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إلى من هم أعلى من حياتي، إلى من كان رضاؤهما زادا في حياتي، ودعاؤهما نورا في طريقي، وعطاؤهما
نبح نجاحي، وإلى الذين شاركوني فرحة وصولي إلى هذه المرحلة إلى أمي رمز الصبر والمثابرة.
ووالدي الطيب.

وإلى أخوتي وأخواتي الذين أزروني بالتشجيع والدعم المعنوي.
وإلى كل من وقف معي، وأسعفني بكلمة ذات معنى أتزود بها في طريقي الطويل في
مسيرتي العملية والتعليمية.

وإلى كل معلم جعل التعليم هدفه المنشود ورسالته التي يسعى لإيصالها بأمانة إلى
أبناء وطنه ليشارك في صنع الجيل الناشئ

وإلى المرأة الفلسطينية الأم والأخت والبنت والزوجة
وإلى الفلسطينية المناضلة والشهيدة والوفية
أهدي ثمرة جهدي المتواضع

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: ريم عبد الكريم العلي

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Problems and obstacles of women's participation in the Palestinian labour market. Visions and solutions - 2000 – 2010

Prepared by: Reem Al Alami

Supervisor: Dr. Abdel Majeed Swelem

Abstract:

This study aimed at identifying the problems of women's participation in the Palestinian labour market, and recognizing the difficulties faced by women. It also mentioned some solutions and methods that can be developed to restrict these difficulties to deal with these problems. The Thesis takes into consideration: the legislative, lawful, political, economical, educational, and cultural, and the way they interlocked with each other, and the following result of interlocking and conflicting difficulties and the problems, such as legislative, lawful, educational and cultural rights.

The study also worked to determine the reality of Palestinian participating women, and participation rates and its evolution in the years 2000 - 2010, depending on the statistics, and looked at all forms of obstacles faced by women, legal, religious, political, economic, cultural and social, and also studied the ways through which women can participate in the Palestinian labor market, and it focused on women's political participation, and the image of women in educational curricula and the various media.

The study used on two methodologies; the inductive methodology, and the analytical methodology in order to identify these problems and the reality faced by Palestinian women, the study relied on the facts and figures provided by the Palestinian Central Bureau of Statistics, to study the conditions of Palestinian women during the period between the years 2000 to 2010, it also relied on reports presented by Women's rights groups operating in Palestine, and then analyzing the numbers and the data with women real solution, and showing the reasons of that situation to present explanations based on those figures.

In order to reach solutions to these problems, the researcher used two mean of investigation for her study, the first was interviewing with six officials, including economicists, and politicalings. Questions were introduced to them questions of close relation to the subject of study. The second means was a questionnaire distributed to the study sample, which totaled (48) women, and to reach the results of the study, the

researcher analyzed the answers in a descriptive method using the program (SPSS) to analyze the results of the questionnaire.

The study come out with many results using the above measures, the most important of which is that the Palestinian labor market does not accommodate all qualified individuals at the working age, whether they have degrees or not. Women occupied second place in preference of employment, resulting in a high rate of unemployment among women. It came up to 33.1% at the age of work , and there are gabs in the Palestinian labor law which were clear from the interviews, they include the minimum wage, which is not identified, the absence of pension law and the absence of service benefits.

The main recommendations made by the researcher were making statistics for working women, scheduling their wages, their careers, and evaluating the social and family situation of them, and then considering the salary earned by women, and making plans for the future that keep up with scientific and cultural developments, and the try to incorporate these intellectual developments in the Palestinian society, and stimulate the role of parents to encourage women to work. Parents are the surrounding environment of a woman, and are able to direct women to work in the right place.

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15.5	14.5	15.2	15.7	14.5	13.4	13.5	12.8	10.4	10.4	12.7	
84.5	85.5	84.8	84.3	85.5	86.6	86.5	87.2	89.6	89.6	87.3	
62.1	66.2	74.1	78.6	76.7	75.6	77.5	78.6	80.9	84.0	85.2	
4.8	2.3	2.1	2.4	2.8	2.1	2.4	2.8	2	1.9	2.5	
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16.7	17.1	17.8	18.6	18.2	19.4	20.6	20.9	22.0	
35.4	35.5	35.0	35.2	34.5	33.8	32.7	32.4	30.3	
18.3	18.0	17.3	16.2	15.9	15.6	15.2	13.7	12.5	
4.9	4.6	4.9	4.5	4.6	4.6	4.7	4.1	4.6	
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8.0	10.2	10.2	11.2	9.5	9.5	8.8	8.8	9.7	11.5	13.0
0.3	0.2	0.6	0.1	0.1	0.3	0.1	0.1	0.2	0.8	0.3
8.4	7.8	7.9	8.4	7.6	9.2	7.8	8.8	7.8	8.2	8.8
0.6	1.0	0.7	0.4	1.0	0.6	0.8	0.6	0.4	0.4	0.8
53.7	53.5	52.2	44.6	44.7	45.8	48.5	50.8	52.9	51.8	47.2

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43.7	22.2	43.5	40.9	21.5	41.4	45.2	22.0	43.5	40.8	22.7	43.7	38.6	22.1	44.1	43.2	22.8	45.0	36.8	20.4	42.3	35.2	22.3	43.1	36.4	22.4	44.2	..
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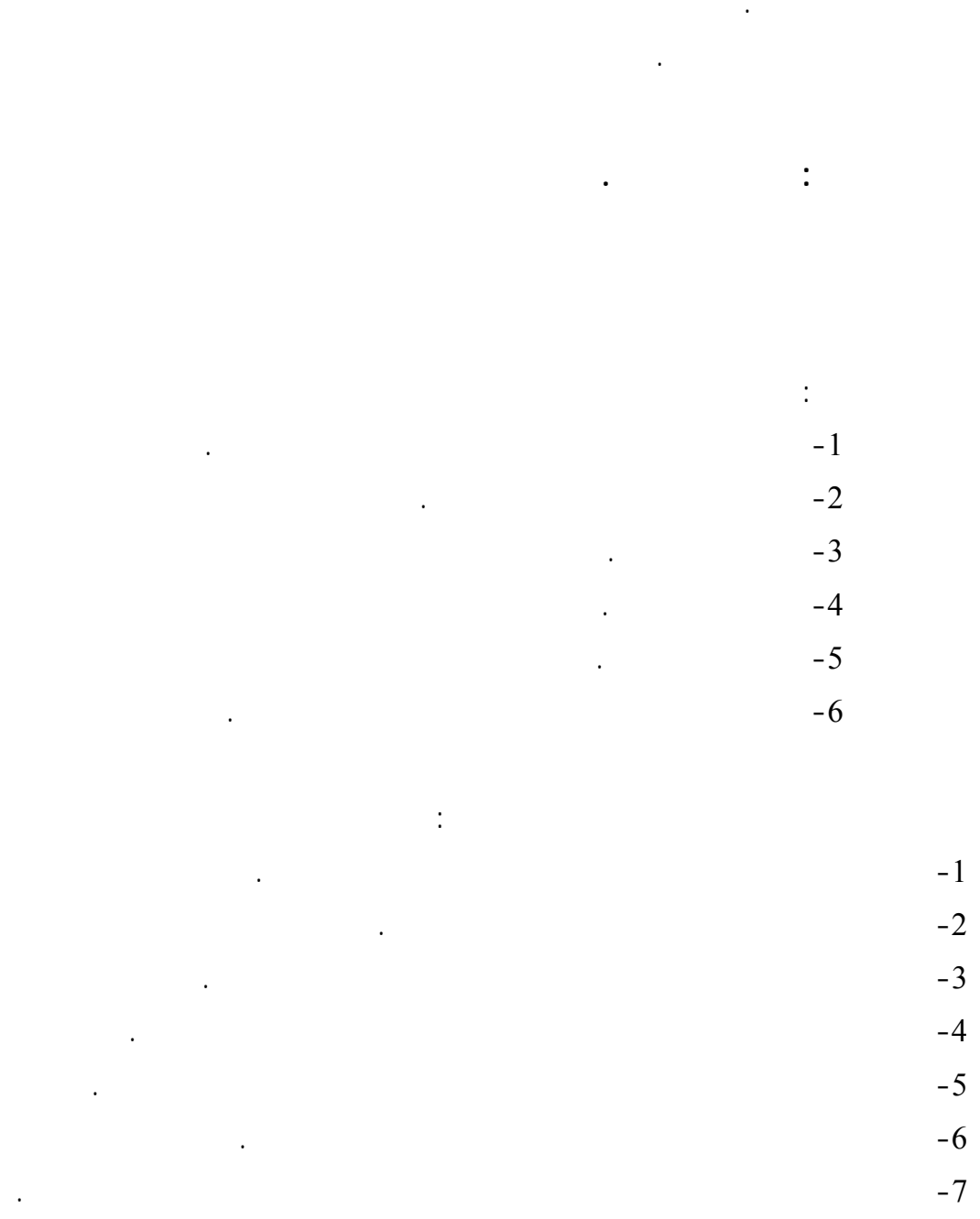


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	%34		%8
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%6			%54
	%2	%22	%60
%20			%10
13-9	%14	8-4	%30
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المتغير	المستوى	العدد	النسبة المئوية
العمر	22 – 18	10	20.0
	27 – 23	13	26.0
	33 – 28	14	28.0
	47 – 34	8	16.0
	48 فما فوق	5	10.0
الحالة الاجتماعية	عزباء	19	38.0
	متزوجة	27	54.0
	أرملة	2	4.0
	مطلقة	2	4.0
عدد الأولاد	لا يوجد	21	42.0
	3-1	23	46.0
	6-4	5	10.0
	7 فأكثر	1	2.0
مكان السكن	مخيم	2	4.0
	حي	4	8.0
	قرية	17	34.0
	مدينة	27	54.0

6.0	3	توجيهي فأقل	الدرجة العلمية
60.0	30	بكالوريوس	
22.0	11	ماجستير	
2.0	1	أعلى من ماجستير	
10.0	5	دبلوم	
20.0	10	لا أعمل	عدد سنوات العمل
18.0	9	3 – 1	
30.0	15	8 – 4	
14.0	7	13 – 9	
18.0	9	14 سنة فأكثر	
20.0	10	لا يوجد	الراتب الشهري
16.0	8	1500 – 1000	
6.0	3	2000 – 1500	
14.0	7	2500 – 2000	
8.0	4	3000 – 2500	
8.0	4	3500 – 3000	
10.0	5	4000 – 3500	
18.0	9	4000 فأكثر	

(Pearson Correlation)

:(2.5)

الدالة الإحصائية	قيمة R	الفقرة	الدالة الإحصائية	قيمة R	الفقرة
0.000	0.664**	41	0.000	0.481**	1
0.000	0.554**	42	0.000	0.589**	2
0.000	0.450**	43	0.000	0.657**	3
0.008	0.188**	44	0.000	0.427**	4
0.000	0.663**	45	0.000	0.532**	5
0.000	0.324**	46	0.000	0.569**	6
0.000	0.531**	47	0.000	0.665**	7
0.000	0.405**	48	0.000	0.585**	8

0.000	0.550**	49	0.000	0.557**	9
0.000	0.626**	50	0.000	0.594**	10
0.000	0.267**	51	0.000	0.680**	11
0.000	0.532**	52	0.000	0.662**	12
0.000	0.709**	53	0.000	0.590**	13
0.000	0.625**	54	0.000	0.638**	14
0.000	0.319**	55	0.000	0.623**	15
0.000	0.578**	56	0.000	0.570**	16
0.000	0.528**	57	0.000	0.596**	17
0.000	0.720**	58	0.037	0.148*	18
0.000	0.751**	59	0.000	0.586**	19
0.000	0.669**	60	0.000	0.555**	20
0.000	0.405**	61	0.000	0.361**	21
0.000	0.575**	62	0.000	0.399**	22
0.000	0.795**	63	0.000	0.614**	23
0.000	0.727**	64	0.000	0.501**	24
0.000	0.686**	65	0.000	0.563**	25
0.000	0.697**	66	0.068	0.122	26
0.000	0.643**	67	0.000	0.518**	27
0.000	0.705**	68	0.000	0.637**	28
0.000	0.701**	69	0.000	0.524**	29
0.000	0.673**	70	0.002	0.203**	30
0.000	0.698**	71	0.000	0.684**	31
0.000	0.719**	72	0.000	0.796**	32
0.000	0.692**	73	0.000	0.661**	33
0.000	0.714**	74	0.000	0.584**	34
0.000	0.712**	75	0.000	0.727**	35
0.000	0.677**	76	0.000	0.393**	36
0.000	0.642**	77	0.001	0.211**	37
0.000	0.670**	78	0.000	0.638**	38
0.000	0.707**	79	0.000	0.641**	39
0.000	0.781**	80	0.000	0.764**	40

(0.886)

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الرقم	المجال
1	0.733
2	0.819
3	0.780
4	0.804
5	0.797
0.886 الدرجة الكلية	

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(t- test) ()

(One Way ANOVA)

Statistical) (SPSS)

(Cronbach Alpha)

.(Package For Social Sciences

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	1.085	4.08		1
	0.810	4.42		2
	0.706	4.54		3
	1.204	3.02		4
	0.961	3.88		5
	0.899	4.26		6
	1.088	3.60		7
	0.956	4.06		8
	1.002	3.34		9
	0.799	3.88		10
	0.996	4.22		11
	1.215	3.56		12
	1.245	3.20		13
	1.201	2.84		14
	1.122	3.08		15
	0.47399	3.7320		

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	1.031	3.72		1
	0.931	3.90		2
	0.903	4.04		3
	1.140	3.92		4
	1.016	3.78		5
	0.830	2.38		6
	1.118	2.88		7
	1.129	3.54		8
	1.262	3.28		9
	1.114	3.06		10
	0.881	3.86		11

	1.196	3.28	()	12
	1.182	3.48		13
	0.995	3.70		14
	1.137	3.18		15
	1.199	3.50		16
	1.013	3.44		17
	0.54192	3.4671		

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	0.903	4.04		1
	1.018	3.94		2
	1.215	2.44		3
	1.008	3.38		4
	1.089	3.28		5
	1.090	3.42		6
	1.208	3.64		7
	1.074	2.90		8
	0.894	2.76		9
	0.934	3.16		10
	0.974	3.10		11
	0.974	3.50		12
	0.945	3.38		13
	1.115	3.32		14
	0.968	3.04		15
	0.993	3.44		16
	0.49677	3.2963		

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	1.113	4.16		1
	1.067	3.62		2
	1.106	2.96		3
	1.078	2.98		4
	0.995	3.48		5
	0.948	3.72		6

	1.096	3.68		7
	1.003	4.12		8
	0.990	4.20		9
	1.015	3.52		10
	0.839	3.90		11
	0.903	3.96		12
	1.195	3.60		13
	1.086	2.62		14
	1.093	3.50		15
	0.931	3.70		16
	1.153	3.76		17
	0.51133	3.6165		

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	1.045	3.64	.	1
	0.606	4.40	.	2
	0.909	3.90	.	3
	0.881	4.14	.	4
	1.182	2.54	.	5
	1.143	2.60)	6
	1.113	2.16	.	7
	1.131	2.16	.	8
	1.118	2.34	.	9
	1.054	2.46	.	10
	1.107	2.00	.	11
	1.182	3.50	.	12
	0.895	4.12	.	13
	1.171	3.34	.	14
	1.165	3.52	.	15
	0.32147	3.1213		

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11		1.2
14		2.2
15		3.2
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33		5.2
72	15	1.4
72	(15)	2.4
73		3.4
		2008/2007
74	2008/2007 -	4.4
89		1.5
90	(Pearson Correlation)	2.5
92		3.5
94		4.5
95		5.5
97		6.5
98		7.5
101		8.5

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