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info@mas.org.ps : 2987055 : 2987053/4 :

الصفحة الإلكترونية: <http://www.mas.org.ps>



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17		-1
18		1-1
19		2-1
20		3-1
21		4-1
25		-2
25		1-2
28		2-2
29		<i>1-2-2</i>
31		<i>2-2-2</i>
33		<i>3-2-2</i>
35		<i>4-2-2</i>
39		-3
39	-	1-3
41	-	2-3
44	-	3-3
47		4-3
49		-4
49		1-4
51		2-4
53		<i>1-2-4</i>
54		<i>2-2-4</i>
56		<i>3-2-4</i>

59		-5
62		1-5
76		2-5
88		3-5
97		-6
98		1-6
103		2-6
105		
107		

23	:1
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70	:8

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%44.5
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%20

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(%55.6)

(%58.1)

1- المقدمة

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.1980 142/58

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1-1 أهداف الدراسة

3

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16.4 414 68

.1980 142/58

28	2
27	3
16.4	414
68	68
142/58	142/58
1980	1980

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2-1 أهمية الدراسة

3-1 نطاق الدراسة

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4-1 منهجية الدراسة

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38

2- الإطار الدستوري والقانوني للوظيفة العامة

1-2 الإطار الدستوري

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9

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.2003/03/19

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2-2 قانون الخدمة المدنية الفلسطيني

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(3) 53

2005 (14)

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90

(68)

(80)

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.	26	10
.	21	11
.	20	12

3-2-2

/		/		/	
		/		/	/
(%74-65)	(%84-75)			(%100-85)	
				¹⁴	(%64-50)
/		/	/	/	
			/	/	
/					
	/		/		
20			/	/	

22 ¹³
(32) ¹⁴

15

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21

22

.	(36-32)	15
.	(40)	16
.	(41)	17
.	(42)	18
.	(3/56)	19
.	(43)	20
.	(44)	21
.	(46-45)	22

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23
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24

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4-2-2

25

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(47 45)	23
(48)	24
(51)	25

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3- المرأة والفئات الوظيفية في مؤسسات السلطة العامة

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1-3 عدد النساء العاملات في الخدمة المدنية وتوزيعهن على مؤسسات السلطة

1 2 1
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:1

%43	%57	45654	19618	26036	
%29	%71	30430	8907	21523	
%37	%63	76084	28525	47559	

. (%29) (%43)

%37 / /

:2

%	
33	26
36	27
37	
38	28
38	29
50	30
59	31
43	
29	

.26 2003 26
<http://daccessdds.un.org/doc/UNDOC/GEN/N03/464/36/PDF/N0346436.pdf?OpenElement>
http://www.unft.org.tn/ar/acquis_socio/publique.html : 27

.19 1999 28
<http://daccessdds.un.org/doc/UNDOC/GEN/N00/223/96/PDF/N0022396.pdf?OpenElement>
<http://www.womengateway.com/ar/?action=article&ID=4971> .2004 29

.44 2002 30
<http://daccessdds.un.org/doc/UNDOC/GEN/N02/364/76/PDF/N0236476.pdf?OpenElement>

.48 2000 31
<http://daccessdds.un.org/doc/UNDOC/GEN/N97/096/06/IMG/N9709606.pdf?OpenElement>

2-3 توزيع النساء على الفئات والدرجات الوظيفية المختلفة
ونسبتهن إلى الرجال

32

1 (3)

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:3

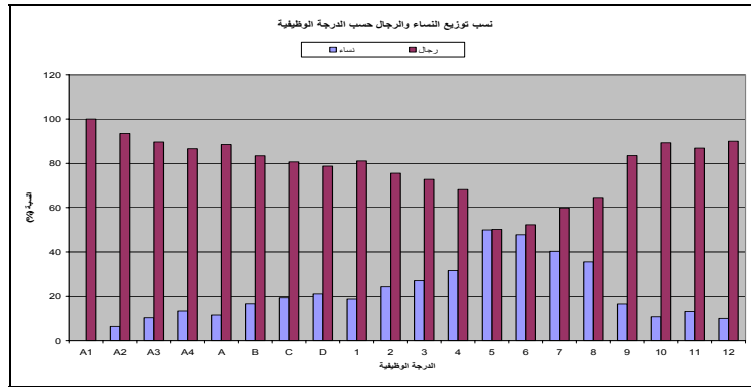
100.0	0.0	37	37	0	A1
93.5	6.4	108	101	7	A2
89.6	10.3	77	69	8	A3
86.6	13.3	531	460	71	A4
88.5	11.5	1405	1244	161	A
83.4	16.6	1241	1035	206	B

1 A4 A3 / / A2 / A1 32
12-1 A-D

80.7	19.3	1859	1500	359	C
78.8	21.1	1398	1103	295	D
81.1	18.8	1383	1122	261	1
75.6	24.3	3495	2644	851	2
72.9	27.1	4687	3418	1269	3
68.3	31.6	6886	4705	2181	4
50.1	49.9	21075	10563	10512	5
52.2	47.7	15010	7848	7162	6
59.7	40.3	6784	4053	2731	7
64.4	35.5	4756	3067	1689	8
83.5	16.5	1604	1340	264	9
89.3	10.7	1857	1659	198	10
86.9	13.1	1242	1079	163	11
90.0	10.0	649	584	65	12
%62.6	%37.4	76084	47631	28453	

:

:1



(1) (3)

3-3 نسبة النساء في المراكز القيادية

34

33

:4

17.1	10	16.9	8.7	17.3	11.3	
83.6	89.1	83.1	91.3	84.2	87.4	

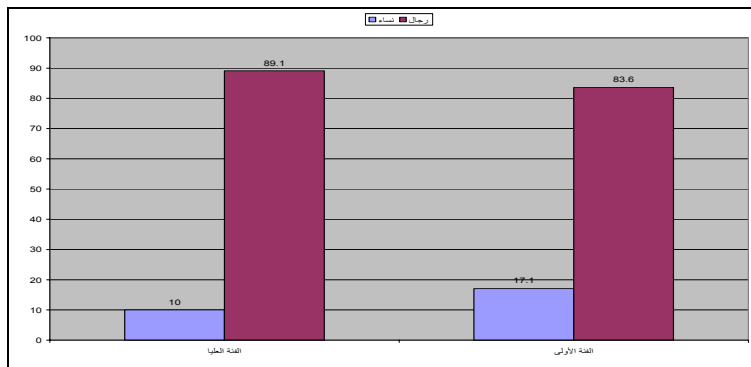
.A4 A3 A2 A1

.C B A

33

34

:2



%10

.(36%7.4

) %17.1

: .
.15 . 2004

:

%10

:5

%	
10	
29	37
3	38
3.2	39
3.3	40

.47 2002 37
<http://daccessdds.un.org/doc/UNDOC/GEN/N02/426/53/PDF/N0242653.pdf?OpenElement>
<http://www.awfarab.org/page/eg/2004/wor.htm> 38
: . 39
.15 . 2004 :
.156 2002/11/6 40
<http://www.albayan.co.ae/albayan/alarbea/2002/issue157/reportsone/1.htm>

4-3 العلاقة بين مشاركة المرأة ومعدل التنمية البشرية

41

12%
(3.7%)
(19%)

:

:6

		(2001) (%)	
	1	42.1	
	2	55.0	
	8	31.8	
	22	6.1	
	44	0.0	
	90	0.0	

(2004) 41
() 2004
(.238-234 <http://www.unfpa.org/intercenter/beijing/power.htm>)

		(2001) (%)	
	102	*8.3	
	119	38.1	
	120	6.1	
	147	36.0	
) 177 (8.1	

(238-234 2004)

:

.2005/2/24

*

20

%31.8

4- إجراءات التوظيف في المؤسسات العامة

42

:

()

43

1-4 إجراءات التوظيف في الوزارات التي لا تتبع القانون

()

42

43

:1

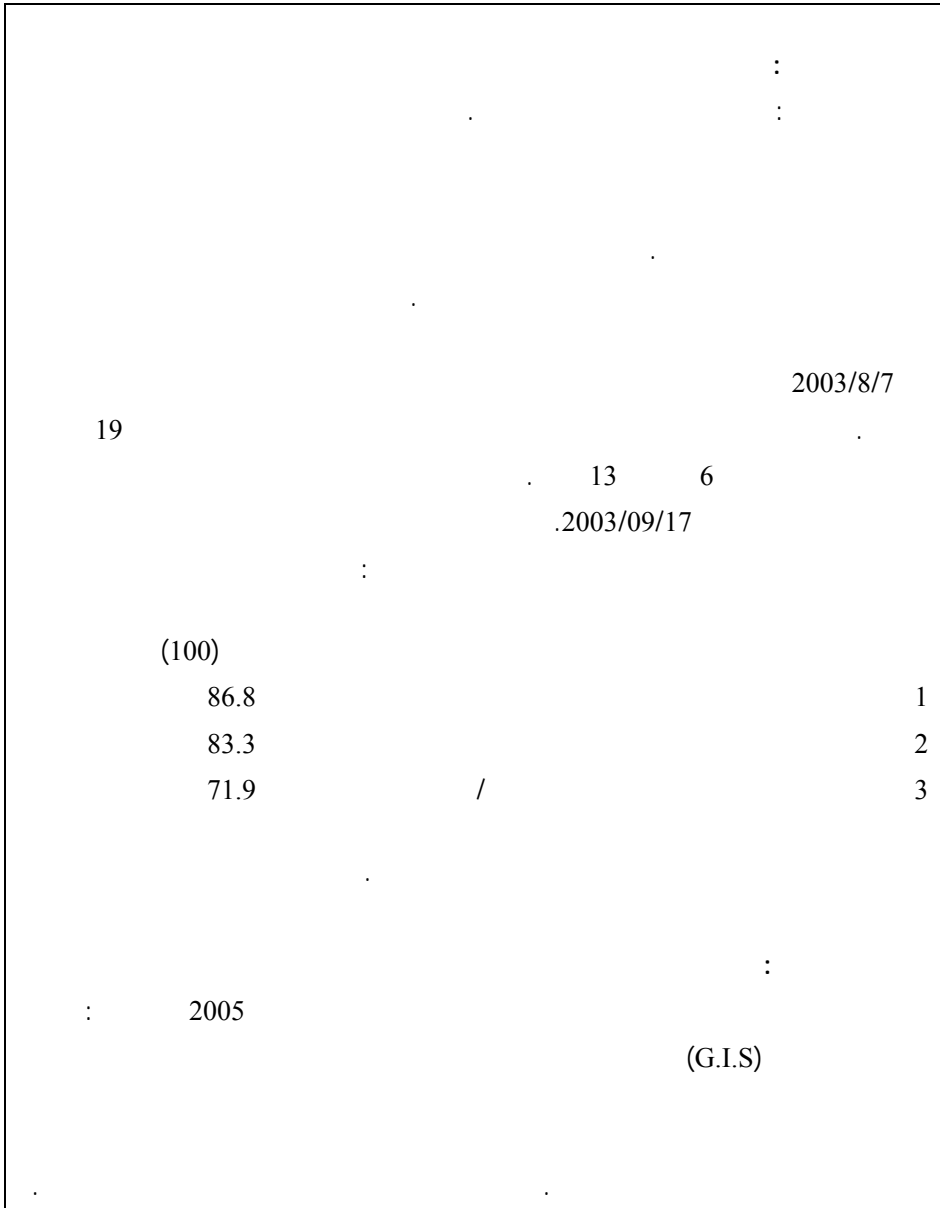
			:
	45		2004/03
.2003/05	A		28
			:

()

2-4 إجراءات التوظيف في الوزارات التي تتبع القانون

()

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2005			
:			
	68	GIS	.1
	63	GIS	.2
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			.%50

1-2-4

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45

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26

2-2-4

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:1



21

46

47

3-2-4

(2)

..... :

	100	
	10	
	20	
	10	
	10	
	10	
	20	:)

5- التقييم والترقيات والاستفادة من العلاوات والامتيازات

: (3)
:
:
178 216
(38 (%82.4) (%17.6)

48

/ %93.1 44.1
(%76.8) /

:

:

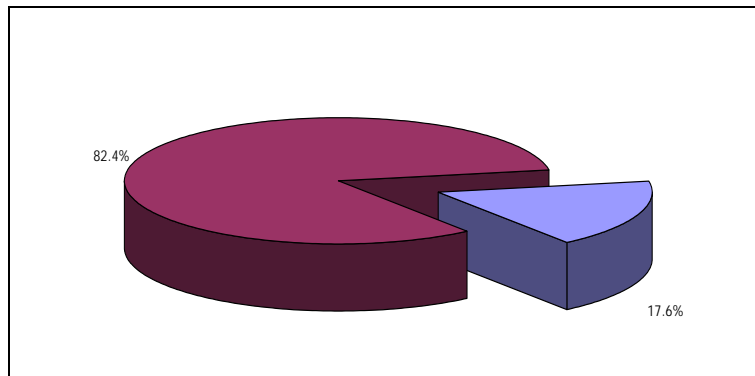
48

:7

	2	1	2	1		
38	24	4	3	7		
17.6	11.1	1.9	1.4	3.2	%	
178	100	17	38	23		
82.4	46.3	7.9	17.6	10.6	%	
216	124	21	41	30		
100.0	57.4	9.7	19.0	13.9	%	

:

:3



%17.6

%1.4

/ :
/ :
:

:8

		/	/		
38	1	30	7		
100	2.6	78.9	18.4) % (
178	3	171	4		
100	1.7	96.1	2.2) % (
216	4	201	11		
100	1.9	93.1	5.1	%	

:

/ %93.1

/

1-5 التقييم والترقيات

:

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:9

38	4	0	5	1	28		
17.6	28.6	0.0	14.7	9.1	18.1) %	(
178	10	2	29	10	127		
82.4	71.4	100.0	85.3	90.9	81.9) %	(
216	14	2	34	11	155		
100.0	6.5	0.9	15.7	5.1	71.8) %	(

:

(%71.8)

/

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:10

38	20	0	1	1	8	8	
17.6	17.4	0.0	8.3	20.0	14.5	28.6) % (
178	95	1	11	4	47	20	
82.4	82.6	100.0	91.7	80.0	85.5	71.4) % (

216	115	1	12	5	55	28		
100.0	53.2	0.5	5.6	2.3	25.5	13.0) %	
							(

:

:

(%52.6)

%15.8

%20.2

%82.8

/

:

/

/

:

:11

	1994	1994		
35	29	6		
16.9	14.0	2.9	%	
			()	
172	130	42		
83.1	62.8	20.3	() %	
207	159	48		
100.0	76.8	23.2	%	

:

.

%22.3

%14.2

.

:

/

/

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.

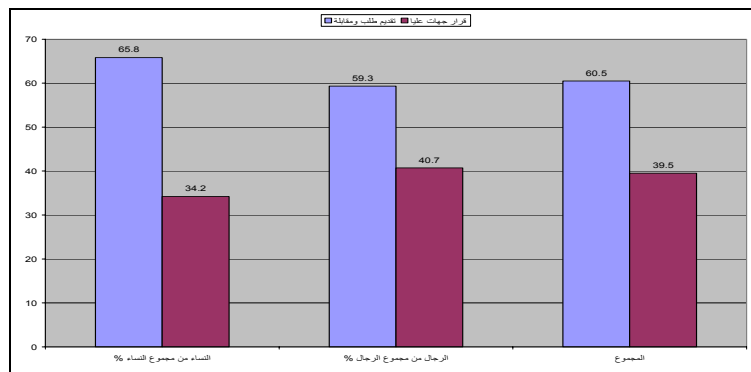
:

:12

38	13	25		
100.0	34.2	65.8) %	(
177	72	105		
100.0	40.7	59.3) %	(
215	85	130		
100.0	39.5	60.5	%	

:

:4



.(%65.8 %59.3)

%34.2)

.(%40.7

:13

29	9	20		
100.0	31.0	69.0) %	
			(
129	66	63		
100.0	51.2	48.8) %	
			(
158	75	83		
100.0	47.5	52.5	%	

/

(%69)

.(%48.8)

.(%51.2) (%31)

-

%51.2 -

(%31)

158

:

:14

%		
58.2	92	

41.1	66	
100	158	

:

:15

37	28	9		
100	75.7	24.3	%	
176	132	44		
100	75.0	25.0	%	
213	160	53		
100	75.1	24.9	%	

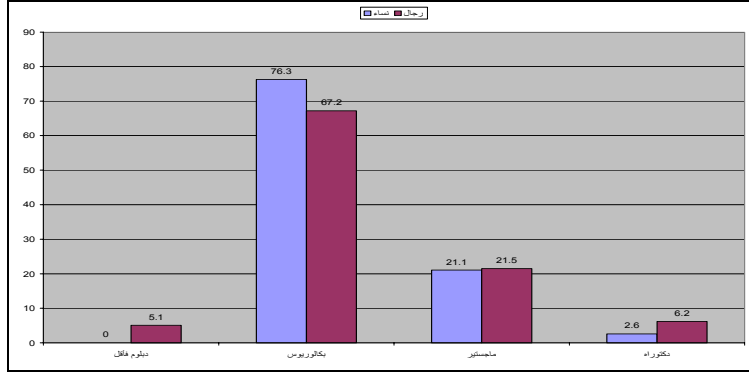
:

%24.9

:16

38	1	8	29	0		
100	2.6	21.1	76.3	0.0	%	
177	11	38	119	9		
100	6.2	21.5	67.2	5.1	%	
215	12	46	148	9		
100	5.6	21.4	68.8	4.2	%	

:5



9

()

- -

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:17

38	11	11	16	
100	28.9	28.9	42.2) % (
173	50	45	78	
100	30	26	45) % (
211	61	56	94	
100.0	28.9	26.5	44.5) % (

- - %44.5

%54.5

)

:(

:18

40	3	13	16	3	5		
100	7.5	32.5	40	7.5	12.5	%	
210	15	78	57	37	23		
100	7.1	37.1	27.1	17.6	11.0	%	
250	18	91	73	40	28		
100	7.2	36.4	29.2	16	11.2	%	

(%40)

.(%32.5)

(%37.1)

.(%27.1)

" " "

"..

:19

	8	7	6	5	4	3	2	1	0		
35	0	0	0	1	4	7	12	4	7		
100	0.0	0.0	0.0	2.9	11.4	20.0	34.3	11.4	20	%	
156	2	4	5	7	17	47	33	27	14		
100	1.3	2.6	3.2	4.5	10.9	30.1	21.2	17.3	8.9	%	
191	2	4	5	8	21	54	45	31	21		

%20 7
 14
 %73.9 28 .%8.9
 .%79.8 142

 8-6 11 5
 12
 3 47

:20

38	20	0	3	15	
100	52.6	0	7.9	39.5	%
178	110	0	8	60	
100	61.8	0	4.5	33.7	%
216	130	0	11	75	

%52.6)

/

.(%61.8

2-5 العلاوات والحوافز

:

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:21

	%		%		
	178		38		
201	%95	169	%84	32	
36	%16	29	%18	7	

	%		%		
	178		38		
135	%65	115	%53	20	
140	%78	139	%.2	1	/
2	%.02	1	%.2	1	
6	%.03	6		-	
-	-	-		-	
19	%.08	15	%11	4	
54	%24	43	%29	11	
114	%54	97	%45	17	

/
139
(37)

169 %84 32
115 %53 20 %95

%54 97 %45 %65 17
 %16 29 %18 7

:

:

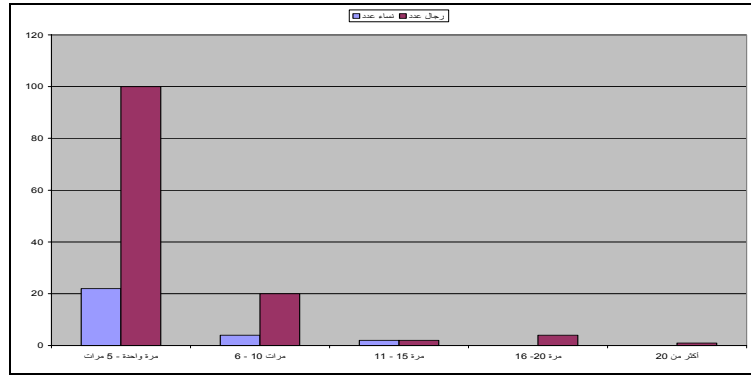
:

:22

	20	-16 20	-11 15	10-6	5-1		
28	0	0	2	4	22		
100	0.0	0.0	7.1	14.3	78.6	%	
127	1	4	2	20	100		
100	0.8	3.1	1.6	15.7	78.7	%	
172	21	54	45	31	21		

:

:6



10-1

15-11

15

:

:23

	12-11	10-9	8-7	6-5	4-3	2-1		
17	0	0	0	0	3	4	10	
70	2	1	1	5	9	9	43	

4-3
10

:24

	8	6	5	4	3	2	1	
13	0	0	0	0	1	6	6	
34.2	0	0	0	0	2.6	15.8	15.8	(38) %
99	3	2	7	9	12	24	42	
55.4	1.7	1	3.9	5	6.7	13.5	23.6	% (178)

- 13 -

%34.2

%55.4

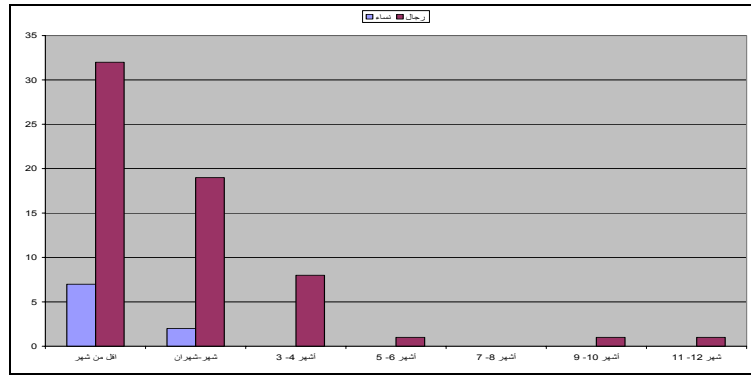
99

33

:25

	12-11	10-9	8-7	6-5	4-3	2-1		
9	0	0	0	0	0	2	7	
62	1	1	0	1	8	19	32	

:7



:26

36	16	20		
100.0	44.4	55.6) % (
172	100	72		
100.0	58.1	41.9) % (
208	116	92		

100.0	55.8	44.2		%	
-------	------	------	--	---	--

:

(%55.6)

(%58.1)

:27

38	15	23	
100.0	39.5	60.5) % (
173	86	87	
100.0	49.7	50.3) % (
211	101	110	
100.0	47.9	52.1	%

(60.5) 23
(50.3) 87

:

:

.(63)

(12)

:

:28

36	24	12			
100	66.7	33.3) %	(
176	113	63			
100	64.2	35.8) %	(
212	137	75			
100	64.6	35.4	%		

:

:29

	12	10	9	8	7	6	5	4	3	2	1	
9	1							1	1	3	3	
53		1	1	1	1	2	2	4	6	13	22	

:

53 9 :

3 22

8 10-5

12

:

- -

:

/

:30

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34	20	14		
100	58.8	41.2) %	(
165	126	39		
100	76.4	23.6) %	(
199	146	53		
100	73.4	26.6	%	

3-5 الصعوبات التي تواجه المرأة في الخدمة المدنية

:31

21	123	30	8	17	12	
12	70.6	17.4	21.7	45.9	32.4	%
35	115	23	5	19	12	
20.2	66.5	13.3	14	52.7	33.3	%
31	119	20	4	22	9	
18.2	70	11.8	11.4	62.9	25.7	%
25	122	26	4	19	12	
14.5	70.5	15	11.4	54.3	34.3	%

:

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-

-

-

.

(%32.4)

(%45.9)

.(%21.7)

:

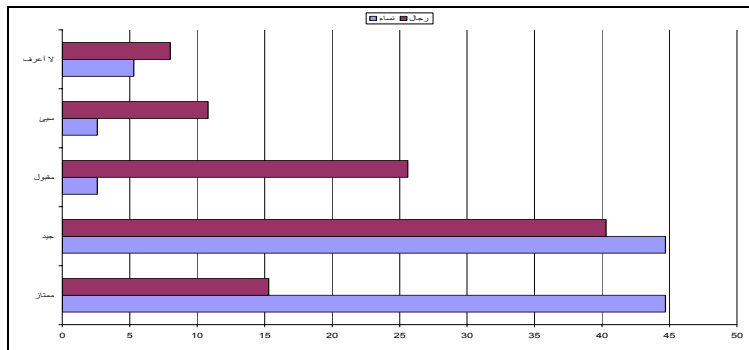
:

:32

	/						
38	2	1	1	17	17		
100	5.3	2.6	2.6	44.7	44.7) %	(
176	14	19	45	71	27		
100	8.0	10.8	25.6	40.3	15.3) %	(

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