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By Dr. Atef Elasouly
Alquds Open University

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Keywords: *gender equality - palestinian universities- gaza strip.*

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Obstacles that Limit Opportunities for Gender Equality in Palestinian Universities

Dr. Atef Elasouly

Abstract- The study aimed to identify the important obstacles that limit opportunities for gender equality in Palestinian universities and applied to the five branches of Al-Quds Open University in Gaza Strip, the researcher relied on the descriptive analytical approach and used the structured interview as main tool for the study with an intentional sample consisting of (22) of female university employees The study concluded a set of results, the most important of which were: - The percentage of female employees who did not obtain their rights in training courses [40.9%], the female employees who did not participate in committees or councils throughout their work period was 36.3%, in terms of prizes and rewards showed Consequently, the highest percentage which reached 63.6% for female employees who did not receive any incentives throughout their period of work at the university, also the representation of women in leadership positions was very weak as the female employees who did not assume any leadership position was [63.6%] even though sex did not constitute an obstacle to them Upon appointment at a rate of [77.2%] . The important obstacles that limited opportunities for gender equality were official 'lack of confidence in the woman's ability to accomplish with the many burdens and responsibilities that fall on her, in addition to her complaints about male power and the prevalence of male tendency at work and the important proposals for ways to overcome obstacles to be Male and female decision-makers and policies, and that decision-makers take gender into account when developing work strategies while supporting female employees 'access to leadership positions and nominating them for missions and training courses.

Keywords: gender equality - palestinian universities- gaza strip.

I. Introduction

Gender is formed through the formation of societies and is affected by the processes of change and transformation to which it is subject; in addition, Gender considered an economic, social, and cultural concept of masculinity and femininity, as it reflects different behaviors and attitudes that define the level of recognition and evaluation of society for both women and men. The level of acceptance and motivation and its various institutions for each of them usually reflects the prevailing gender ideology, which is represented by the level of strength that individuals of men and women possess, and Gender is affected by male and female discrimination factors ,in addition Societal and economical Gender is affected by male and female gender discrimination factors, such as class, age, color, sect, race, and geographical location which is not fixed as is the case with gender; it is affected by the change of place, time, and socio-economic and political conditions (Siyam, 2016, p. 23).

Definition of Gender is an economic, social, and political concept that includes a set of economic, social and political activities carried out by both women and men in society, These Mentioned activities were formed for each of them with the formation and development ,and we can understand the relationships and roles of gender through the different ways it receives This society has both women and men, and the gender reflects the political, economic, and social ideology prevalent in society and is affected by it. It reflects the power relations and the relationships of women with men. (Manna and Ezzat, 2006, p. 15). Gender is related to areas of inequality in influence and the ability to benefit from experiences, resources, and the extent to which the different roles of women and men are affected by historical, religious, economic, and cultural realities. These roles and responsibilities can inevitably change over time as gender indicates various the roles, rights, and the relationships that exist between them.

II. The Problem and Questions of the Study

A good number of institutions in this contemporary age have been taking a public stand that advocates for women's rights and as gender-sensitive as possible, and then these institutions have set goals that include items that pledge to adopt a gender equality approach and ensure that the leadership role of women and their issues are highlighted. These positions may remain verbally announced to the tongues of the owners and managers of these institutions and are rarely written in their work manual to implement and implement them on the ground. These verbal positions do not negate good intentions but affect the percentage of women's representation in the labor market In the professional fields related to health, housing, education ,and media, we find that largest employment and administrative positions and positions is for men, just as the emergence of women in some specialties and occupations is an insufficient appearance, so it is of the utmost importance that the issue of gender auditing in the various institutions of society is drawn and drawn The attention of officials to it. Perhaps the universities are considered one of the most important fields that can

Author: Alquds Open University, Gaza, Palestine.
e-mail: aasouli@qou.edu

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provide women with opportunities for equality. The presence of Al-Quds Open University and its coverage of the vast majority of the governorates of the country helped that opportunity. The university was keen to adhere to this, and the idea of gender equality in it indicates a review of all aspects that allow women to participate in all different fields and sections of work to achieve the desired goal, which is more attention to achieving the desired equality between men and women in rights and duties and all sectors. In this context, the researcher will study the obstacles that limit the chances of this equality while providing an idea of the opportunities from the employees themselves.

Because of the above, main questions of the study were the following:-

- What is the reality of officials' consideration of gender equality in the branches of Al-Quds Open University in the Gaza Strip?
- What are the important obstacles that limit opportunities for gender equality at Al Quds Open University?
- What are the ways to overcome from the viewpoint of female employees?

a) Objectives

- Knowing the reality of officials' observance of gender equality in the branches of Al-Quds Open University in the Gaza Strip.
- Monitor the important obstacles that limit opportunities for gender equality at Al Quds Open University.
- Providing a vision on ways to overcome from the perspective of female employees themselves.

b) The importance of studying

Is a theoretical aspect in terms of providing an opportunity for specialists in the field of gender equality and a practical that may benefit researchers of gender in general .

c) Terms and concepts

i. *Gender equality*

Gender equality means that men and women have the same opportunities in rights; rather it does not mean that men and women alike, and that all labor market measures must reach the same results. Rather, it means that all men and women are free to develop their abilities and make life choices without being bound by stereotypes or Prejudices about the roles or characteristics of men and women, and gender equality in labor standards indicates a non-discrimination between women and men in remuneration, employment, and occupation and extends to all rights to safety, protection, security, and social security. (Office Labor International, 2012).

ii. *Palestinian universities*

The term university is taken from the word universities, which means assembly and was used to denote the gathering of professors and students from different countries and peoples. Hamed Ammar believes that it includes many dimensions, including a university for common general knowledge and a base for specialized professions and a university for various creations of human thought and a university for the principles of society and its cultural peculiarities, and a university for resources and sources of knowledge which Facilitating its renewal and production, and a university for the fundamentals of life in terms of partnership in university life and a university for integrated and cooperative work teams. (Al-Sagheer, 2005 AD, p. 21) There are (49) higher education institutions in Palestine, including (16) universities and (16) university colleges and (17) Community College (the Ministry of Education and Higher Education www.aqac.mohe.gov.ps).

iii. *Al-Quds Open University*

In the year 1991 AD, the university started its educational services in Palestine, starting from the needs of the Palestinian people for higher education in light of its population, social and economic conditions under the Israeli occupation. It took as its headquarters a headquarters in Jerusalem and established branches and study centers in the major Palestinian cities. In the fields of open university education, community service, and scientific research, and consolidating its leadership position in building a Palestinian society based on knowledge and knowledge, its mission was to prepare qualified graduates to meet the needs, Qadri N is to compete in the local and regional labor market, with an active and distinguished contribution in the field of scientific research, and building technical and human capabilities, by providing educational and training programs by best practices for open education and combined education while strengthening the scientific research environment in a framework of community interaction, cooperation ,and partnership. (University site www.qou.edu)

iv. *Gaza strip*

Gaza City is part of the coastal plain and has an area of 365 square kilometers and is inhabited by 1,598,054 (Palestinian Central Bureau of Statistics, 2006 AD). This section extends on the eastern shore of the Mediterranean Sea with a length of 45 km, and with the establishment of the Palestinian Authority, the Gaza Strip was divided administratively into five governorates starting from the north, then Gaza Governorate, Al-Wasit Governorate, Khan Yunis Governorate, and ending in Rafah Governorate in the south. Gaza governorates are considered one of the most densely populated regions in the world compared to the area. In addition it contains

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eight camps distributed from north to south starting from Jabalia camp, Al-Shati refugee camp, Inseirat camp, ElBureij refugee camp of Deir al-Balah and Khan Yunis refugee camp and the Rafah refugee camp .in addition eight villages from north to south is also a Beit Lahiya, Beit Hanoun and Zawayda and Qarara and Bani Suhaila and Abasan small Khuza'a and Abasan. (National Authority, 1997, p. 14) This ancient city has given its name to the Gaza Strip, and this part extends in the northeast direction of the Sinai Peninsula and along the Mediterranean Sea at a distance of approximately 40 km (Atlas, 1996, p. 141).



Figure 1

v. *Gender blind and male bias*

Gender blindness and male prejudice are concepts that have been produced by feminist research, politics, and social sciences to reflect greater in favor of men than women in the system of production relationships and its various tools among humans. (Ashqar and others, 2016, p. 99).

vi. *Gender Auditing*

Gender audit means reviewing all aspects that include many different fields of work for women, represented in education, health, economics, and politics, as well as civil society organizations that provide women with the opportunity to participate in all aspects of different social and economic life to achieve the desired goal which is more attention and achieving the desired equality between men and women In rights and duties in all sectors. (Al-Asoli, 2019, p. 18).

vii. *The limits of the study*

- Spatial: Al-Quds Open University-
- Timeframe: March 2019 - June 2019
- Human limit: All employees of Al-Quds Open University in the Gaza Strip branches-

d) Previous studies

i. *Al-Bishtawi's Education 2016*

The study aimed to identify the gender mainstreaming strategy of the UNRWA staff and to identify the nature of the differences between the sample's population estimates regarding areas of gender mainstreaming strategy according to gender variables, years of experience, job grade, and age group. The department in which the employee works and to achieve the goals, designed a questionnaire consisting of 63 paragraphs, distributed in four areas (The field of knowledge of the UNRWA staff in the concept of gender [18] /UNRWA staff work trends towards gender equality [15] /practice of the UNRWA work team [15]/the organizational culture field for UNRWA [15]). Social and to a degree, they are high, and their attitudes toward gender equality are moderate. As for the practices of the UNRWA staff, they reflected gender sensitivity. UNRWA's organizational culture is gender-sensitive and highly motivated. The results also showed that there were statistically significant differences between the average estimates of the study sample individuals in all areas of the gender mainstreaming strategy of the UNRWA staff in favor of

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males due to the gender variable. The results also showed that there were no statistically significant differences between the average estimates of the study sample, due to the variable of age, years of experience, and the program in which the employee works.

ii. *Gender audit study at Birzeit University in 2016*

The Institute of Women Studies at Birzeit University, in cooperation with the International Labor Organization, launched the results of the study of gender audit in Birzeit University, which raised the gender gaps that exist at Birzeit University between the female students, employees, academic staff and ways to bridge them. During its study, the Institute recorded important female appointments in locations Decision-making at the university, which is (Vice Chancellor for Community Affairs, Vice Chancellor for Planning and Development Affairs, Dean of the College of Business and Economics), and the study showed that 30.3% of the total academic staff are female and most of them are at the lowest academic ladder due to the lack of The ability of women to devote themselves to conducting research because of the responsibilities entrusted to women inside and outside the work, and the study showed positive results at the level of laws dealing with the rights of female employees.

iii. *The gender audit of the Bank of Palestine (Ramallah Branch) for the year 2016*

This study was carried out on a joint initiative between UN Women and the International Labor Organization (ILO) ,and the results showed in earnest that the bank seeks to achieve equality in its policy, the most prominent of which is the trend towards increasing the number of female employees in the bank by half (equal between males and females) and breaking the glass ceiling that prevents access Women are in high positions, as the bank has shown its constant endeavor to urge women to access and benefit from the bank's services. The audit also showed the bank's assertion of a strategy to enhance the role of women in society and the economy and the existence of many good practices and methodologies that the bank's management follows Here, and as a result of the attention of the United Nations Commission for Women on gender mainstreaming in all aspects of development sectors, the Commission has taken upon itself the methodology adopted participatory scrutiny from a gender perspective, a tool developed by the International Labor Organization on the private sector companies.

iv. *A study on checking the reality of gender mainstreaming in the public sector in Jordan for the year 2010*

This study seeks to develop gender mainstreaming in the public sector in Jordan with its various institutions and to develop a set of appropriate recommendations. The study aimed at identifying gender mainstreaming in the public sector in Jordan with institutions from ministries, departments, institutions of government agencies from the perspective of the gender audit methodology In addition to the percentage of male and female representation in the career ladder of the public sector in Jordan, and the gaps in appointment and promotion. The study concluded with several results, including The females are concentrated in high proportions in the executive positions as employees without supervisory or leadership positions in the governorates and brigades in the first place then in the centers of ministries and institutions and government departments also there are statistically significant differences in the percentage of female representation in the career cadre between institutions Officials that have gender or women's units, and among other formal institutions that do not have.

e) Comment on previous studies

The results of previous studies and unanimous showed that the percentage of men is higher compared to female employees, and the representation of women in the higher grades and leadership positions was small compared to men and that her contribution to decision-making is still limited. Governmental institutions, private institutions, and civil society institutions in Palestine and the Arab countries are seeking to integrate and empower women by adopting different strategies aimed at reaching the required level to achieve equal opportunities between men. The current study differed from previous studies in its focus on universities and researching opportunities for gender equality within them.

III. The Theoretical Background of the Study

a) The image of women in traditional culture

The image of the woman in the traditional culture (*1)[1] came distorted and ambiguous, in addition it embodied in two ideal social patterns. Attached to it and its belongings and left her housework, and this was evident in the feminist figures in book " One Thousand

*1 There are popular examples from the culture of the society that in turn express that violence, such as "the death of the girl covering - to preserve the honor Promote the girl to whom she chooses - A shadow of a man, not a shadow of a wall - a lost man for girl better than no one, girls of fashion you can buy every ten by one egg - Who gives girl dizziness until death- when I said she was married, and went, but she came again with her husband, who do not have daughters no one news when he was dead, the concerns of girls to die, stick husband better than no one, If you let a girl with her mind she well take a drummer or flute man, If the girl grow up an either marriage or go to the grave, the parents' house is for entertainment ,and the husband's house is for education.

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and One Nights" and other literature where for example bad model for Arab women is a model of the current that cares only about her dress and does not see in herself more than a pleasure for the man and she should The fact that a beautiful and amused by the man and cook him food must accept. The reasons for this may be due to the nature of the patriarchal structure of the Arab family, the habit of male domination of women, and their largest among the smallest of them, and they are without men. As this society did not witness a technical and scientific revolution that leads to the advancement of women and the restriction of discrimination against them as a result of modernization, which in turn affects the socialization of new generations, which causes a change in the limits, centers, and roles of both sexes, male and female, so traditional socialization was one of main causes in the image of women in traditional culture. When a boy is born, celebrations, and this does not happen when the boys are born. In addition to that, the traditions and traditions inherited and the culture that has not changed is because Arab societies at the time when they absorb Western materialism and consume it do not want at the same time to bear its cultural consequences. (Salim and others, 2004 CE, pp. 37-49).

b) *Indicators of the Palestinian National Authority's interest in women*

Statistics of the Palestinian Central Bureau of Statistics showed that the percentage of female participation in the workforce was 19.0% of the total female population in the working- age in the year 2017 AD. As for males, it was 71.2%, and there is a gap in wage rates between females and males. As for the participation of international women in the labor market, the percentage was 69%. (Al-Danaf, 2018 AD, pp. 31-32).

The report showed worldwide women public sector leaders index during a study carried out by application to twenty countries in the world to measure the status of women as leaders in the government sector, and it turned out that the highest rate of participation of women was in Canada 46%, Australia 39%, South Africa 38%, Turkey 9% and Saudi Arabia 1.8 about the issue, the UAE has announced that the percentage of women acquiring senior positions was 35% in the government sector in the country, and it has exceeded 66% of the workforce in The country. Despite this, these figures indicate that the problem is global also, there is a gap between Women and men.

As for the Palestinian society, the Ministry of Women Affairs, in cooperation with international organizations and civil society organizations, developed strategies that were the most important of them through the national cross-sectoral strategy to promote justice and gender equality 2011 - 2013 AD, which stipulated in one of its principles to enhance the national representation of Palestinian women by ensuring their participation In decision-making centers at all legislative, executive and judicial levels, as there is nothing in Palestinian law that prevents her from assuming any job title. In the Civil Service Law, Article 1 No. 4 of 1998, the general employee and employee mean that the woman takes over the position of public office at all levels and equality for men in all that is included in the law. Therefore, the rate of women's participation in the public sector in 2013 was 41.2% and in senior positions, 10.2%. The Articles of the Civil Service Law for High Positions and Promotions were Articles 16 and 21 that are general for women and men. Palestinian women have obtained other political rights, as the quota system was included at 20% in the municipal and legislative elections at the national level. (Butter, 2016, pp. 3-5).

c) *Auditing national budgets and their response to gender*

In 2009, the Palestinian government issued a decision to make budgets responsive to gender, and the state began to adopt gender-sensitive budgets. Palestine has made many achievements on this level, but so far, the implementation has not reached the required. For example, municipalities and local government do not engage in actual participation of women With women in a narrow space available for female only to obtain funding and community participation remains more masculine at the expense of women and neglects the equal opportunity component. therefore the Ministry of Local Government has studied the obstacles on the ground for community participation from a gender perspective It is clear that the budget when preparing it is neutral, but when analyzing and comparing it to reality, we find that it is not distributed by gender in addition to the lack of response to gender issues, where the percentage of what males receive versus females (70.5% versus 29.5%) also, 70.5% of the expenses of official travel missions are for males, as well as external missions and rewards, also noted that there were no expenses related to training women to enable them to advance to senior positions for men to sensitize them to gender issues.(My Jobs, 2016, pp.2-6).

d) *Steps and stages for achieving gender equality in labor standards*

Participatory gender equality is a tool and process based on a participatory methodology and They also reinforce institutional learning on gender mainstreaming in a practical and effective way that *includes-*

1. Check whether internal practices and support systems related to gender mainstreaming are effective and support some of them.
2. Monitor and evaluate the relative progress made in gender mainstreaming.

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3. Identify gaps and challenges, ways to address them, advance treatment, and suggest more effective strategies for implementation.
4. Documenting good practices leading to gender equality.

This gender equality auditing is done through three measures:-

A. A vision that includes gender equality policy
B. Act the implementation through an action plan
C. Certification, to establish responsibility. (International Labor Organization, 2014, pp. 10-13).

IV. Study Methodology

The researcher has selected a sample consisting of all female employees of Al-Quds Open University in the Gaza Strip branches with the work of a questionnaire appropriate to the desired goal of the study.

a) Study population, sample and study procedures

The study population consisted of all female employees of Al-Quds Open University in five branches of Gaza Strip, and the total number of male employees and female employees in those branches was 350 (325 male/25 female). He conducted a comprehensive survey on all female employees and found that three of them are on maternity leave, and then the researcher entered data on the computer and statistically processed using the Statistical Package for Social Sciences (SPSS), and the results discussed by the researcher.

b) Persistence and honesty

The stability index of the instrument extracted by using the Cronbach alpha, which shows the stability parameters of the study instrument. The stability ratio was 67.6%, and this is considered an acceptable percentage for the stability of the results.

c) Sample properties

Table 1

Percentage	Repetition	Age
13,6	3	30-20
40.,9	9	40-30
45,4	10	40-
100	22	Total

The results of the study show that the highest percentage of female employees aged 40 years and over is 45.4%, while the percentage of female employees aged 30-40 years is 40.9%, which is the second-highest, while the lowest percentage of female employees is between 20-30 years with a rate of 13.6%.

Table 2

Percentage	Repetition	Marital Status
27,3	6	Miss
63,7	14	Married
4,5	1	Divorced
4,5	1	Widow
100	22	Total

The previous table indicates the distribution of female employees according to marital status and shows that the highest percentage of female employees are married, with a ratio of 63.7%, while the percentage of unmarried women is 27.3%, and widows , divorcees is equal to 4.5%, which is the lowest percentage.

Table 3

Percentage	Repetition	Educational Level
13,6	3	diploma
72,7	16	BA
-	-	M.A.
13,6	3	Ph.D.
100	22	Total

Previous data indicate that the highest percentage is for female employees who hold a bachelor's degree by 72.7%, and with a Ph.D. degree reached 13.6%, and holding a diploma is equal with them, while the results showed that there are no women with a master's degree, and this indicates the weak representation of female employees in grades The senior staff may have refused to answer the questionnaire.

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Table 4

Percentage	Repetition	Years Of Experience
4,5	1	-3
4,5	1	3-6
90,9	20	6-
100	22	Total

The previous table shows that the higher percentage is for female employees with more than six years of experience, at the rate of 90.9%, while the proportion of female employees with three years of experience less than three and between 3-6 is equal to 4.5%, and this indicates of efficiency among female employees with an increase their expertise.

Table 5

Percentage	Repetition	Monthly Income In Dollars
0	-	500-
72,7	16	1000-500
27,2	6	1000 –
100	22	Total

The previous table shows the monthly income of female employees, where the highest percentage of women earning of $ 500-1000 and of women earning more than $ 1,000 reached 27.2%, and no percentage was recorded for those who received less than $ 500, and this is an indication of the quality of salaries for university employees, and according to notes The researcher: The high salaries were related to the high educational levels, in addition to that all female employees have a fixed appointment in the university, and this indicates the university granting job security to female employees.

Answer to study questions

First - The reality of officials' consideration of gender equality in the branches of Al-Quds Open University in the Gaza Strip

1. Training courses

Table 6

Percentage	Repetition	Number Of Training Courses
40,9	9	0
36,3	8	1-3
22,7	5	3-
100	22	Total

The results indicate that the percentage of female employees who did not obtain their rights in the courses and training missions was 40.9%, which is the highest percentage, while the women of 1-3 courses reached 36.3%,and Women with more than three was 22.7%.

2. Rewards or prizes

Table 7

Percentage	Repetition	Number Of Rewards Or Prizes
63,3	14	0
18,2	4	1-3
18,2	4	3-
100	22	Total

According to the previous table, the results showed that the highest percentage that reached 63.6% is for female employees who did not receive any rewards or incentives during their work at the university, and the proportion of those with several of equivalents from 1-3 and more than three for reward female employees at the university equaled by 18.2%.

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3. Participating in academic and administrative committees and councils

Table 8

Percentage	Repetition	Number Of Committees And Councils
36,3	8	0
36,3	8	1-3
27,3	6	3-
100	22	Total

The results showed, according to the previous table, the equal percentage of female employees who did not participate in committees or councils, and the percentage of female participants a number of 1-3 committees by 36.3%, while the percentage of female participants in more than three committees reached 27.3%, and this indicates the weak representation of female employees in committees and councils.

4. Leadership centers

Table 9

Percentage	Repetition	Number Of Leadership Positions
63,3	14	0
27,3	6	3-1
9,1	2	3-
100	22	Total

The results indicate that 63.6% of female employees who did not occupy any leadership position, while 27.3% of female employees who held 1-3 of the leading centers and the percentage of female employees more than three leadership positions accounted for 9.1%. These results indicate the weak representation of women in the center's Leadership at the university.

5. Gender sections

Table 10

Percentage	Repetition	Is there a university department that specializes in gender issues?
100%	22	no

The results pointed that female employees deny the existence of a department specialized in gender and through the researcher's observations, the university conducts many activities and conferences by networking with civil society institutions working in the field of women, but these activities follow the center of continuing education at the university and from the reality of the university and officials' interest in women's issues and their sense of social responsibility towards it.

Second: What are the important obstacles that limit opportunities for gender equality at Al-Quds Open University?

1. Gender

Table 11

Percentage	Repetition	Answer	Is your gender an obstacle in the following categories?
22,7	5	yes	Committees and councils
77,2	17	no	
22,7	5	yes	Reward and Prizes - A
77,2	17	no	
31,8	7	yes	Courses - B
68,2	15	no	
22,7	5	yes	Committees and Councils - C
77,2	17	no	

The previous table shows the employees 'point of view regarding whether the sex constitutes an obstacle in the appointment rewards, awards, sessions, committees, and councils, and it shows 22.7% of those who see that sex constitutes a hindrance, and 77.2% of those who do not see it as an obstacle according to their point of view, and that these ratios are equal in rewards, awards, committees, , While 31.8% of those who think that sex constitutes an obstacle in obtaining courses and 68.2% of those who oppose that.

2. The most important obstacles

The results of the interviews with the sample showed the important obstacles that limit gender equality was, family responsibilities, officials' lack of confidence in the work of women, and men controlling women.

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Third: What is the proposed perception of ways to overcome obstacles from the viewpoint of female employees?

(Male and female decision-makers and policies should be able to work just as men/Decision - makers must consider gender when developing a work strategy/The need for equal salaries in the university between both sexes to grant equal opportunities between male and female employees in leadership positions/Giving equal opportunities between male and female employees in missions and courses/women working alongside men increases work productivity /job tasks and roles must be distributed among male and female employees to suit the composition of women/ engaging female employees in decision-making/ forming committees of both sexes/raising and developing the capabilities of Constantly jobs).

V. A General Summary of the Important Results

The results of the study showed the following:

- The percentage of female employees who did not obtain their rights in training courses was 40.9%, which is the highest percentage, while the women of 1-3 courses reached 36.3%. Also, the proportion of female employees who did not participate in committees equaled with 1-3 who participated in them throughout their work, where the ratio was 36.3%, and this indicates the weak representation of female employees in committees as well, and this agreed with all the results of previous studies that were Its presentation except for the study of the gender audit of the Bank of Palestine (Ramallah Branch) for the year 2016, where it indicated that the bank seeks to achieve equality in its policy, the prominent of which is the trend towards increasing the number of female employees in the bank by half (equal between males and females) and breaking the glass ceiling that prevents access Women to senior positions.
- The results showed that the highest percentage about prizes and rewards, reached 63.6% for female employees who did not receive any incentives during their work at the university, and the proportion of those with several equivalents of 1-3 or more than three equivalents equaled 18.2%. Previous results indicate poor estimate and reward female employees at the university.
- The representation of women in leadership positions was the weakest, as the female employees who did not hold any leading position was 63.6%, also sex was not an obstacle for women in recruitment, at a rate of 77.2%, while it was an obstacle in obtaining courses, prizes, and others
- The important obstacles that prevented women from their rights were the officials 'lack of confidence in the woman's ability to achieve - a large number of burdens and family and family responsibilities that fall on her - the man's domination and the male tendency to work.
- The female employees 'suggestions for ways to overcome the obstacles are as follows: (The decision-makers and policies must be male and female/the woman can work just as the man/The decision-makers must consider the gender when setting the work strategy/The equal salaries in the university between both sexes/the equal opportunities between male and female employees in leadership positions/the necessity of giving equal opportunities between male and female employees in missions and courses/women working alongside men increases labor productivity/job tasks and roles should be distributed among male and female employees to suit the composition of women/ engaging female employees in making Decisions/ formation of committees of both sexes/raising and the development of the capacities of female staff).

VI. Recommendations and Future Proposals

- Paying attention to gender auditing in all institutions of society and circulating the study to all universities to contribute, even mainly, to educating officials and then urging them to achieve gender equality in labor standards.
- Raise awareness of the importance of women's participation and enhance their role to increased productivity.
- Increase the number of female employees in the staff in the different job sites-
- Creating an environment that supports women in obtaining their rights and equal opportunities for female employees at work.
- Create a department specializing in gender issues at the university to serve female employees as well as female students.
- Conducting future studies related to female employees, their problems and needs, as well as conducting annual audits from a gender perspective.

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