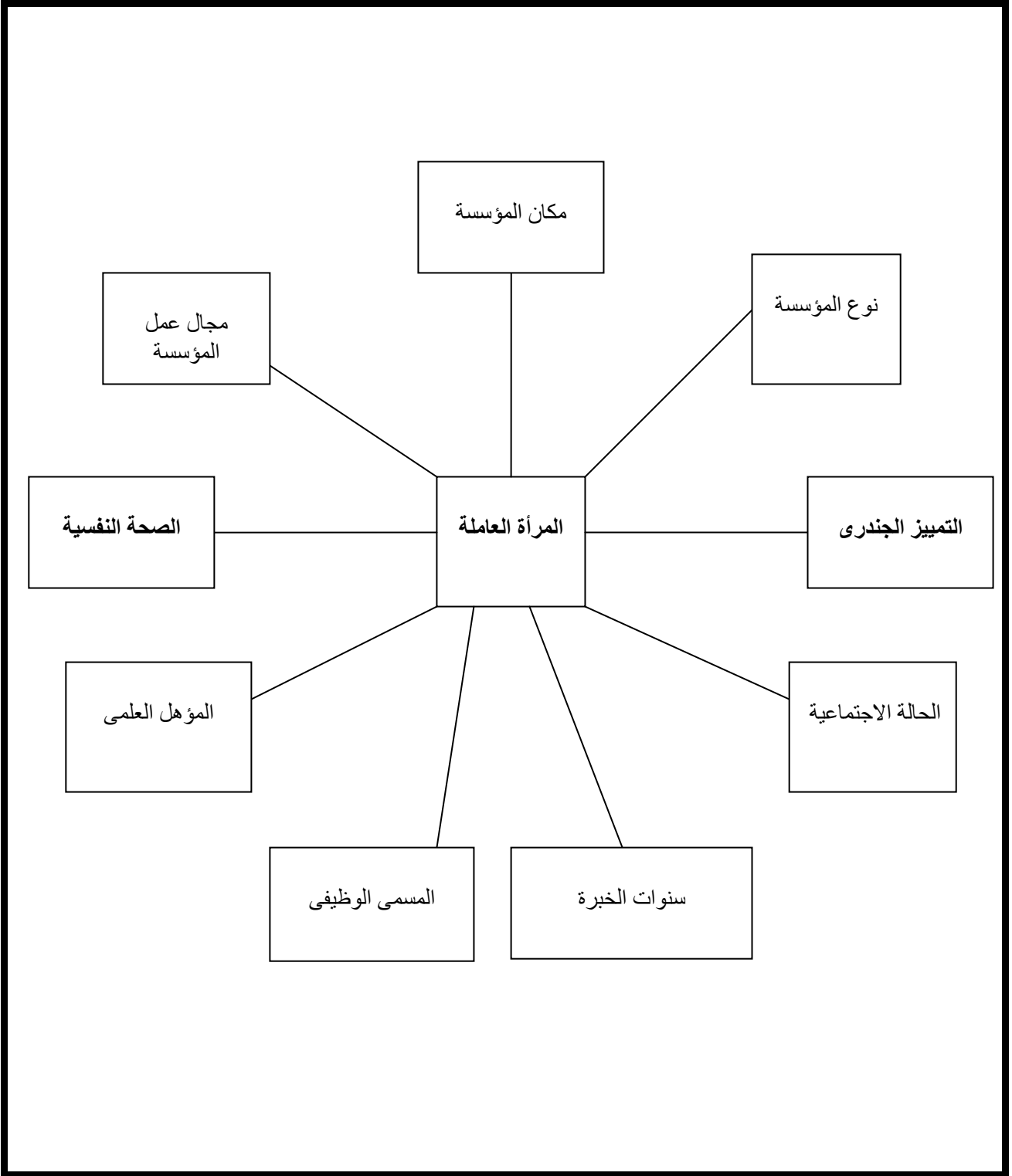
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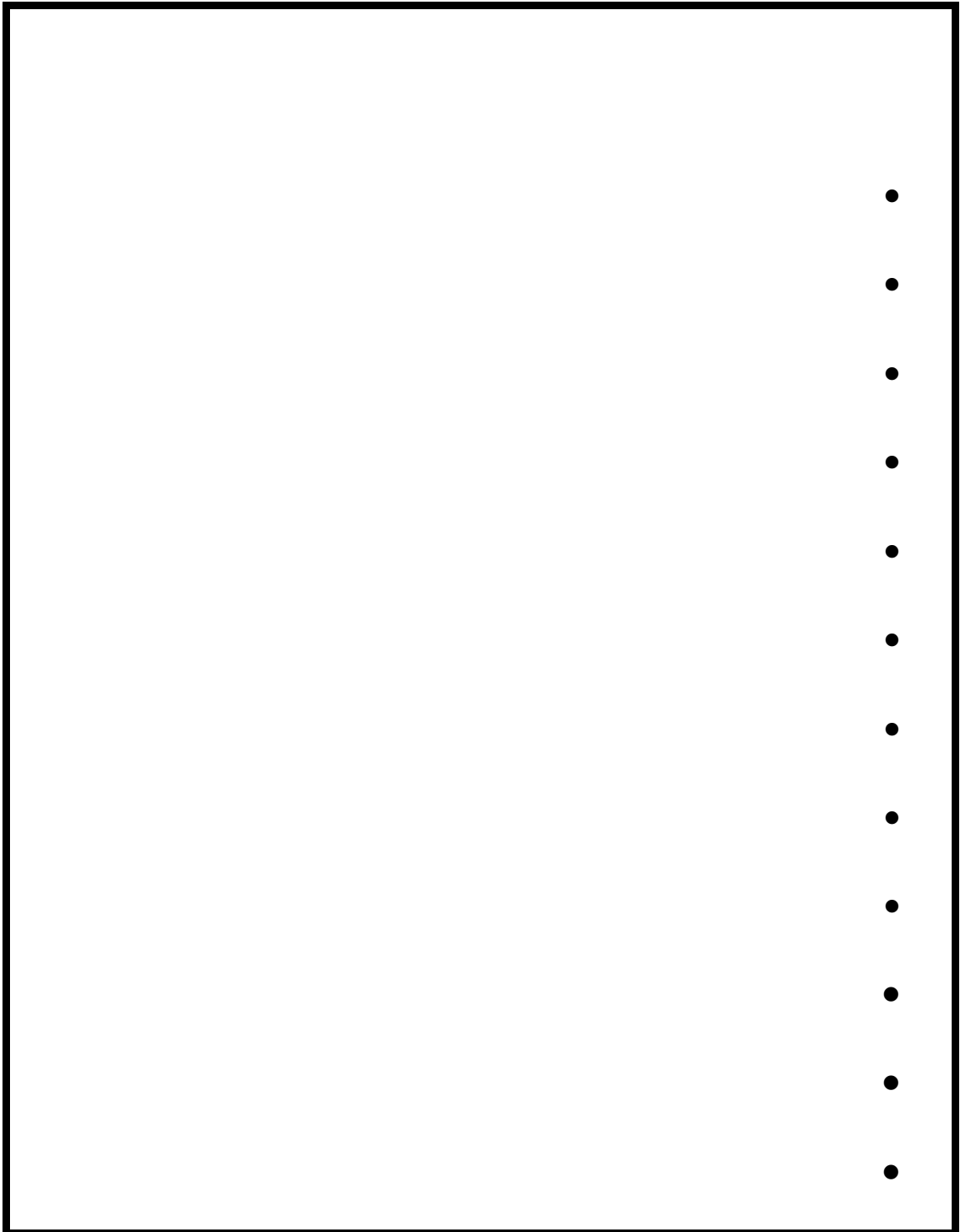
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0.01	0.76	
0.01	0.72	
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$\geq \alpha$ )

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0.01	0.55	.1
0.01	0.58	.2
0.01	0.62	.3
0.01	0.55	.4
0.01	0.64	.5
0.01	0.85	.6
0.01	0.61	.7
0.01	0.64	.8
0.01	0.65	.9
0.01	0.54	.10
0.01	0.66	.11
0.01	0.58	.12
0.01	0.49	.13
0.01	0.51	.14

(4.3)

(  $0.01 \geq \alpha$  )



:4.4

0.01	0.58	.15
0.01	0.65	.16
0.01	0.76	.17
0.01	0.48	.18
0.01	0.64	.19
0.01	0.81	.20
0.01	0.72	.21
0.01	0.56	.22
0.01	0.52	.23
0.01	0.68	.24

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0.01	0.87	.25
0.01	0.46	.26
0.01	0.87	.27
0.01	0.49	.28
0.01	0.56	.29
0.01	0.68	.30
0.01	0.66	.31
0.01	0.56	.32
0.01	0.55	.33
0.01	0.69	.34
0.01	0.55	.35

(4.5)

(  $0.01 \geq \alpha$  )

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0.01	0.58	.36
0.01	0.75	.37
0.01	0.46	.38
0.01	0.64	.39
0.01	0.68	.40
0.01	0.67	.41
0.01	0.66	.42
0.01	0.56	.43
0.01	0.47	.44
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<b>0.52</b>	<b>0.63</b>	<b>0.56</b>	<b>0.49</b>	<b>0.62</b>	<b>0.54</b>	<b>0.56</b>	<b>0.44</b>		
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<b>0.52</b>	<b>0.64</b>	<b>0.62</b>	<b>0.53</b>	<b>0.45</b>	<b>0.46</b>	<b>0.61</b>	<b>0.52</b>		
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<b>43</b>	<b>42</b>	<b>41</b>	<b>40</b>	<b>39</b>	<b>38</b>	<b>37</b>	<b>36</b>		
<b>0.58</b>	<b>0.56</b>	<b>0.53</b>	<b>0.63</b>	<b>0.61</b>	<b>0.57</b>	<b>0.55</b>	<b>0.49</b>		
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**4.8.2**

(Kamman and Flett , 1983)

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9	36,19,15,8	27,26,22,5,2	
8	30,28,9,4	17,1 20,18	
9	39,37,33,24	29,21,14,10,3	
8	32,25,16,7	35,34,12,40	
6	38,32,13,11	31,6	
40	20	20	

**4.8.2.1**

(2000)



(0.01≥α)

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%50

. (0.01≥α)

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(0.01≥ α)	0.78	
(0.01≥ α)	0.82	
(0.01≥ α)	0.68	
(0.01≥ α)	0.74	
(0.01≥ α)	0.61	

(  $0.01 \geq \alpha$  )

(4.11)

### 4.8.2.2

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(4.12)

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/		
0.86	0.76	
0.89	0.80	
0.88	0.79	
0.86	0.76	
0.85	0.74	
0.88	0.79	

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(4.12)

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0.80	
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0.77	
0.81	
0.79	
0.80	

$\alpha$  (4.13)

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## النتائج

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5.3.1

5.3.1.1

(%80.5) (5.1)

(%19.5)

: 5.1

النسبة %	العدد	نوع المؤسسة
80.5	70	
19.5	17	
100	87	

### 5.3.1.2

(%11.5)

(%25.3) (5.2)

(%17.2)

(%27.6)

(%18.4)



: 5.2

النسبة %	العدد	مجال عمل المؤسسة
25.3	22	
11.5	10	
17.2	15	
18.4	16	
27.6	24	
100	87	

### 5.3.1.3

(%32.2)

(5.3) (%59.8)

(%8)

:5.3

النسبة %	العدد	الحالة الاجتماعية
59.8	52	
32.2	28	
8	7	
100	87	

#### 5.3.1.4

(%20.7)

(5.4)

(%34.5)

(%44.8)

: 5.4

النسبة %	العدد	المؤهل العلمي
20.7	18	
44.8	39	
34.5	30	
100	87	

#### 5.3.1.5

(%11.8)

(5.5)

(%17.2)

(%12.6)

(%58.6)

: 5.5

النسبة %	العدد	المسمى الوظيفي
11.5	10	
12.6	11	
17.2	15	
58.6	51	
100	87	

### 5.3.1.6

(%27.6) (5.6) (%27.4)

: 5.6

النسبة %	العدد	السكن
27.4	63	
27.6	24	
100	87	

### 5.3.1.7

5 (5.7) (%44.8)

(%32) 10-5 (%32.2)

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%		
44.8	39	
32.2	28	10-5
32	20	10
100	87	

5.3.2

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.(%70)

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% 70

الدالة الإحصائية	قيمة ت المحسوبة	قيمة المعدل %70	الانحراف المعياري	المتوسط	العدد	المجال
$(0.001 \geq \alpha)$	-5.2	33.6	9.8	28.1	87	
$(0.001 \geq \alpha)$	-14.7	24	5.9	14.5	87	
$(0.001 \geq \alpha)$	-10.8	26.4	6.9	18.2	87	
$(0.001 \geq \alpha)$	-11.1	28.8	7.9	19.3	87	
$(0.001 \geq \alpha)$	-11.1	112.8	27.4	80.1	87	

(86) (  $0.01 \geq \alpha$  ) (2.63) " " ■

(86) (  $0.05 \geq \alpha$  ) (1.99) " " ■

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$(0.05 \geq \alpha)$

( ) ( ) ( 5.9) ( )  
 (0.05≥α)  
 (0.05≥α)

( ) :5.9

	( )					
	1.2	9.9	28.6	70		
		9.2	25.3	17		
	0.9	6.2	14.8	70		
		4.5	13.2	17		
	0.5	6.9	18.4	70		
		7.2	17.4	17		
	-0.4	7.4	19.2	70		
		9.8	20.1	17		
	0.6	27.3	81.1	70		
		28.5	76.1	17		

(85) ( 0.01 ≥ α) (2.63) " " ■

(85) ( 0.05 ≥ α) (1.99) " " ■

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$(0.05 \geq \alpha)$

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$(0.05 \geq \alpha)$

$(0.05 \geq \alpha)$

( ) :5.10

	( )					
	0.6	9.7	28.4	63		
		10.3	26.8	24		
	1.1	6.3	14.9	63		
		4.9	13.3	24		
	0.7	7.1	18.6	63		
		6.5	17.3	24		
	1.1	8.3	19.9	63		
		6.6	18.1	24		
	0.9	28.1	81.9	63		
		25.7	75.5	24		

(85) (  $0.01 \geq \alpha$  ) (2.63) " " ■

(85) (  $0.05 \geq \alpha$  ) (1.99) " " ■



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**(0.05 ≥ α)**

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( 5.11 )

**(0.05 ≥ α)**

**(0.05 ≥ α)**

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	0.6	61.1	4	244.3		
		99.6	82	8170.5		
			86	8414.8		
	1.1	42.4	4	169.8		
		35.5	82	2913.8		
			86	3083.7		
	1.2	60.1	4	240.2		
		48.2	82	3956.6		
			86	4196.9		
	1.2	74.6	4	298.4		
		62.1	82	5092.1		
			86	5390.4		
	1.1	811.8	4	3247.3		
		751.3	82	61614.3		
			86	6486.6		

(82·4)

(  $0.01 \geq \alpha$  )

(3.48)

" "

■

(82·4)

(  $0.05 \geq \alpha$  )

(2.45)

" "

■

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$(0.05 \geq \alpha)$

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( 5.12 )

$(0.05 \geq \alpha)$

$(0.05 \geq \alpha)$

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: 5.12

	0.3	35.3	2	70.6		
		99.3	84	8344.2		
			86	8414.8		
	1.9	68.7	2	137.4		
		35.1	84	2946.2		
			86	3083.7		
	0.4	23.9	2	47.8		
		49.3	84	4149.1		
			86	4196.9		
	0.2	16.9	2	33.9		
		63.7	84	5356.5		
			86	5390.4		
	0.6	498.3	2	996.7		
		760.2	84	93864.9		
			86	64861.6		

(84.2) ( 0.01  $\geq \alpha$ ) (4.61) " " ■

(84.2) ( 0.05  $\geq \alpha$ ) (3.11) " " ■

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$(0.05 \geq \alpha)$

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$(0.05 \geq \alpha)$

$(0.05 \geq \alpha)$

: 5.13

	0.4	47.6	2	95.2		
		99.1	84	8319.6		
			86	8414.8		
	0.2	9.8	2	19.6		
		36.4	84	3064.1		
			86	3083.7		
	0.3	17.8	2	35.6		
		49.5	84	4161.2		
			86	4196.9		
	0.2	16.1	2	32.3		
		63.7	84	5358.1		
			86	5390.4		
	0.2	208.8	2	417.7		
		767.1	84	64443. 9		
			86	64861. 6		

(84,2) ( 0.01  $\geq \alpha$ ) (4.61) " " ■

(84,2) ( 0.05  $\geq \alpha$ ) (3.11) " " ■

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$(0.05 \geq \alpha)$

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( 5.14 )

$(0.05 \geq \alpha)$

$(0.05 \geq \alpha)$

: 5.14

	0.5	51.6	3	155.1		
		99.5	83	8259.8		
			86	8414.8		
	0.5	21.2	3	63.8		
		36.3	83	3019.8		
			86	3083.7		
	1.1	52.3	3	157.1		
		48.6	83	4039.8		
			86	4196.9		
	1.9	115.7	3	347.2		
		60.7	83	5043.2		
			86	5390.4		
	1.1	772.5	3	2317.5		
		753.5	83	62544. 1		
			86	64861. 6		

(83.3) (  $0.01 \geq \alpha$  ) (4.8) " " ■

(83.3) (  $0.05 \geq \alpha$  ) (2.7) " " ■



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**(0.05≥α)**

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( 5.15)

(0.05≥α)

(0.05≥α)

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	0.4	46.1	2	92.2		
		99.1	84	8322.6		
			86	8414.8		
	0.7	28.7	2	57.5		
		30.1	84	3026.1		
			86	3083.7		
	1.3	65.1	2	130.2		
		48.4	84	4066.6		
			86	4196.9		
	0.9	57.6	2	115.2		
		62.8	84	5275.1		
			86	5390.4		
	0.7	574.1	2	1148.1		
		758.4	84	63713. 5		
			86	64861 .6		

(84•2) ( 0.01 ≥ α) (4.61) " " ■

(84•2) ( 0.05 ≥ α) (3.11) " " ■

**5.3.3**

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%70

(  $0.05 \geq \alpha$  )

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( 5.17 )

( ) : 5.16

% 70

الدالة الإحصائية	قيمة ت المحسوبة	قيمة المعدل ( %70 )	الانحراف المعياري	المتوسط	العدد	المجال
(0.001≥α)	-17.5	21.6	1.9	17.9	87	
(0.001≥α)	-12.7	19.2	2.1	16.2	87	
(0.001≥α)	-17.4	21.6	1.7	18.2	87	
(0.001≥α)	-15.2	19.2	2.1	15.8	87	
(0.001≥α)	-15.9	14.4	1.7	11.4	87	
(0.001≥α)	-22.6	96	6.6	79.7	87	

(86) ( 0.01 ≥ α ) (2.63) " " ■

(86) ( 0.05 ≥ α ) (1.99) " " ■

: ( 5.17 )

(18.2) -  
- (22.8)  
. (22.4) (17.9) -  
. (20.3) (16.2) -  
(15.8) -  
- (19.8)  
. (14.3) (11.4) -

: 5.17

1	22.8	1.7	18.2	
2	22.4	1.9	17.9	
3	20.3	2.1	16.2	
4	19.8	2.1	15.8	
5	14.3	1.7	11.4	
--	--	6.6	79.7	

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$(0.05 \geq \alpha)$

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$(0.05 \geq \alpha)$

$(0.05 \geq \alpha)$

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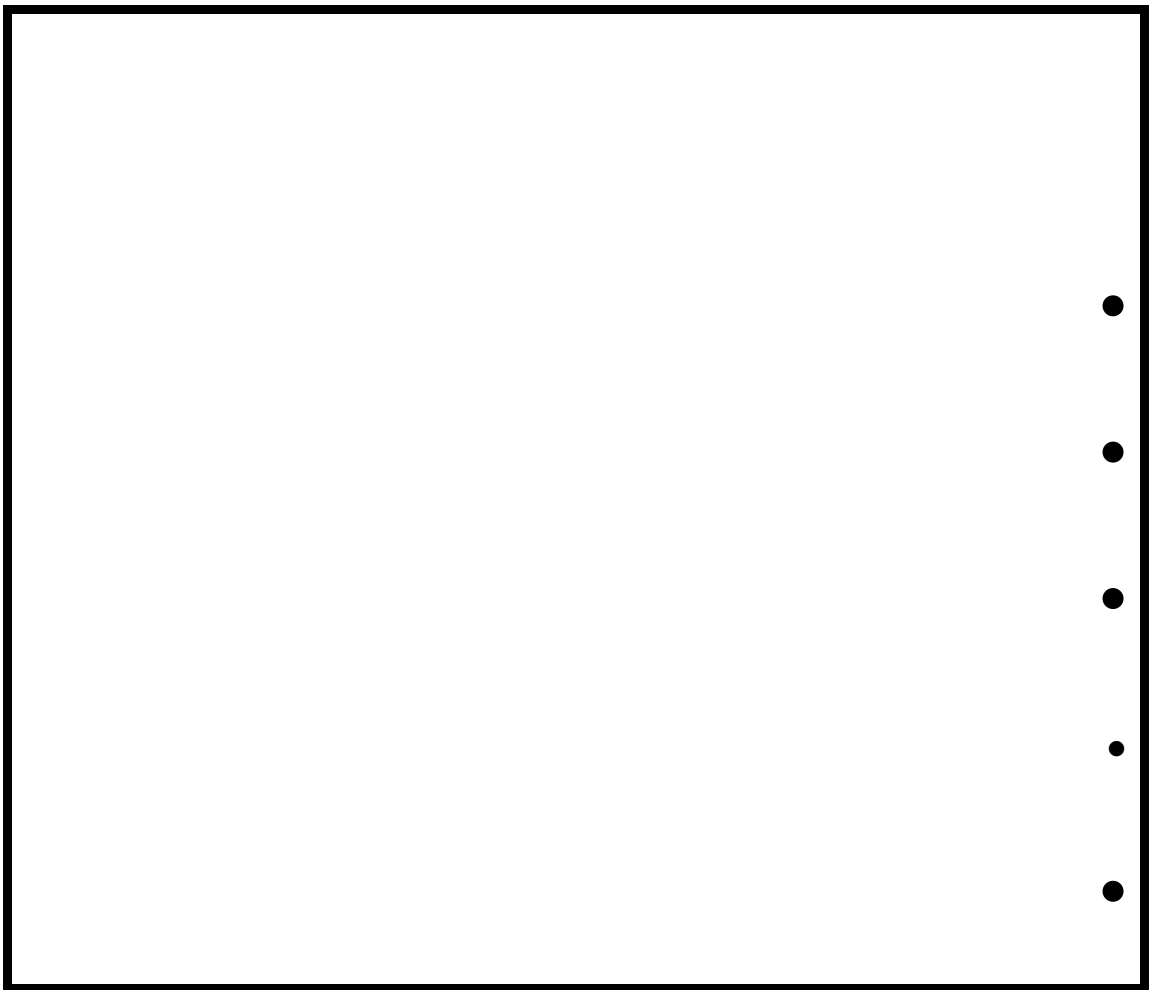
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	( )					
(0.05 ≥ α)	2.1	1.9	18.2	64		
		1.8	17.2	23		
	-0.1	2.1	16.2	64		
		2.3	16.3	23		
	1.8	1.8	18.4	64		
		1.5	17.6	23		
	0.4	2.1	15.9	64		
		2.1	15.7	23		
	-0.1	1.7	11.4	64		
		1.7	11.4	23		
	1.1	6.7	80.2	64		
		6.2	78.4	23		

(85) ( 0.01 ≥ α ) (2.63) " " ■

(85) ( 0.05 ≥ α ) (1.99) " " ■

5.4





## 6.1

## 6.2

### 6.2.1

( ) (  $0.01 \geq \alpha$  ) (2.63) ( ) (5.8)  
(1.99)

.(%70)

(2006)

(2000)

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### 6.2.2

( ) (  $0.01 \geq \alpha$  ) (2.63) ( ) ( 5.9)  
(0.05 $\geq\alpha$ ) (85) (1.99)

(0.05 $\geq\alpha$ )

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### 6.2.3

( ) (  $0.01 \geq \alpha$  ) (2.63) ( ) ( 5.10)

( $0.05 \geq \alpha$ ) (85) (1.99)

( $0.05 \geq \alpha$ )

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## 6.2.4

( ) (  $0.01 \geq \alpha$  ) (3.48) ( ) ( 5.11)

, ( $0.05 \geq \alpha$ ) (82.4) (2.45)

( $0.05 \geq \alpha$ )

(2003)

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## 6.2.5

( ) (  $0.01 \geq \alpha$  ) (4.61) ( ) ( 5.12)

, ( $0.05 \geq \alpha$ ) (84.2) (3.11)

( $0.05 \geq \alpha$ )

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## 6.2.6

( ) (  $0.01 \geq \alpha$  ) (4.8) ( ) ( 5.13)

, ( $0.05 \geq \alpha$ ) (84.2) (2.7)

(2002)

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## 6.2.7

( ) (  $0.01 \geq \alpha$  ) (4.61) ( ) (5.14)

, ( $0.05 \geq \alpha$ ) (83.3) (3.11)

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## 6.2.8

( ) (  $0.01 \geq \alpha$  ) (4.61) ( ) (5.15)

, (  $0.05 \geq \alpha$  ) (2.84) (3.11)

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## 6.2.9

( ) (  $0.01 \geq \alpha$  ) (2.63) ( ) (5.16)

, (  $0.05 \geq \alpha$  ) (86) (1.99)

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, (22.8) (18.2)

, (22.4) (17.9)

, (20.3) (16.2)

, (19.8) (15.8)

. (14.3) (11.4)

(2006)

**6.2.10**

( ) (  $0.01 \geq \alpha$  ) (1.99) ( ) (5.18)

, ( $0.05 \geq \alpha$ ) (85) (2.63)

( $0.05 \geq \alpha$ )

(Kobasa, 1982, A, B)

**6.3**

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**6.4**

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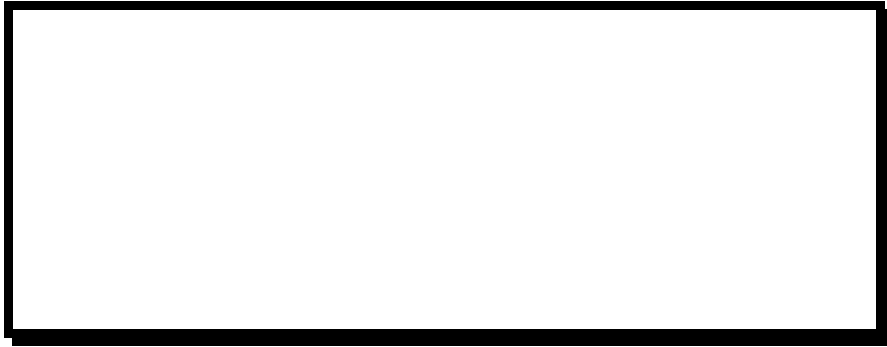
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