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The role of the general union of the Palestinian workers association in the maintenance and protection of the worker's rights

Abstract

The study aimed at identifying the role of the Union of Palestinian Workers in the maintenance of the social rights of workers in the provinces of the north West Bank from 2000-2007 . To achieve this purpose the researcher followed the descriptive analytical approach which suites the purposes of this study. The researcher developed a questionnaire which included (64) paragraph. The study was examined for its sincerity and stability . It showed a degree of stability amount (96.12) and this is a very good degree which meets the purposes of the study . The questionnaire consisted of two basic sections, the first is about the personal information that distributed on an independent variable study: the sex, age , scientific qualification, employment, marital status, number of family members). The second section covered the role of the Union of Palestinian Workers in the maintenance of the social rights of workers and consist of five sub-divisions of study: the health services and occupational safety, employment, vocational training and guidance, holidays, reducing impediments union work.

The society study consists of all the subscribers of the General Federation of Trade Unions of Palestine, who are (30013), where the researcher took a regular sample of ((% 1) because of the large size of the community. The sample reached (300) subscribers who associates with the Federation of Trade Unions Palestinian and distributed on an independent variables study.

The responses to the questions of the study and its assumptions , computational averages and standard deviations and percentages was extracted and tested using "T." (T-Test)for independent samples . Unilateral variation analysis (One-way ANOVA) was used for indication of the differences between interviewees members responses to the study sample.

The results of the study showed that the role of trade unions in maintaining the rights of the Palestinian social workers received, to a great extent, the approval of the individual sample study significantly, through the interviewees answer of the sample study, in respect to the health services and professional safety has obtained an agree degree with an average (3.69) the role played by the General Federation of Trade Unions associated with the Palestinian workers and their needs of salient concerns, which promotes and enhances the development sector in the northern West Bank, and the provision of job opportunities has an agreement computational average (3.79) .

The reason for the job opportunities may be attributed to the work of the General Federation of Trade Unions of Palestine received considerable attention by members of the sample due to its significant impact in addressing the needs of workers and their concerns careers.

As for the domain of training and vocational guidance ,it has gained an agreement of an arithmetical average (3.76), where the estimate for the approval of this area, probably because the area of training and vocational rehabilitation being done by the General Federation of Trade Unions Palestinian affect significantly the process of development to meet the aspirations of workers through the affiliation of the Union. This reflected the

development of the labor sector and directing their concerns about certain aspects of the work have a significant impact in achieving economic and social development, this has an arithmetical average (3.73) and its estimating agree degree. The reason for this may be that Union played a big role in the follow-up of workers dues as well as their working rights, and this is clear in reducing obstacles of union work which has achieved an arithmetic average (3.75) the degree of satisfaction with the response of approval, and Perhaps the reason that the reduction of obstacles to union work affects the majority of the sample members' role in the follow-up of their cases with various forms and reduce any disadvantage that affects the performance of their work, which helps to ensure the collection of their laboring rights and dues.

The study results showed that there were no statistically significant differences at the level of statistical significance ($0.05 = \alpha$) in all areas of study as independent variables (gender, age, scientific qualification, employment, marital status, number of family members, and accepted this premise zero. The zero hypothesis was rejected and the substitution one was adopted in the field of health services and vocational safety according to a sex variable, for the existence of differences statistically function, where the differences in favor of male category to the category of females.

The researcher's recommendations including the need to provide material support(funding) to the laboring unions by the official authorities of workers at the local or international levels, facilitate procedures for the enrollment of workers and make it cover all sectors unions, with the need for coordination with the official authorities in resolving issues, making full supports for workers available by the Ministry of Health in providing health insurance and with a symbolic costs (fees) for workers categories. Also the need for full cooperation with the Palestinian Ministry of Labor to provide job opportunities for the unemployed workers to work through the activation of competent programs categories for them and the need for coordination and networking with private institutions in order to accommodate some of the unemployed candidates or vacancies.

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%100	300	

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%18	54	
%37.3	112	
%21	63	
%23.7	71	
%100	300	

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%23	69	
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%100	300	

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%1.7	5	
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	0.95	3.94		51	6
	0.78	3.93		26	7
	1.05	3.93		19	8
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	1.04	3.60		2
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	1.14	3.70		4
	1.21	3.64		5
	1.15	3.59		6
	1.09	3.84		7
	0.66	3.87		8
	0.91	3.86		9
	1.02	3.68		10
	0.95	3.68		11
	1.07	3.49		12
	0.97	3.75		13
	0.93	3.73		14
	0.96	3.54		15
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	1.26	3.65		6
	1.03	3.60		7
	0.80	3.92		8
	0.48	4.01		9
	0.78	3.93		10
	1.15	3.80		11
	1.04	3.47		12
	0.91	3.92		13
	0.93	3.79		14
	0.94	3.83		15
	0.76	3.90		16
	0.93	3.85		17
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	1.09	3.77		1
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	1.21	3.61		5
	1.11	3.72		6
	1.02	3.64		7
	1.00	3.55		8
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	1.17	3.59		1
	0.94	3.54		2
	0.98	3.56		3
	0.98	3.88		4
	1.02	3.75		5
	0.90	3.71		6
	0.82	3.89		7
	0.95	3.94		8
	0.84	3.75		9
	0.74	3.73		

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	0.92	3.80		1
	0.88	3.92		2
	1.02	4.08		3
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	1.11	3.51		5
	1.15	3.67		6
	0.91	4.05		7
	1.00	3.78		8
	1.07	3.71		9
	1.00	3.44		10
	1.05	3.74		11
	1.16	3.66		12
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:8.4

	0.77	3.69		1
	0.66	3.79		2
	0.83	3.76		3
	0.74	3.73		4
	0.77	3.75		5
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0.01	2.49	298	0.76	3.75		1
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0.09	1.67	298	0.66	3.82		2
			0.66	3.66		
0.08	1.72	298	0.83	3.80		3
			0.85	3.60		
0.36	0.90	298	0.72	3.75		4
			0.81	3.66		
0.07	1.76	298	0.74	3.79		5
			0.88	3.60		
0.08	1.73	298	0.70	3.79		
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(9.4)

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3.80	3.77	3.75	
3.80	3.72	3.58	
3.74	3.74	3.68	
3.77	3.74	3.68	
3.78	3.73	3.67	

(11.4)

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	F							
0.58	0.53	0.59	297	177.22	0.32	2	0.64	
0.91	0.08	0.44	297	132.22	3.76	2	7.53	
0.35	1.03	0.70	297	208.90	0.72	2	1.45	
0.90	0.09	0.55	297	165.40	5.37	2	0.10	
0.82	0.19	0.61	297	181.55	0.11	2	0.23	
0.69	0.36	0.49	297	148.00	0.17	2	0.35	

(11.4) •
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(13.4) (12.4)

(Oneway- Anova)

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:12.4

3.66	3.64	3.74	3.70	
3.79	3.73	3.81	3.80	
3.73	3.75	3.83	3.66	
3.77	3.65	3.76	3.73	
3.72	3.75	3.78	3.75	
3.74	3.72	3.79	3.75	

(Oneway-Anova)

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	F							
0.84	0.26	0.59	296	177.38	0.16	3	0.48	
0.88	0.22	0.44	296	132.00	9.85	3	0.29	
0.66	0.52	0.70	296	209.25	0.36	3	1.10	
0.74	0.40	0.55	296	164.83	0.22	3	0.67	
0.96	0.08	0.61	296	181.63	5.22	3	0.15	
0.92	0.15	0.50	296	148.13	7.56	3	0.22	

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3.62	3.73	3.84	
3.74	3.83	3.87	
3.70	3.87	3.81	
3.66	3.79	3.87	
3.72	3.80	3.81	
3.69	3.81	3.85	

(Oneway-Anova)

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	F						
0.10	2.25	0.59	297	175.20	1.32	2	2.65
0.30	1.17	0.44	297	131.25	0.52	2	1.04
0.32	1.11	0.70	297	208.78	0.78	2	1.57
0.09	2.39	0.54	297	162.88	1.31	2	2.62
0.63	0.46	0.61	297	171.22	0.28	2	0.56
0.22	1.52	0.49	297	146.86	0.75	2	1.50

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4.17	3.55	3.70	3.66	
4.10	3.96	3.79	3.75	
4.30	3.60	3.77	3.71	
4.02	3.84	3.76	3.67	
4.16	3.71	3.75	3.73	
4.15	3.73	3.77	3.71	

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	F							
0.50	0.78	0.59	296	176.46	0.46	3	1.40	
0.60	0.61	0.44	296	131.47	0.27	3	0.82	
0.45	0.88	0.70	296	208.50	0.62	3	1.85	
0.62	0.57	0.55	296	164.55	0.32	3	0.96	
0.69	0.48	0.61	296	180.90	0.29	3	0.88	
0.55	0.70	0.49	296	147.31	0.35	3	1.05	

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3.69	3.65	3.75	
3.85	3.75	3.84	
3.79	3.72	3.82	
3.74	3.71	3.77	
3.84	3.71	3.81	
3.80	3.72	3.81	

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	F						
0.56	0.57	0.59	297	177.18	0.34	2	0.68
0.52	0.64	0.44	297	131.73	0.28	2	0.57
0.67	0.39	0.70	297	209.80	0.27	2	0.55
0.81	0.20	0.55	297	165.29	0.11	2	0.22
0.54	0.60	0.61	297	181.04	0.37	2	0.74
0.57	0.55	0.49	297	147.81	0.27	2	0.54

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الجنس

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid ذكر	237	79.0	79.0	79.0
أنثى	63	21.0	21.0	100.0
Total	300	100.0	100.0	

العمر

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid أقل من ٢٠ سنة	30	10.0	10.0	10.0
20-30 سنة	92	30.7	30.7	40.7
أكثر من ٣٠ سنة	178	59.3	59.3	100.0
Total	300	100.0	100.0	

المؤهل العلمي

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid دون الثانوية العامة	54	18.0	18.0	18.0
ثانوية عامة	112	37.3	37.3	55.3
دبلوم	63	21.0	21.0	76.3
بكالوريوس فأعلى	71	23.7	23.7	100.0
Total	300	100.0	100.0	

العمل

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid اعمال حرة	69	23.0	23.0	23.0
موظف حكومي	60	20.0	20.0	43.0
عامل	171	57.0	57.0	100.0
Total	300	100.0	100.0	

الحالة الاجتماعية

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid أعزب	107	35.7	35.7	35.7
متزوج	181	60.3	60.3	96.0
أرمل	7	2.3	2.3	98.3
مطلق	5	1.7	1.7	100.0
Total	300	100.0	100.0	

عدد أفراد الأسرة

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid أقل من خمسة أفراد	91	30.3	30.3	30.3
من ٥-١٠ أفراد	184	61.3	61.3	91.7
أكثر من ١٠ أفراد	25	8.3	8.3	100.0
Total	300	100.0	100.0	

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Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Q2C	300	1.00	5.00	4.1067	1.0355
Q3E	300	1.00	5.00	4.0833	1.0295
Q7E	300	1.00	5.00	4.0500	.9185
Q19B	300	1.00	5.00	4.0167	.8712
Q9B	300	1.00	5.00	4.0133	.8419
Q8D	300	1.00	5.00	3.9400	.9519
Q10B	300	1.00	5.00	3.9367	.7840
Q3C	300	1.00	5.00	3.9333	1.0516
Q18B	300	1.00	5.00	3.9333	.7599
Q13B	300	1.00	5.00	3.9267	.9151

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Q1A	300	1.00	5.00	3.5667	1.2126
Q2A	300	1.00	5.00	3.6067	1.0403
Q3A	300	1.00	5.00	3.8000	1.2076
Q4A	300	1.00	5.00	3.7067	1.1424
Q5A	300	1.00	5.00	3.6433	1.2115
Q6A	300	1.00	5.00	3.5933	1.1572
Q7A	300	1.00	5.00	3.8433	1.0967
Q8A	300	1.00	5.00	3.8700	.9466
Q9A	300	1.00	5.00	3.8633	.9169
Q10A	300	1.00	5.00	3.6867	1.0257
Q11A	300	1.00	5.00	3.6800	.9595
Q12A	300	1.00	5.00	3.4933	1.0710
Q13A	300	1.00	5.00	3.7567	.9733
Q14A	300	1.00	5.00	3.7367	.9329
Q15A	300	1.00	5.00	3.5467	.9614
Q16A	300	1.00	5.00	3.7600	1.0453
الخدمات الصحية والسلامة المهنية	300	1.56	5.00	3.6971	.7713
Valid N (listwise)	300				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Q1B	300	1.00	5.00	3.6633	1.1406
Q2B	300	1.00	5.00	3.4800	1.1167
Q3B	300	1.00	5.00	3.5400	1.0920
Q4B	300	1.00	5.00	3.8000	1.0506
Q5B	300	1.00	5.00	3.8600	1.2050
Q6B	300	1.00	5.00	3.6533	1.2670
Q7B	300	1.00	5.00	3.6000	1.0313
Q8B	300	1.00	5.00	3.9233	.8039
Q9B	300	1.00	5.00	4.0133	.8419
Q10B	300	1.00	5.00	3.9367	.7840
Q11B	300	1.00	5.00	3.8067	1.1520
Q12B	300	1.00	5.00	3.4733	1.0486
Q13B	300	1.00	5.00	3.9267	.9151
Q14B	300	1.00	5.00	3.7900	.9357
Q15B	300	1.00	5.00	3.8367	.9414
Q16B	300	1.00	5.00	3.9067	.7659
Q17B	300	1.00	5.00	3.8500	.9330
Q18B	300	1.00	5.00	3.9333	.7599
Q19B	300	1.00	5.00	4.0167	.8712
مجال توفير فرص عمل	300	1.37	5.00	3.7900	.6652
Valid N (listwise)	300				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Q1C	300	1.00	5.00	3.7700	1.0929
Q2C	300	1.00	5.00	4.1067	1.0355
Q3C	300	1.00	5.00	3.9333	1.0516
Q4C	300	1.00	5.00	3.7633	1.1247
Q5C	300	1.00	5.00	3.6133	1.2174
Q6C	300	1.00	5.00	3.7200	1.1101
Q7C	300	1.00	5.00	3.6400	1.0299
Q8C	300	1.00	5.00	3.5533	1.0052
جال التدريب والتوجيه المهني	300	1.25	5.00	3.7625	.8388
Valid N (listwise)	300				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Q1D	300	1.00	5.00	3.5933	1.1772
Q2D	300	1.00	5.00	3.5467	.9438
Q3D	300	1.00	5.00	3.5600	.9813
Q4D	300	1.00	5.00	3.8867	.9885
Q5D	300	1.00	5.00	3.7533	1.0211
Q6D	300	1.00	5.00	3.7133	.9058
Q7D	300	1.00	5.00	3.8967	.8296
Q8D	300	1.00	5.00	3.9400	.9519
Q9D	300	1.00	5.00	3.7533	.8494
مجال الاجازات	300	1.22	5.00	3.7381	.7440
Valid N (listwise)	300				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Q1E	300	1.00	5.00	3.8033	.9242
Q2E	300	1.00	5.00	3.9233	.8870
Q3E	300	1.00	5.00	4.0833	1.0295
Q4E	300	1.00	5.00	3.7033	1.2412
Q5E	300	1.00	5.00	3.5133	1.1108
Q6E	300	1.00	5.00	3.6767	1.1561
Q7E	300	1.00	5.00	4.0500	.9185
Q8E	300	1.00	5.00	3.7867	1.0056
Q9E	300	1.00	5.00	3.7100	1.0754
Q10E	300	1.00	5.00	3.4433	1.0051
Q11E	300	1.00	5.00	3.7400	1.0596
Q12E	300	1.00	5.00	3.6600	1.1614
جال الحد من معوقات العمل النقابي	300	1.33	5.00	3.7578	.7797
Valid N (listwise)	300				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
جال الخدمات الصحية والسلامة المهنية	300	1.56	5.00	3.6971	.7713
مجال توفير فرص عمل	300	1.37	5.00	3.7900	.6652
مجال التدريب والتوجيه المهني	300	1.25	5.00	3.7625	.8388
مجال الاجازات	300	1.22	5.00	3.7381	.7440
مجال الحد من معوقات العمل النقابي	300	1.33	5.00	3.7578	.7797
المجال الكلي	300	1.56	5.00	3.7576	.7044
Valid N (listwise)	300				

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Group Statistics

الجنس	N	Mean	Std. Deviation	Std. Error Mean
ذكر جال الخدمات الصحية والسلامة المهنية	237	3.7540	.7629	4.955E-02
أنثى	63	3.4831	.7711	9.714E-02
ذكر مجال توفير فرص عمل	237	3.8230	.6625	4.303E-02
أنثى	63	3.6658	.6660	8.391E-02
ذكر مجال التدريب والتوجيه المهني	237	3.8054	.8312	5.399E-02
أنثى	63	3.6012	.8543	.1076
ذكر مجال الاجازات	237	3.7581	.7250	4.710E-02
أنثى	63	3.6631	.8133	.1025
ذكر مجال الحد من معوقات العمل النقابي	237	3.7985	.7455	4.843E-02
أنثى	63	3.6045	.8866	.1117
ذكر المجال الكلي	237	3.7938	.7011	4.554E-02
أنثى	63	3.6216	.7058	8.893E-02

Independent Samples Test

	t-test for Equality of Means				
	t	df	Sig. (2-tailed)	Mean Difference	
جال الخدمات الصحية والسلامة المهنية	Equal variances assumed	2.499	298	.013	.2708
	Equal variances not assumed	2.483	96.744		.2708
مجال توفير فرص عمل	Equal variances assumed	1.672	298	.096	.1572
	Equal variances not assumed	1.667	97.134		.1572
مجال التدريب والتوجيه المهني	Equal variances assumed	1.723	298	.086	.2042
	Equal variances not assumed	1.696	95.541		.2042
مجال الاجازات	Equal variances assumed	.900	298	.369	9.495E-02
	Equal variances not assumed	.842	89.907		9.495E-02
مجال الحد من معوقات العمل النقابي	Equal variances assumed	1.762	298	.079	.1940
	Equal variances not assumed	1.594	86.694		.1940
المجال الكلي	Equal variances assumed	1.730	298	.085	.1722
	Equal variances not assumed	1.723	97.030		.1722

Descriptives

		N	Mean	Std. Deviation	Minimum	Maximum
أقل من ٢٠ سنة بالخدمات الصحية والسلامة المهنية	أقل من ٢٠ سنة	30	3.6313	.7445	1.88	5.00
	20-30 سنة	92	3.6447	.7660	1.56	5.00
	أكثر من ٣٠ سنة	178	3.7353	.7803	1.63	5.00
	Total	300	3.6971	.7713	1.56	5.00
مجال توفير فرص عمل	أقل من ٢٠ سنة	30	3.7561	.6877	1.84	5.00
	20-30 سنة	92	3.7775	.6464	1.63	5.00
	أكثر من ٣٠ سنة	178	3.8022	.6743	1.37	5.00
	Total	300	3.7900	.6652	1.37	5.00
مجال التدريب والتوجيه المهني	أقل من ٢٠ سنة	30	3.5833	.8902	1.50	5.00
	20-30 سنة	92	3.7296	.8089	1.25	5.00
	أكثر من ٣٠ سنة	178	3.8097	.8450	1.25	5.00
	Total	300	3.7625	.8388	1.25	5.00
مجال الاجازات	أقل من ٢٠ سنة	30	3.6815	.7461	1.33	5.00
	20-30 سنة	92	3.7464	.6842	1.33	5.00
	أكثر من ٣٠ سنة	178	3.7434	.7763	1.22	5.00
	Total	300	3.7381	.7440	1.22	5.00
مجال الحد من معوقات العمل النقابي	أقل من ٢٠ سنة	30	3.6889	.8053	1.33	5.00
	20-30 سنة	92	3.7418	.7352	1.33	5.00
	أكثر من ٣٠ سنة	178	3.7776	.8010	1.33	5.00
	Total	300	3.7578	.7797	1.33	5.00
المجال الكلي	أقل من ٢٠ سنة	30	3.6777	.7216	1.58	5.00
	20-30 سنة	92	3.7342	.6646	1.58	5.00
	أكثر من ٣٠ سنة	178	3.7832	.7237	1.56	5.00
	Total	300	3.7576	.7044	1.56	5.00

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
خدمات الصحية والسلامة المهنية	Between Group	.642	2	.321	.538	.585
	Within Groups	177.221	297	.597		
	Total	177.863	299			
مجال توفير فرص عمل	Between Group	530E-02	2	3.765E-02	.085	.919
	Within Groups	132.227	297	.445		
	Total	132.302	299			
مجال التدريب والتوجيه المهني	Between Group	1.459	2	.729	1.037	.356
	Within Groups	208.900	297	.703		
	Total	210.359	299			
مجال الاجازات	Between Group	.108	2	5.378E-02	.097	.908
	Within Groups	165.409	297	.557		
	Total	165.517	299			
الحد من معوقات العمل النقابي	Between Group	.236	2	.118	.193	.825
	Within Groups	181.552	297	.611		
	Total	181.787	299			
المجال الكلي	Between Group	.359	2	.179	.360	.698
	Within Groups	148.007	297	.498		
	Total	148.366	299			

Descriptives

	N	Mean	Std. Deviation	Minimum	Maximum
دون الثانوية العامة	54	3.7025	.8273	1.88	5.00
ثانوية عامة	112	3.7433	.7252	1.69	5.00
دبلوم	63	3.6448	.7285	1.88	5.00
بكالوريوس فأعلى	71	3.6664	.8438	1.56	5.00
Total	300	3.6971	.7713	1.56	5.00
دون الثانوية العامة	54	3.8002	.7529	1.84	5.00
ثانوية عامة	112	3.8172	.6237	1.37	5.00
دبلوم	63	3.7327	.6593	1.84	5.00
بكالوريوس فأعلى	71	3.7902	.6743	1.63	5.00
Total	300	3.7900	.6652	1.37	5.00
دون الثانوية العامة	54	3.6620	.9596	1.50	5.00
ثانوية عامة	112	3.8304	.7582	1.25	5.00
دبلوم	63	3.7540	.7941	1.50	5.00
بكالوريوس فأعلى	71	3.7394	.9068	1.25	5.00
Total	300	3.7625	.8388	1.25	5.00
دون الثانوية العامة	54	3.7305	.8817	1.33	5.00
ثانوية عامة	112	3.7679	.6452	1.33	5.00
دبلوم	63	3.6508	.7541	1.33	5.00
بكالوريوس فأعلى	71	3.7746	.7762	1.22	5.00
Total	300	3.7381	.7440	1.22	5.00
دون الثانوية العامة	54	3.7515	.9191	1.33	5.00
ثانوية عامة	112	3.7835	.7021	1.33	5.00
دبلوم	63	3.7553	.8001	1.33	5.00
بكالوريوس فأعلى	71	3.7242	.7788	1.33	5.00
Total	300	3.7578	.7797	1.33	5.00
دون الثانوية العامة	54	3.7504	.8162	1.58	5.00
ثانوية عامة	112	3.7910	.6383	1.56	5.00
دبلوم	63	3.7210	.6809	1.58	5.00
بكالوريوس فأعلى	71	3.7430	.7451	1.58	5.00
Total	300	3.7576	.7044	1.56	5.00

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
الخدمات الصحية والسلامة المهنية	Between Groups	.480	3	.160	.267	.849
	Within Groups	177.383	296	.599		
	Total	177.863	299			
مجال توفير فرص عمل	Between Groups	.296	3	9.852E-02	.221	.882
	Within Groups	132.006	296	.446		
	Total	132.302	299			
مجال التدريب والتوجيه المهني	Between Groups	1.103	3	.368	.520	.669
	Within Groups	209.256	296	.707		
	Total	210.359	299			
مجال الاجازات	Between Groups	.677	3	.226	.405	.749
	Within Groups	164.839	296	.557		
	Total	165.517	299			
جال الحد من معوقات العمل النقابي	Between Groups	.157	3	5.221E-02	.085	.968
	Within Groups	181.631	296	.614		
	Total	181.787	299			
المجال الكلي	Between Groups	.227	3	7.565E-02	.151	.929
	Within Groups	148.139	296	.500		
	Total	148.366	299			

Descriptives

		N	Mean	Std. Deviation	Minimum	Maximum
أعمال حرة بال الخدمات الصحية والسلامة المهنية	أعمال حرة	69	3.8496	.7406	1.56	5.00
	موظف حكومي	60	3.7354	.6985	1.88	5.00
	عامل	171	3.6221	.8012	1.63	5.00
	Total	300	3.6971	.7713	1.56	5.00
مجال توفير فرص عمل	أعمال حرة	69	3.8772	.6018	1.84	5.00
	موظف حكومي	60	3.8307	.5993	1.84	5.00
	عامل	171	3.7405	.7089	1.37	5.00
	Total	300	3.7900	.6652	1.37	5.00
مجال التدريب والتوجيه المهني	أعمال حرة	69	3.8116	.8368	1.25	5.00
	موظف حكومي	60	3.8771	.7107	1.50	5.00
	عامل	171	3.7025	.8791	1.25	5.00
	Total	300	3.7625	.8388	1.25	5.00
مجال الاجازات	أعمال حرة	69	3.8792	.6622	1.33	5.00
	موظف حكومي	60	3.7981	.6762	1.33	5.00
	عامل	171	3.6602	.7900	1.22	5.00
	Total	300	3.7381	.7440	1.22	5.00
مجال الحد من معوقات العمل النقابي	أعمال حرة	69	3.8116	.7326	1.33	5.00
	موظف حكومي	60	3.8028	.7031	1.33	5.00
	عامل	171	3.7203	.8245	1.33	5.00
	Total	300	3.7578	.7797	1.33	5.00
المجال الكلي	أعمال حرة	69	3.8582	.6428	1.58	5.00
	موظف حكومي	60	3.8136	.6242	1.58	5.00
	عامل	171	3.6974	.7506	1.56	5.00
	Total	300	3.7576	.7044	1.56	5.00

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
لخدمات الصحية والسلامة المهنية	Between Groups	2.656	2	1.328	2.251	.107
	Within Groups	175.207	297	.590		
	Total	177.863	299			
مجال توفير فرص عمل	Between Groups	1.042	2	.521	1.179	.309
	Within Groups	131.259	297	.442		
	Total	132.302	299			
مجال التدريب والتوجيه المهني	Between Groups	1.570	2	.785	1.117	.329
	Within Groups	208.789	297	.703		
	Total	210.359	299			
مجال الاجازات	Between Groups	2.629	2	1.315	2.397	.093
	Within Groups	162.887	297	.548		
	Total	165.517	299			
بال الحد من معوقات العمل النقابي	Between Groups	.562	2	.281	.460	.631
	Within Groups	181.226	297	.610		
	Total	181.787	299			
المجال الكلي	Between Groups	1.506	2	.753	1.522	.220
	Within Groups	146.860	297	.494		
	Total	148.366	299			

Descriptives

	N	Mean	Std. Deviation	Minimum	Maximum
أعزب	107	3.6671	.7933	1.56	5.00
متزوج	181	3.7072	.7685	1.63	5.00
أرمل	7	3.5536	.3976	3.00	4.13
مطلق	5	4.1750	.7911	3.31	4.81
Total	300	3.6971	.7713	1.56	5.00
أعزب	107	3.7595	.7134	1.37	5.00
متزوج	181	3.7924	.6455	1.84	5.00
أرمل	7	3.9699	.4464	3.42	4.47
مطلق	5	4.1053	.5766	3.47	4.53
Total	300	3.7900	.6652	1.37	5.00
أعزب	107	3.7196	.8636	1.25	5.00
متزوج	181	3.7790	.8290	1.50	5.00
أرمل	7	3.6071	.7584	2.13	4.25
مطلق	5	4.3000	.7583	3.50	5.00
Total	300	3.7625	.8388	1.25	5.00
أعزب	107	3.6781	.7146	1.33	5.00
متزوج	181	3.7618	.7722	1.22	5.00
أرمل	7	3.8413	.3999	3.22	4.22
مطلق	5	4.0222	.7303	3.22	4.56
Total	300	3.7381	.7440	1.22	5.00
أعزب	107	3.7391	.7930	1.33	5.00
متزوج	181	3.7592	.7857	1.33	5.00
أرمل	7	3.7143	.5245	2.75	4.50
مطلق	5	4.1667	.6095	3.50	4.67
Total	300	3.7578	.7797	1.33	5.00
أعزب	107	3.7127	.7395	1.56	5.00
متزوج	181	3.7741	.6938	1.58	5.00
أرمل	7	3.7372	.3660	3.37	4.29
مطلق	5	4.1538	.6884	3.40	4.70
Total	300	3.7576	.7044	1.56	5.00

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
الخدمات الصحية والسلامة المهنية	Between Groups	1.401	3	.467	.783	.504
	Within Groups	176.462	296	.596		
	Total	177.863	299			
مجال توفير فرص عمل	Between Groups	.824	3	.275	.619	.603
	Within Groups	131.478	296	.444		
	Total	132.302	299			
مجال التدريب والتوجيه المهني	Between Groups	1.859	3	.620	.880	.452
	Within Groups	208.500	296	.704		
	Total	210.359	299			
مجال الاجازات	Between Groups	.965	3	.322	.579	.629
	Within Groups	164.551	296	.556		
	Total	165.517	299			
مجال الحد من معوقات العمل النقابي	Between Groups	.887	3	.296	.484	.694
	Within Groups	180.901	296	.611		
	Total	181.787	299			
المجال الكلي	Between Groups	1.053	3	.351	.705	.550
	Within Groups	147.313	296	.498		
	Total	148.366	299			

Descriptives

	N	Mean	Std. Deviation	Minimum	Maximum
فقل من خمسة أفراد	91	3.7589	.7397	1.75	5.00
من ٥-١٠ أفراد	184	3.6593	.8126	1.56	5.00
أكثر من ١٠ أفراد	25	3.7500	.5437	2.63	4.81
Total	300	3.6971	.7713	1.56	5.00
فقل من خمسة أفراد	91	3.8421	.6452	1.84	5.00
من ٥-١٠ أفراد	184	3.7554	.6972	1.37	5.00
أكثر من ١٠ أفراد	25	3.8547	.4708	2.74	4.53
Total	300	3.7900	.6652	1.37	5.00
فقل من خمسة أفراد	91	3.8228	.8011	1.38	5.00
من ٥-١٠ أفراد	184	3.7289	.8860	1.25	5.00
أكثر من ١٠ أفراد	25	3.7900	.5915	2.13	5.00
Total	300	3.7625	.8388	1.25	5.00
فقل من خمسة أفراد	91	3.7778	.7058	1.33	5.00
من ٥-١٠ أفراد	184	3.7174	.7879	1.22	5.00
أكثر من ١٠ أفراد	25	3.7467	.5343	2.33	4.78
Total	300	3.7381	.7440	1.22	5.00
فقل من خمسة أفراد	91	3.8132	.7398	1.33	5.00
من ٥-١٠ أفراد	184	3.7188	.8317	1.33	5.00
أكثر من ١٠ أفراد	25	3.8433	.4654	2.67	4.67
Total	300	3.7578	.7797	1.33	5.00
فقل من خمسة أفراد	91	3.8123	.6754	1.58	5.00
من ٥-١٠ أفراد	184	3.7237	.7457	1.56	5.00
أكثر من ١٠ أفراد	25	3.8083	.4568	2.68	4.70
Total	300	3.7576	.7044	1.56	5.00

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
لخدمات الصحية والسلامة المهنية	Between Groups	.681	2	.340	.570	.566
	Within Groups	177.182	297	.597		
	Total	177.863	299			
مجال توفير فرص عمل	Between Groups	.572	2	.286	.644	.526
	Within Groups	131.730	297	.444		
	Total	132.302	299			
مجال التدريب والتوجيه المهني	Between Groups	.557	2	.279	.394	.675
	Within Groups	209.802	297	.706		
	Total	210.359	299			
مجال الاجازات	Between Groups	.224	2	.112	.201	.818
	Within Groups	165.292	297	.557		
	Total	165.517	299			
بال الحد من معوقات العمل النقابي	Between Groups	.743	2	.371	.609	.544
	Within Groups	181.045	297	.610		
	Total	181.787	299			
المجال الكلي	Between Groups	.548	2	.274	.551	.577
	Within Groups	147.817	297	.498		
	Total	148.366	299			

Reliability

***** Method 1 (space saver) will be used for this analysis *****

—

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 300.0 N of Items = 16

Alpha = .9405

Reliability

***** Method 1 (space saver) will be used for this analysis *****

—

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 300.0 N of Items = 19

Alpha = .9316

Reliability

***** Method 1 (space saver) will be used for this analysis *****

—

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 300.0 N of Items = 8

Alpha = .9037

Reliability

***** Method 1 (space saver) will be used for this analysis *****

—

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 300.0 N of Items = 9

Alpha = .9143

Reliability

***** Method 1 (space saver) will be used for this analysis *****

—

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 300.0 N of Items = 12

Alpha = .9251

Reliability

***** Method 1 (space saver) will be used for this analysis *****

—

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 300.0 N of Items = 64

Alpha = .9612

103	.....	1.3
108	.....	2.3
109	.....	1.4

		1.3
53 -	
56	.....	2.3
56	.....	3.3
56	.....	4.3
56	.....	5.3
57	.....	6.3
57	.....	7.3
58	.....	1.4
		2.4
60	.....
		3.4
63	.....
		4.4
65	.....
		5.4
67	.....
69		6.4
		7.4
71	.....
		8.4
72	.....
74	..... (t-test) ()	9.4
		10.4
77	.....

	(Oneway-Anova)	11.4
78	.....
		12.4
81		
	(Oneway-Anova)	13.4
81	
		14.4
84	
	(Oneway-Anova)	15.4
84	
		16.4
87	
		17.4
88	
		18.4
90	
	(Oneway-Anova)	19.4
90	

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1 :

1	1.1
4	2.1
4	3.1
5	4.1
5	5.1
6	6.1
7	7.1
7	8.1
8	9.1
8	10.1

9 :

9	1.2
9	1.1.2
12	2.1.2

13 1967 1920	2.2
15	3.2
17	..... 2007 1967	4.2
18	.....	5.2
20	.....	6.2
20	.....	1.6.2
21	.....	2.6.2
21	.....	7.2
22	.....	8.2
27	.....	9.2
29	.....	10.2
29	.....	1.10.2
30	.....	2.10.2
31	.....	3.10.2
31	.....	4.10.2
32	.....	5.10.2
32	.	11.2
33	.....	12.2
37	.....	13.2
38	.....	14.2
39	.....	15.2
40	.....	16.2
40	.....	17.2
41	.....	18.2
43	.....	19.2
		1.19.2
43	.....

		2.19.2
44	.....
		3.19.2
45	.....
46	.....	4.19.2
46	.....	5.19.2
48	.....	6.19.2
49	.....	20.2
50	.....	:
50	.....	1.3
50	.....	2.3
50	.....	3.3
51	.....	4.3
51	.....	5.3
52	.....	6.3
53	.....	7.3
53	.....	8.3
54	.....	9.3
54	.....	1.9.3
55		2.9.3
55	.....	10.3
58	.....	:

58	.....	1.4
59	.....	2.4
73	.....	3.4
73	.....	1.3.4
77	.....	2.3.4
80	.	3.3.4
83	..	4.3.4
		5.3.4
87	.....
		6.3.4
89	.....
93 :	
93	.....	1.5
96	.....	2.5
98	.....	3.5
99	.....
128	.....
129	.....
131	.....