

Title: administrative reform in the Palestinian security institutions

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Abstract:

The study aims to determine the reality of administrative reform in the Palestinian security institutions. The preventive security service is used as a sample that resembles the reality of reform in the security sector. As well as, to identify the extent to which these security institutions and their bodies apply the concept of administrative reform. The researcher uses the analytical descriptive method by using the field study method and an interview as well as a questionnaire.

The sample of the study includes five case studies: the first front line of the Palestinian Preventive Security. In addition to the Decaf Foundation director for armed forces supervision, the general Director of the independent commission Human Rights, the General Director of Training at the Ministry of Interior, and the military general prosecutor of the military prosecution.

The study find that there is a follow-up of the efficiency and performance of the staff in the preventive security service. It has monitoring tools to measure human resource capabilities. Periodic reports on the progress of work and procedures are also prepared for each employee and preventive security service.

The study also finds that all members of the Preventive Security Service undergo basic training and rehabilitation at the beginning of their enrollment in the system. Preventive Security personal are controlled through an administrative system that determines work hours and complaints funds, which is other kind of indirect control on the behavior of staff of the device, they do not exist. Regarding security and policing bodies, there are laws for each body that regulates its work. Regarding security and methods of accounting and control. However, the study finds that there is a clear lack in the legislative system regarding the lack of regulations and particularly in the Preventive Security and General Intelligence, which led to an overlap of work, especially within the framework of internal security.

The study also finds that one of the most important basis of administrative reform in the Palestinian security is the national joint operations room and the joint room at the governorate level. Technology is one of the foundations of administrative reform that has been used to a large extent in the preventive security service, and there are specialized departments in this technology. There are trained teams of highly qualified workers, regarding the administrative process in the security service. We find that the administrative mandate within this process exists and is a method of the policy of this preventive security as well as other devices in order to avoid the administrative concentration. As well as the nature of the Palestinian situation and the division of the provinces, cities and villages, and the occupation of some of them. In addition to, the absence of a real geographical continuity subject to full Palestinian sovereignty. All this led to consider the delegation of powers as imperative in the work of all the device and the preventive security service.

Regarding incentives and rewards, it represents an important tool of reform because it focuses on the performance of the human resources, its control and the formation of a real motive for

it. This exists in the law of service in the security forces as well as in the law that organized the work of these devices. As well as the application of its image within the preventive security when this question is asked to competent authorities during the interview. Promotions, scholarships and salary increase are organized by laws, which are implemented by these devices, expect the issue of performance. This means when a person finishes the specified years in a certain rank he is promoted the other level or rank without taking into account the performance of the employee. This constitutes a real failure regarding this matter. Regarding recruitment in the security devices and the procedures related to it, we see the existence of clear recruitment criteria in the Palestinian Preventive Security, appointment are initially requested based on the needs and interest of the Palestinian Preventive Security, taking into consideration the conditions that must be met by the applicant.

One of the most important aspects of administrative reform is to neutralize partisan affiliations according to the legal conditions related to recruitment in the Palestinian Preventive Security. It does not prefer affiliations and political tendencies because they create problems in the work and affect the attitudes of employees.

The study finds that the special Palestinian situation under the Israeli occupation, especially the classification of the Palestinian areas as A-B-C and the difficulty of access to some areas, which requires prior security coordination with the Israeli authorities, requires the availability of personnel of the security services in these areas consistently. This in turn requires increasing the number of human resources of the Palestinian Preventive Security.

Finally, the administrative reform process in the Palestinian Preventive Security is a comprehensive process for all the security institution's bodies. It is not limited to any other device, all of which are carried out through the umbrella of the Palestinian Ministry of interior. The Ministry approves the decisions and proposes laws and regulations for every security device. For example, the early retirement law of the Palestinian Preventive Security is one of the tools of administrative reform, which led to the reform of the structure of human resources and reduce its number.

The study recommends, the need to work on the issuance of executive regulations for all the laws of the Palestinian Preventive Security in order to facilitate the application and understanding of the texts and the provisions of the laws governing the work of these device. In order to avoid the confusion in its interpretation based on personal judgments. In addition the need to update the old laws that are still in applicable until the time of the study, because they include many texts and materials that are not suitable for the current time. Moreover, some of them are contrary to the Basic law, as well as the law of the Palestinian Preventive Security forces.