



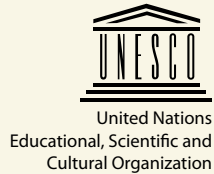
Economic Studies series

# Palestinian Women's Work A Study on Palestinians' Impressions and Perspectives Towards Women's Work in Palestine

Prepared by: Alpha International for Research,  
Polling and Informatics

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The Palestinian Women Research and Documentation Center (PWRDC) was founded in 2005 as a special project for the Social and Human Sciences Sector (SHS) of the United Nations Educational, Scientific and Cultural Organization (UNESCO), and operates in accordance with UNESCO's rules and regulations. The PWRDC meets the urgent need for an institution capable of promoting women's rights and activating Palestinian women's roles in economic, political, and cultural domains.

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# Acknowledgements

Conducting research and studies is one of the important tasks carried out by the Palestinian Women's Research and Documentation Center to provide information related to the Palestinian women's issues. The primary purpose of these studies is to enable governmental and civil society organizations to develop policies and take measures that improve women situation as well as help them to adopt programs that advocate for and support women's issues. These studies also aim to shed light on the existing gender gaps in different fields so as to bridge them in an attempt to achieve gender equality.

Every year the Palestinian Women's Research and Documentation Center identifies a number of themes to conduct studies and researches. Based on this, the Center conducted a study on "Palestinians' Impressions and Perspectives towards Women Work". This study, one of four studies within the economic theme, was conducted by Alpha International to identify the Palestinian society's perspectives and attitudes on the importance of women's role and contribution to the labor market and whether these perspectives have negative impacts and impede women participation. Moreover, the study sought to explore women's options in participating in the labor market and men's options in supporting or impeding women participation in addition to identifying the most attractive sectors and available opportunities for women. The study also presented recommendations to address the reduced women labor force participation, and the need to open new job opportunities in sectors which were not previously held by women. To deepen the understanding of the findings reached by the research questionnaire, twelve focus groups (four in Gaza Strip and eight in the West Bank) were organized in which 110 persons (males and females) participated and discussed a number of issues related to women work and measurement of participants' perspectives and impressions on these findings.

In this context, the Palestinian Women's Research and Documentation Center would like to extend its thanks and appreciation for all those who contributed to make this study possible including Alpha International represented by Dr. Faisal Awartni and the research team. Thanks also go to Sama Oweideh, the Director of Jerusalem Women's Center for her insightful comments on the study.

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# Executive Summary

The study's methodology is based on collecting quantitative data by conducting field surveys using a random sample, representing the West Bank and Gaza Strip. It has been possible to poll based on the general society's perspective towards women's work through a number of indicators which have been developed in collaboration with experts in this field. The study has also been keen on obtaining qualitative data through focus groups representing various segments of the Palestinian Society, which enabled explaining and intensifying some results.

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The results of the survey have confirmed that the motive behind woman's work is an economic need in the first place. Although, the results indicated that the overwhelming majority of Palestinians agreed that working women contribute to the improvement of their household's economic level. The survey has also demonstrated that more than half of the Palestinians (males and females) consider woman's work outside their homes to be important and fundamental and may even continue if the household's standards of living have been improved. Furthermore, the overwhelming majority of Palestinians (males and females) believe that women's work is a future security in the event the woman is widowed, divorced or does not get married.

The Palestinian society considers women's work as complementary to the household's income. The survey has also shown that about a quarter of Palestinians stated that women should stay at home and care for their husbands and kids and should not go out to work regardless of the circumstances.

The Palestinian society also believes that the man is the absolute family provider and that he should look for alternatives to ensure his household's income. More than two thirds of the Palestinians (males and females) believe that it is much better for the man to search for an additional job than to let his wife work. Also believed is that a woman's main work is caring for her home and children, therefore she is not supposed to work in a field that conflicts with this role. The survey concluded that approximately half of the Palestinians agreed that working women might control their husbands in comparison to non - working women. Meanwhile, about two thirds of the Palestinians believe that working women give less birth to children, which may form a threat to the customary conventional role for both men and women in the society.

The survey displayed that the availability of certain issues are affected by the societal prevailing points of view, for instance the type of work which women perform, sectors and professions which they can practice as there is no dispute in terms of areas or in accordance with the social gender. Besides, there is no disagreement on allowing women to work at night, away from home in another city or country whether she is married or single. The majority believes that working women are always exhausted and nervous. Hence, the survey has shown that almost one third of the Palestinians agreed that most of the woman's salary is spent on her external appearance and clothes while more than half of the Palestinians believe that a working woman who has young children spends most of her salary on nurseries and day care centers.



The survey also displayed a positive change towards the acceptance of woman's work since there has been a tendency confirming the possibility that women can play a political role. Additionally, her work has an effect on her personality, the role she practices in the society, the luxury level she provides her family with, the way she brings up her kids and how they can depend on themselves (sons and daughters alike).

Most Palestinians have deemed that a woman's work outside her home is significant for her personality and her role in the society. The majority believes that a woman's work helps and enables her to fulfill herself. Moreover, the survey has shown that three fourths of the Palestinians have considered that domestic work and taking care of the kids should be in cooperation between men and women.

The survey has explicitly indicated that more than half of the Palestinians surveyed (males and females) support married women's right to completely act freely with their salary, while two thirds of the Palestinians support the right of unmarried women to act freely with their entire salary. The majority of Palestinians do not support the idea that a husband may acquire his wife's salary and act freely with it.

There has been an overall acceptance to this right. Nevertheless, the overwhelming majority of Palestinians (men and women) do not support a woman's rights in accepting a certain job without the consultation of her husband or father. Three fourths of the Palestinians support the possibility of a married woman finding a job in a field where she would earn a higher salary than her husband does. Meanwhile, around half of the Palestinians (men and women) do not reject the idea of a woman working in a place fully occupied by men, whereas, more than half of them (men and women) believed that a woman can be a manager of a group of men in the workplace. The majority of Palestinians support married or single woman's right in assisting her family with a proportion of her salary pursuant to their needs.

Results have indicated that the society believes a relationship exists between woman's work and marriage options in terms of selecting a wife, enhancing the opportunities of a single woman in getting married and having the opportunity of meeting a suitable spouse in the workplace. On the other hand, it may adversely affect single women since they may lose their matrimonial chances due to their concerns towards work.

The study has signified that more than half of the Palestinians believed that sexual harassments towards women occur in workplaces. Thus, two thirds of the Palestinians (men and women) believe that a woman being harassed at her workplace is accountable for such acts because of her appearance and behavior.

The study also indicated that more than a third of the Palestinians 37.4% deemed that senior managerial posts are for men only, 8.2% of the surveyed Palestinians strongly agreed, 29.1% agreed, 62.8% did not consider that, 52.7% did not agree and lastly 10.1% did not agree at all.

# Introduction

Belief prevails in a large number of literatures and developmental tendencies regarding the importance of a woman's work and her participation in the formal labor market. Since women constitute half of the society in the productivity process, this subsequently leads to the contribution towards the development of the society. Concentration was made on the participation of paid formal labor, which is to be calculated in the national accounts as a fundamental inlet empowering women within the modernization's theories. Advocators of this trend (males and females) have used many justifications, most importantly the role of official participation in reducing women's fertility, curtailing reproduction, enabling women to appear publicly, gaining greater self-confidence, encouraging them to learn and be promoted to higher levels in acceptable specialties and disciplines which are desired in the labor market. The Industrial Revolution pattern was employed by those people aiming to realize the political and societal advantages for women.

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This trend has only partially empowered women and specifically in the developing countries, which considerably rely on unpaid contribution of women in family work, house work and informal work in the agricultural sector, which are mostly accomplished by women. Poverty studies emphasized on unpaid women's work in families and considered it necessary to provide protection for the families and children.

However, these contributions by women have not been considered as achievements, even greater parts of which are not included in national accounts and more importantly, they are not reflected as achievements of rights and social stature. Accordingly, a debate took place among specialists on the necessity of computing informal and unpaid women's labor in addition to admitting this role through official statistics and developmental policies adopted by countries.

This argument exists in the Palestinian case, even though women's contribution to the formal labor market does not exceed 15.2% at the most, while her contribution to the informal paid labor exceeds 50% and unpaid home labor of her contribution amounts to more than 60%.

There is a large number of studies dealing with various aspects regarding Palestinian women's labor such as reasons of weak participation, reasons for spreading unemployment among women, type of fields they work in, types of informal and unpaid labor that women carry out and many other aspects.

However, we realized through these studies that the contribution of Palestinian women in formal labor markets has been one of the least contributions, ranging between 11-15% compared to women's contribution in labor markets of the Mediterranean area, which ranges between 22-25% (according to the Human Development Report issued by the UNDP in 2003). We have also gained awareness that women form alternative labor capacities in the Palestinian market, which is dominated by the Israeli market and abusive procedures of the occupation, which impede any development to this market. These hinder capabilities of creating new job openings by way of restricting the flow of investment funds as a legitimate procedure to dedicate domination concepts.

Various studies have shown that the Palestinian labor market underwent drastic horizontal and vertical gender divisions. This means that there are sectors and





defined professions where women are available, specifically in service sectors and in certain defined professions such as education and health. In addition, there are a few fields in which women can ascend cadre hierarchy where most of the jobs available for women lie at the bottom of the cadre hierarchy and are included within auxiliary professions. The number of women sharply declines in senior management sectors, even though they are traditionally present.

It is interesting to note that there is also discrimination in wages and competition in professions and other issues sensitive to social gender.

Regardless, the question remains unanswered about the societal orientations in Palestine concerning the importance and the role of women's contribution to the labor market.

What if all impediments restricting women's work are removed including occupation, dependency and annexation?

What are the issues limiting women's options to participate in the labor market and men's options to support their wives or hinder their participation?

What are the roles entrusted to Palestinian women and how are priorities being arranged in their life?

To what extent is their capability of pursuing these options?

These questions and others are considered the core of our study which forms a raw database without interpretation or analysis, to enable researchers and those concerned to use results within their research requisites. Besides, this study has been elevated with societal informal perceptions (What is ordinary and obvious) about women's work, in order to become an epistemic instrument that would be employed in a scientific documented form usable in subsequent research works.

Similar to many fundamental studies, this study could form a barometer to measure different time periods, political and economic conditions, tendencies and conceptions of the Palestinian society towards Palestinian women, women's work and changes that might occur from time to time. This study was conducted in a time period with defined characteristics which might have had an impact on the Palestinians' (men and women) orientations in one form or another.

The most important characteristic is the international recession and world economic crisis which overshadowed the Palestinian society through the increase of prices, depreciation of the U.S.D exchange rate, sharp political division between the West Bank and Gaza Strip, tightened siege imposed on the Gaza Strip, insecurity and fear of suspense or not paying the salaries on time, reduction in the assistance provided to the public and private Palestinian establishments and the state of uncertainty which private sectors undergo.

These matters and others should be taken into consideration and appraised in the event that this study shall be frequently conducted at a later stage.

# Chapter One: Societal Orientations Concerning Women's Work

## Women in the Palestinian Labor Market:

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Various achievements by Palestinian women such as high percentages of literacy and noticeable progress in different political and cultural aspects have not considerably contributed to augmenting the rates of their contribution to the formal labor market. However, many studies have attempted to analyze various reasons behind the decline of such contributions including the reasons relevant to the structure of the labor market, its dependency on the Israeli economy and weaknesses of appropriate job opportunities for women according to the society's understanding of the different roles of both genders. However, a few numbers of such studies have attempted to understand the internal reasons of the society such as the cultural structure, its concept towards women's role in paid labor and societal prevailing opinions related to women's work.

Frequently woman's work is deemed to be temporal, seasonal and would be accepted in difficult economic times. The prevalent belief of a woman's role is to be a mother, a wife, in charge of taking care of her home, children and elderly people. Hence, many defenders of women's issues (men and women) use economic motives as chief justifiable reasons for working women. They claim that modern life, its requirements and pressures would require participation of both the husband and wife to work, which means that upon improvement of the family's economic conditions, it is the household's decision that the woman must leave her work. This limited understanding may lead to many repercussions such as limited professions being practiced by women, specifically limited to those which are socially accepted. This includes jobs related to services while excluding jobs in the business field and the desire to get jobs that are suitable and would cope with their role of caring (more holidays compatible with their children's holidays).

Meanwhile, social perspectives set forth issues and complexities related to places where women work such as the type of dress they put on, working hours and time, bringing up religious opinions of societal nature which define the types of allowable mix ups and warning the possibility of facing different types of harassment. These issues will increase obstacles in different ways towards a wider and unrestricted contribution of women's work in the labor market, as the socially "acceptable" work has certain characteristics that are not always available.

Perhaps, women's work and the increase of their contribution to official paid labor are considered to be some of the major issues which preoccupy the minds of women's activities worldwide as well as the experts of development, poverty, population and natural human resources.

Woman's work is greatly attached to these consolidated issues, since woman's participation in the labor market shall contribute to the development of national



economies, shall be considered an important strategy to fight poverty, bring down fertility rates and increase investments in social capital. However, a different kind of debate has been going on amid circles of those concerned with women's work issues in relation to the actual contribution of women's work outside formal accounts and statistics, specifically women's contribution to the informal labor sector and unpaid work at home. These estimates indicate that official statistics cover only 60% of production values and only 50% of labor carried out in the society (Hirway 2002).

At this point, voices call on the necessity of estimating these activities (outside the market) and considering it to be an important participation that should be evaluated and estimated; which reinforces women's prestige in the society and legalizes the necessity of getting women to participate in economic decision making.

Furthermore, there are many studies (AL Botmeh, Samia 2007, AL Mansi, Kamel 2000, Said Nader Ezzat, 1997) which dealt with women's contribution to the labor market, its correlation with specifying the number of children they desire to give birth to, keeping time intervals between each pregnancy occurrence and consequently leading to the decrease in high fertility rates. At a time which this seems socially acceptable, there is no present evidence to signify that there is societal support for working women who rely on their female relatives (her mother, mother in law or sisters) to look after their kids and thus causing a burden for other women.

This study attempts to shed light on these issues and others that aim to highlight hidden societal matters that have already contributed and will contribute to restricting and limiting women's desire to work even in the event that job openings and conditions for women have improved.

## **Disequilibrium of participation rates by social gender:**

It is evident by means of statistics in the Palestinian Territories that the population at the end of 2007 amounted to approximately 4 million people, 50.7% men and 49.3% women (which means 102.6 males for 100 females). The distribution's percentage of the population is 63.1% in the West Bank and 36.9% in the Gaza Strip. The number of women within the age group (15-65 years) who are capable of working total 936 thousand women.

Statistics indicated that there is a rise in women's illiteracy and poverty rates compared to men. For the year 2009, illiteracy rates among men reached 4.3% while women's rate was 13.6% which results in placing women in difficult competitive conditions with men in searching for available economic opportunities and contributing more in various work fields. This shall subsequently lead to declining the overall participation levels, in spite of illiteracy rates that might be increased among older women. Women's education is not necessarily considered as a keystone to enable them to enter the labor market. Illiteracy has been and is still one of the challenges being encountered to overcome gender gaps.

Another factor was added to the statistics concerning women's weak participation in the labor market related to their increased preoccupation with their families needs, the overall dependency of families on women to manage their matters and address

their affairs. More than 60% of women's daily time is spent on family caring activities, staying at home and managing their own private matters (PCBS Time Use Survey 1999-2000). This does not leave a lot of time for women to practice their work activities under the division of household tasks, since the economic capabilities does not help families use paid labor to help them manage their house work. In addition to other factors which may have an effect on women's work such as the work of the family provider, the size of the family and its requisites, the nature of posts to the extent of their availability and recruitment term along with the impact of the social factors.

According to the Human Development Report issued by the United Nations Development Program (UNDP 2003), women's contribution to the labor force ranges between 22-25% of the number of women who are in the working age in the Mediterranean area. As for the data issued by the Palestinian Central Bureau of Statistics, women's participation in the labor force ranges between 11-15% (PCBS Labor Force Survey 2008), which means that Palestinian women's participation in the labor force is one of the lowest participation rates in the world.

However, woman's status in the Palestinian society is characterized with a certain contradiction. On one hand, the levels of enrollment to education among women have been increasing (especially primary and University education). In addition to their participation in political and factional life, including an emergence of a relatively active women's movement, (participation in the first Legislative and Presidential election in Palestine in January 1996 and the second elections in 2006 in terms of casting votes and candidacy). On the other hand, women's participation in the official labor market is still low and the acknowledgement of their participation in the informal labor market has also been underestimated, particularly in the agricultural sector.

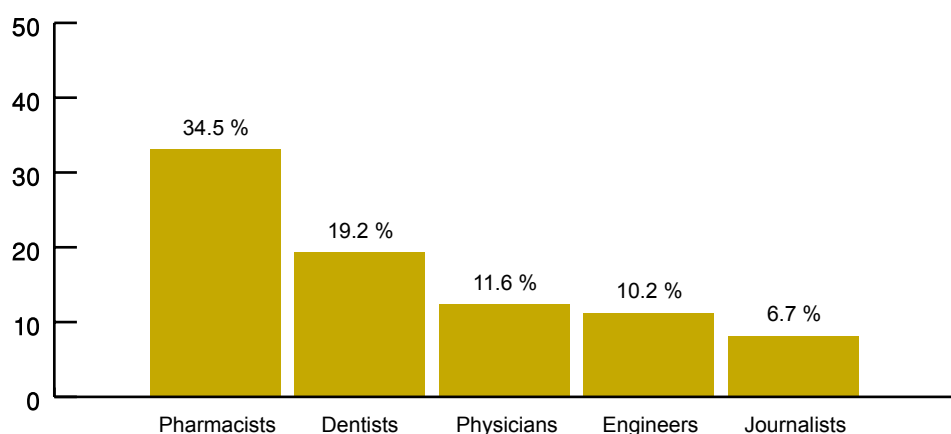
Meanwhile, we find that there remains a gender division in the labor market where women operate in specific fields. We find that almost half of the women (54.2%) work in the services sector (education and health) compared to 31.9% of men. Around one third of women (30%) operate in agriculture compared to 11.9% of men, while 13.1% of men operate in the construction sectors (where women are almost unavailable in this sector with 0.2%). In 2008, the percentage of women who were classified outside of the labor force due to their preoccupation with housekeeping reached 66.7% compared to 0.9% of men (PCBS Labor Force Survey 2008). This necessitates addressing the state of the labor market division by gender in order to open horizons for participation, enable women to obtain higher positions and opportunities and have a wider participation in the public production process and developmental operations in the society.

Owing to the continuity of many former stereotypical tendencies about the reality of the existing relationship which maintains distinct relations of both men and women tasks (main role for men and secondary role for women) and due to reasons related to rules, regulations and applications being attached to inherited social values and traditions irrespective of their sources, change and development of women's conditions in Arab societies in general and the Palestinian society, in particular encounter many obstacles.



Despite the Declaration of Independence of the State of Palestine and the fundamental Law of the Palestinian Authority (Provisional Constitution) which have stipulated equality, social equity and non-discrimination of public rights based on race, religion or gender; the gap between principles and tangible reality is still present. Such discriminations established based on social gender have resulted in draining bulky capabilities and developmental energies, since women are precious human resources but their productivity power has been suspended. Therefore, women's distribution according to various missions is still reflected towards occupational specialties in which women's movement in such work is declined and may be centralized within the surrounding of residence and accommodation as shown in Figure 1 below.

**Figure 1: The Percentage of Women's Participation in Professional Specialties for the year 2003.**



The statistics indicate the weaknesses of women's economic contribution and their negligible role at managing economic activities, which contribute to decreasing their capabilities to fill advanced administrative and political positions.

## The Most Important Issues of Gender and Labor:

The uplifting process of women's participation in the economic life and the augmentation of their participation rate in the labor market may require to set forth policies and strategies with the aim to handle not only the gap between the two genders, but also to handle the distortions in the labor market and the Palestinian economical structure. This is due to the political and economic crisis, occupational procedures and geopolitical reality in the Occupied Palestinian Territory.

However, the existing gap between the two genders in the labor market has been an outcome of interaction between the factors of supply and demand in the market, which could not be addressed in isolation of the social, economic and political environment (Nadia Al Hajal, 2008).

Hence, there are only four issues that have been selected to be addressed analytically within the Palestinian sphere, which are as follows:

### **First: Informal Labor:**

Official establishments focus on formal labor, mainly paid labor which is measured through labor market surveys issued by the Palestinian Central Bureau for Statistics pursuant to criteria adopted by the International Labor Organization. Although these surveys measure part of the informal labor (unrecorded), quite often they cannot measure woman's informal work, which mostly comes within family projects or in agriculture. In 2006, the women's participation rate in the unofficial figures of the economy was 66%. However, the pattern of this labor and its conditions do not provide social security for female workers since it lacks health insurance, minimum limit of wages, compensation system, job security, paid maternity leave, sick leave, and end of service compensation, family allowances and other conditions stipulated in the Labor Law.

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### **Second: Unpaid Care Work:**

The Palestinian labor market has been characterized by the high percentage of wage workers, especially regarding women who work. On the one hand, the percentage of women wage workers amounted to 83% and 74% for men. On the other hand, the percentage of unpaid women workers reached 6.8% compared to 2.5% for men.

As far as men are concerned, we found that 16.4% have their own business and self-employed, while only 7.4% of women have their own businesses.

It is worth mentioning that the uplifting process of women's economic participation does not only necessitate increasing their participation rate and their incorporation in the labor market within the public sphere, but also redrawing the boundaries and relations between labor and production within the public sphere and household work (private sphere).

Therefore, the extent of the labor market should be widened to include both spheres. It also requires redefining the terminologies used, such as "participation", "work value" and "income" in order for it not to be linked with paid wage production and return, but also with unpaid wages and the necessities to keep family's health, society and realize sustainable development. It is necessary to re-understand and redefine women's economic participation and the extent of their contribution to the production process. This shall "increase women's economic participation rate, redistribution of resources and opportunities within the form of equality, social roles, professional positions and the criteria and mechanisms of decision making in each of either spheres, public and private (Nadia Al-Hajal, 2008).

Certainly, caring for children and looking after their families form two main determinants for women to consider prior to their decision of participating in the labor market.

The availability of the compensation system and providing guarantees for women and employers might be positively reflected on the decisions made to recruit women and also on women's decision to enter the labor market.

The cost borne by parents in Palestine towards taking care of their kids still plays an important role effecting women's decision to enter the labor market. Therefore, any facilities given for the purpose of caring for children via taxation procedures, i.e., paying care allowances for children (by the employers) and deducting the expenses for children's care (individuals) shall all contribute to enhancing women's economic participation.

### **Third: Men and Women Unemployment, Gender Differences In Connection To Recruitment and Creation of Job Opportunities:**

According to the Palestinian Central Bureau of Statistics, manpower is divided into two fundamental parts. The first part, which is located within the labor force has a percentage reaching 44.1% of participants, while the second part which is located outside the labor force has a percentage of 55.9% of participants in the labor force that are distributed into three categories. Those categories are full employment with a percentage of 72.8%, underemployment 9.5% and finally unemployment where the percentage of women's unemployment was 23.8% during the year 2008. The main reasons behind women not participating in the labor force, is that 61% work full time at home, 24.8% study full time and 7.9% are disabled in addition to other reasons (based on the Palestinian Central Bureau of Statistics, labor force survey, 2008).

The Palestinian labor market accommodates either types of women, highly academically educated or uneducated while the opportunities are limited for the participation of women with access to intermediate academic education. Statistics indicate that about 40% of participating women in the labor market in 2007 held at least secondary certificates and 11% were uneducated, while 27% of participating men were uneducated and around 69.5% of men held general secondary certificates.

However, disproportionate accommodation between both genders is linked by the existing sector and functional separation. The majority of women's labor force participates in two sectors, agriculture 36% and services 46.2%, besides 77.5% of women occupy low ranks which explain the limited educational requirements of women's participation. As for the social status variables, certain studies indicated that the percentage of married or unmarried women's participation tends to be higher with low fertility rates or when they usually have someone to share their household obligations with (PCBS Labor Force Survey 2008).





## The Most Significant Social Orientations Towards Palestinian Women's Work:

### First: The Motive For Women's Work Is An Economic Need:

Belief has prevailed that economic motives pressure women to participate in the labor market and to continue working if they were working before marriage. This work is due to the economic necessity which aims at improving the family's level in all aspects of life; economic, living, health, educational, cultural, social aspects as well as for women themselves, their kids and family in general. Pretexts used here focus on the fact that an individual's income is no longer sufficient to face the social and economic changes encountering the society due to the increase in consumption, expenditures and requisites.

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However, advocators of such orientation do emphasize that married women's work has its effects on educational, cultural, civil, social and economic remarkable achievements on the lives of Palestinian families. Working women contribute to the upholding of the overall economic and living level of the family and help in many ways such as building a house, purchasing an apartment, buying certain property, buying a car, enhancing public welfare, increasing women's educational attainment in general and their family members either husbands or kids, settling certain amounts of debts, providing necessary and basic requisites and setting up some economic projects.

This phenomenon is not only confined to the Palestinian society as discovered by Simonov in 1980, in the light of conducting a comparison study which included 61 societies in the world. He found that women's participation in the labor market has been directly proportional to the level of economic development. He also discovered that it has been negatively proportional with the increase of economic gaps, specifically, in the wages system and equal treatment in the workplace.

### Second: The Effects of Women's Work On Her Caring Role:

It is widely believed that there have been negative effects of women's work represented in the absence of working women particularly those who are married and away from their homes for a period ranging from six to eight hours daily. The working hours in average are possibly about six continuous hours a day and then the working woman goes home to carry out her second shift of work which includes preparing food, cleaning, teaching children and looking after her husband and home.

Belief dominates that there is a negative impact on the children whose mothers leave home to work. This is because women lack enough time to spend with their kids in the afternoon and evening and are compelled to work several shifts at the workplace and at home as well as taking care of their children, making it seem that they are racing time. Therefore, working women feel exhausted and tired all the time, especially married women who work outside of their homes and then must go home to continue the work by themselves.





Initial views on how individuals in Palestine make use of their time, evidently indicates that there are wide differences according to social gender. Those differences are very clear across the time used at work and that used in running home duties and taking care of the family. Meanwhile, men in Palestine spend 21% of their time at work and 3% of their time managing their homes and looking after their families. Women spend 2% of their time at work and 20% of their time managing their home duties and taking care of their families.

Therefore, this discrepancy might not only be an evident indicator or evidence of women's declined participation in the labor market, but also a major obstacle in the presence of a wider participation. If a greater percentage of women's time was spent to meet family requirements, then perhaps they might not find enough time to participate in any other activities including work.

This illustration may simplify a complicated reality referred to some of its details formerly, but when looking towards other life activities as a whole, we find that discrepancies in time distribution among learning, free time, voluntary work and personal care are almost negligible. Thus, personal care comes first for men and women alike (45% for men and 48% for women). Although work occupies the second position for men, the second activity in terms of preoccupying time for women is housekeeping and taking care of their families.

In many countries, women work more hours than men do. Studies conducted in the eighties and nineties in fundamentally developed countries, indicated that women work two hours a week more than men in 13 countries and very often work between 5-10 hours in average a week in eight countries. Although these results were originated due to the use of a broader concept for work which included unpaid activities and household work (National Council for Women, 1995).

Hence, global trends indicate a decline in the total work time since the sixties until present, and of the 14 countries where data was available, covering the different periods of time from the 1970's and 1980's which indicated that work time has declined for more than one hour a week in eight of these countries.

### **Third: Socially Accepted Workplaces:**

Generally, society advocates women's work in certain definite professions such as public jobs in Ministries, Governmental Institutions, teaching in both sectors public and private, medical and health professions: medicine, pharmacy, nursing, laboratory technician, journalism and clerical professions, general trade and guidance. People also prefer that their homes are close to their workplaces or within the same governorate.

This would restrict women's professional job advancements, in the event that they obtain a job in another governorate or even abroad.

Moreover, results of time use surveys in the Occupied Palestinian Territory indicated that women tend to spend their full time at their first work or main profession, spending about 5.47 hours in their main jobs and only 1.56 hours in their second

jobs. However, men spend 7.37 hours in their main jobs and 4.23 hours in their second jobs. Societal considerations and prevalent culture might have a key role concerning women's dependencies on one job. These considerations might be that the man is the head of the family and the chief family provider. Thus, if he is not capable of earning enough money to meet his family's expenses he must look for another job. While simultaneously, women's work is considered to be complementary to the family's income, which means that family considerations and insignificance of such income compared with the husband's income generate difficulties for women to perform additional work. Furthermore, it is not possible to ignore restrictions imposed on women's working fields, which some have been mentioned above. Many women face difficulties in searching for job opportunities, which makes the situation more complicated to get a second job. In addition to the engagements stemming from their reproductive role, the absence of rules and social facilities that support working women which increases the difficulty of spending too much time working outside the home.

#### **Fourth: Socially Acceptable Forms of Dress and Behaviors:**

Society expects working women to be committed to a definite way of conservative dressing (Islamic religious dress in most cases) and avoid adornment or remarkable dressing of any kind. Although there has been no reported cases of sexual harassments in work places, the prevailing tendency necessitates avoiding places deemed favorable to the arise of such cases, i.e. night work. Therefore, there is a wide societal objection to women working at night which has been confirmed by the Palestinian Labor Law. As a result, women are prevented from working at night except by receiving a special permission issued by the Minister of Labor.

It is worth noting that the understanding of societal perspectives and existing opinions on women's work is to be considered a step on the track of comprehending aspects kept silent about the division of labor based on gender. It will be considered as well another step on the track of understanding the reasons behind why women avoid being involved in the labor market and become pessimistic about searching for a job.

In this relationship, understanding such perspectives is considered an essential element to formulate appropriate trends, policies and awareness activities that shall contribute to the increase of women's involvement in the labor market.



# Chapter Two: Study's Methodology

The study's methodology relied on collecting quantitative data by conducting field surveys using a random sample representing the West Bank and the Gaza Strip, making it possible to poll opinions of a wide sector of the public about general community perspectives of women's work. This has been executed by a group of indicators developed in collaboration with experts in this field. The study has keenly sought to obtain qualitative data through focus groups representing sectors of influence in the Palestinian public opinion which have been helpful in explaining and deepening certain results. The research team has reviewed all studies of interest in this study which has been conducted in the Palestinian territories, in order to benefit from the indicators which have been brought up and to avert errors committed in the foregoing polls.

20 The following is an illustration of the methodology which has been used in the study.

## First: Polling In The Field Of The Study:

### 1.1 Field Survey Tool:

This study has basically relied on field surveys to a sample representing the targeted group. The main tool of the survey was a special questionnaire for the targeted category. The questionnaire contained three parts:

- Reference Data containing the questionnaire's number, governorate, locality and others, in addition to qualitative control data such as name of researcher, editor and field supervisor.
- Background of the surveyed, which includes questions about his/her social and economic status, in addition to his/her academic attainment.
- Study indicators

The questionnaire was issued with its final form, through a participatory interactive process comprised of the following steps:

#### Questionnaire development:

The questionnaire forms and indicators included in the survey have been designed by a joint effort and rapid cooperation among the research team at Alpha International and The Palestinian Women's Research and Documentation Center. After finalizing the design of the questionnaire, it was subjected to a field examination via a pilot test. The study's Preliminary results were analyzed, proper lessons were drawn and the necessary amendments on the survey's questionnaire were also corrected prior to the inception of the fieldwork.

#### Pilot Study:

After the questionnaire form was designed with its semi final shape, following debates and consultations with all parties concerned, it was subjected to a pilot study covering a sample of the society of 50 Palestinian households. The pilot study

aimed at defining the items leading to the decline of the survey's tool credibility level, either due to language or concept ambiguity or other reasons. The study also aimed at exploring the extent of clarity of the filling instructions in the questionnaire and to which extent the time period given is therefore appropriate.

Furthermore, co-efficiency of internal consistency of the questionnaire's subjects and items was also measured.

After the completion of the pilot study, the questionnaire form was amended, reviewed, prepared in its final shape and then accredited as a tool for the survey.

## 1.2 The Sample:

### 1.2.1 Target Population:

The target population consists of all individuals who are 18 years of age and over and live in the Occupied Palestinian Territory.

### 1.2.2 Sampling Frame:

The sampling frame is made up of a list containing all localities in the Occupied Palestinian Territory (PCBS Population, Housing and Establishments Census 2009). The list includes informative variables of localities, classified variables used in the building process and finally, the list comprises the size measurement of localities represented by the number of households.

### 1.2.3 Sample Design:

The sample was designed by categorical (Stratified) cluster, random and multi-stage, and the preview error value amounted to  $\pm 3.0\%$  and in the first stage a systematic random categorical (stratified) sample was chosen for the population that consisted of 116 localities.

In the second stage, a systematic random sample was selected of households from each locality for this purpose and finally in the third stage, a suitable person was selected for polling using Kish table for each selected household. Total size of the sample was 1558 individuals.

Before selecting the localities' sample, it was classified into categories in accordance with the governorate in which the locality is located.

## 1.3 Field Work:

Alpha International recruited elite male and female field supervisors, researchers experienced in field surveys from various governorates.

It is worth mentioning that Alpha International maintains an advanced database which contains a large number of male and female field researchers from different



governorates. The base is being enriched with indicators about researchers' views of the surveys they conducted, so as to extract objective differential criteria among them maximizing the quality of their performance.

### **1.3.1 Training the Field Workers Team:**

Two training workshops were organized; the first was conducted in Ramallah where all male and female field researchers from the West Bank governorate participated. However, the second workshop was for the Gaza Strip with the participation of all male and female field researchers' for Gaza's governorates. Throughout the workshops, the study's objectives were explained in addition to clear explanation of terms and indicators used. All questions contained in the study conducted by Alpha International's Research team and the research team at The Palestinian Women's Research and Documentation Center were reviewed.

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Alpha's team also reviewed quality and accuracy criteria which Alpha International is committed to through its survey researches. Moreover, Alpha's team has elucidated methodical, logistics as well as administrative and financial limitations of fieldwork. The team has pointed out the utmost importance of not bargaining on the quality of data collection process under all circumstances. The team has made clear the importance of continued coordination with the field supervisor in the targeted area aiming to find solutions and handling any difficulties that may arise from the frequent closures and resulted complexities.

### **1.3.2 Field Work Mechanism:**

A special coordinator has been designated for the fieldwork in the West Bank and another in the Gaza Strip. Five male/female supervisors who are experienced and knowledgeable in field researches were assigned; three were in the West Bank distributed in three areas: North of the West Bank, Central West Bank and South of the West Bank and an additional two in the Gaza Strip.

The fieldwork team included elite male/female field researchers who are characterized by expertise, credibility and capability to tackle difficult circumstances. The number of male/female field researchers was 50 which were distributed into groups in conformity with the sample size of each area.

## **1.4 Data Collection:**

Data was collected during the period from 24/04/2009 until 02/05/2009.

## 1.5 Data's Quality (Data Processing):

### 1.5.1 Data Editing:

All questionnaire forms and data were subjected to many stages of reviews and audits in line with quality criteria pursued by Alpha International in data collection. These stages have been represented as follows:

1. **Field Editing:** The responsibility of the field audit lies on the shoulders of coordinators and supervisors of the targeted areas. Those supervisors and coordinators edit and review a set of questionnaire forms, to be randomly picked, prior to being dispatched to the headquarters.
2. **Office Editing:** In this particular stage, all questionnaire forms are subjected to being checked by members of the research team. Hence, the team would examine all questionnaire forms in terms of their credibility and reasonableness of the answers.
3. **Encoding Questionnaire Forms:** After finalizing the editing process, forms are encoded by referring to encoding manuals previously prepared. Forms are arranged in their final shape for their data entry.
4. **Editing While Entering Data:** It takes place through data entry program. This program has been set by precautionary logical rules that would not allow the entry of any data errors, taking into account auto transitions which the program originates in the questionnaire form.
5. **Data Cleaning:** after finalizing data entry process, preliminary frequency tables of study indicators are extracted and then examined by the statistical team. The reason for doing this is to make sure that the entered data is correct and to ensure the unavailability of extreme cases attracting attention. In case there were errors, the data re–entry process has to be re–entered.
6. **Data's Credibility:** At this stage, 10% of the data contained in the questionnaire forms are re–entered and the results are compared with the data input. In the event that there are any discrepancies, questionnaire forms would be verified and data will be re–entered correctly.

### 1.5.2 Data Entry:

The data entry program was designed through the use of (Access 2000). Data entry program comprises the following properties:

1. The possibility of dealing with a duplicate identical copy of the original (in Arabic Language) on computer screen.
2. To maintain minimum data entry errors, in favor of digital data entry employees or fieldwork errors.
3. Easiness of displaying different data of different sections of the questionnaire form.
4. Capability of examining the logical sequence of the questionnaire's form data.
5. Capability of conducting internal editing .
6. Easy to use (user-friendly).



### 1.5.3 Data Analysis:

After the completion of the data entry process, ensuring its correctness, readiness to be analyzed, extracting the results, data is transferred from (Access 2000) to the statistical package (SPSS 16.2) through (Stat Transfer). It ensures the process of transferring data from one database to another while keeping the same data features. Results were analyzed using the statistical package (SPSS), frequency tables and cross tables showing the relative distribution of study indicators according to gender variables, geographic location, household's income and educational level are extracted.

### Second: Focus Groups:

To complete this study, Alpha International organized twelve focus groups, 4 in the Gaza Strip and 8 in the West Bank and the total number of participants was 110 people from both genders.

Focus groups aimed at debating certain women's issues such as measuring the participants' (males and females) views and impressions concerning women's work and deepening their understanding of the results obtained in light of the survey.





# Chapter Three: The Palestinian Society's' Orientation towards Women's Work

## Introduction:

This chapter presents the most important findings of this research.

Many indicators have been used that define certain impressions about the Palestinian society including both men and women and their views towards women's work in various fields. Also defined is the importance of their work and how it is perceived as a basic right of women's rights; whether complementary and marginal which compensates definite gaps, i.e., family needs, temporary work, awaiting marriage or fearing the economic and social circumstances change surrounding women such as losing their husband or being divorced.

Most of the indicators used rely on common uttered rumors spread among Palestinians (males and females) and from time to time, these rumors were heard by the research team without monitoring to what extent the Palestinian society does generally agree to such rumors.

The research and its indicators do not show preconceptions concerning the society's nature and culture, but certain general issues and attitudes were monitored which can contribute in drawing necessary political interventions to change the prevalent pattern of thinking. Doing so in order to be in favor of women and their contribution to the labor market or to support and reinforce some positive tendencies. These could be developed later on and would be within the context of the prevailing pattern of the community thinking or what is known as social gender roles, which determine much of the power relations existing in the society, and subsequently, obtaining social prestige, rights and duties for both men and women.

These indicators can be determined in the following fields:

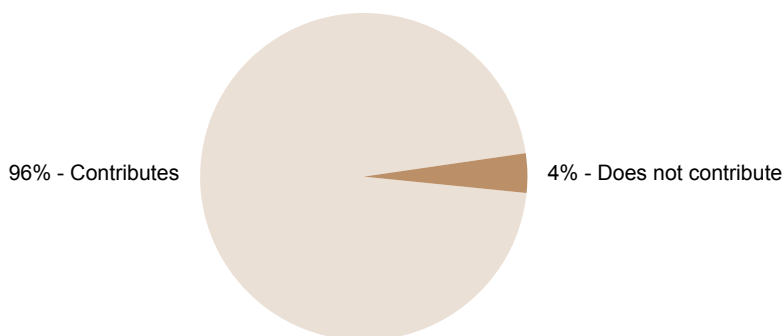
## 3.1 Attitudes, Reasons and Justifications Supporting and Advocating Women's Work:

Economic motives and the need to ensure basic or extra income for the individual or family are among the most important motives which prompt individuals, men and women to work.

Work is a fundamental right to every individual adult, even if the economic need is negated; the right to work still remains incumbent and cannot be denied by anybody. There are various aspects that are added to an individual's personality, status in the society, social relationships and cultural activities.

However, the study has attempted to explore the Palestinians' (males and females) tendencies towards women's work and to what extent they have agreed on its importance. When asked about the Palestinian's opinion (males and females) in respect to women's work and its impact on improving the family's economic conditions, the majority 96% positively responded and there were no differences between the West Bank and the Gaza Strip.

**Figure 2: The percentage of the surveyed opinions concerning women's contribution to improving the economic family's situation**

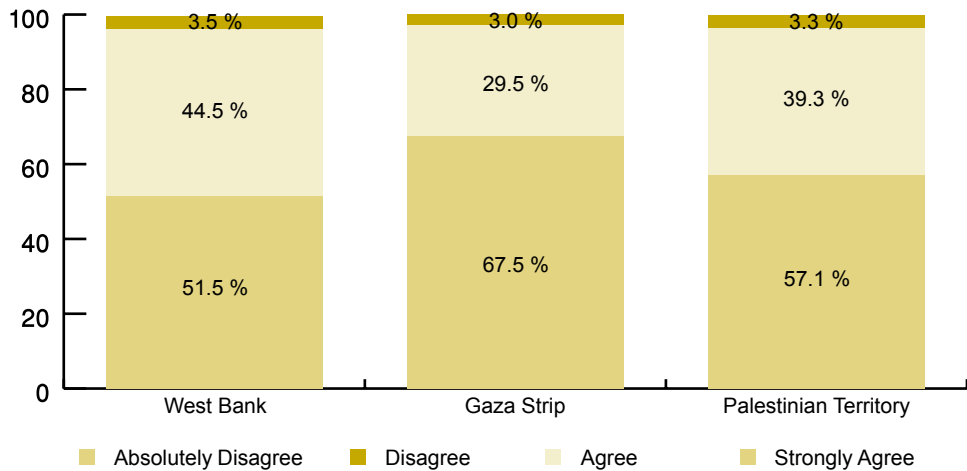


Furthermore, women have advocated the idea of women's work with a greater percentage than men (99% women and 93% men) that women's work contributes to improving the economic situation of the family. 96.5% of the Palestinian society, reflecting the overwhelming majority, deems women's work as a guarantee in the event that their husbands pass away, or she gets divorced or does not get married.

Therefore, the results of the focus groups came out to reinforce such attitudes, for example, a married woman (aged 56) from the central part of the Gaza Strip works as a school teacher and pointed out saying: *"A woman must contribute with her salary to support her household. For instance, I am a school teacher. I have a husband and children and I go out to work. The time which I spend at work should be spent at home with my husband and kids. This means, that such time is deducted at their expense. So, how I can I go out to work and spend this time and not support my household's expenses?"*

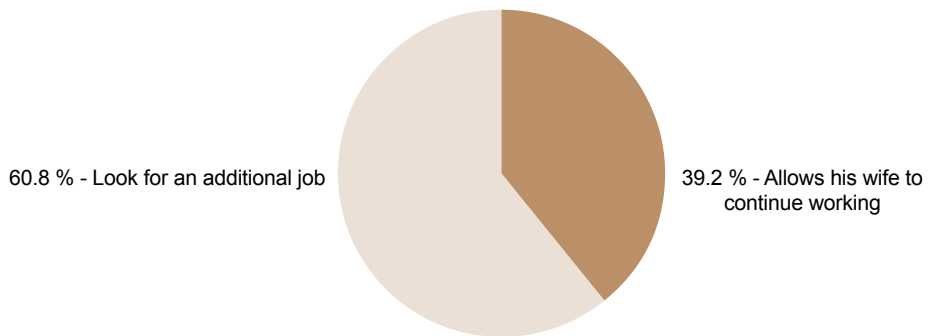


**Figure 3: Response to whether women's work is a security for her future in case her husband passes away, or she gets divorced or does not get married**



The study has also shown that approximately a quarter of the Palestinians 22% do not support women working in a field, where they receive a higher salary than their husbands. Since the man is the head of the family, he deserves to earn the highest salary.

**Figure 4: In the Event that the Husband's Income Is Low, It Is Better To**



Yet, the Palestinian society still considers the man to be the head of the family and is chiefly responsible for its support.

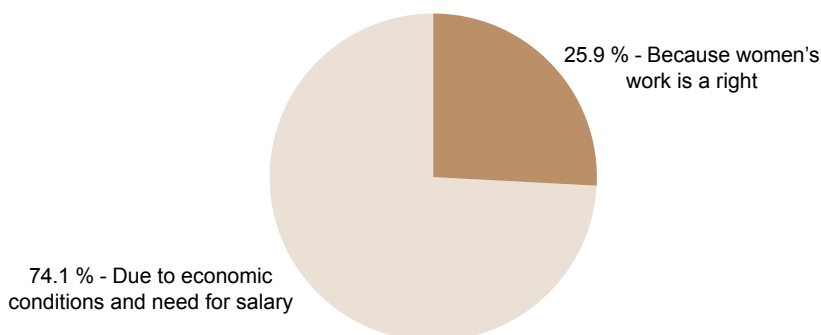
In the event that the husband's income is low, 60.8% of the Palestinians (males and females) would rather prefer that the husband looks for an additional job rather than leaving his wife working. This percentage increases in Gaza Strip to reach 72.5% and declines in the West Bank to reach 54.7% and increases to 67% among men compared to 54% among women.

A woman from Nablus, North of the West Bank said: "In our Arab society, a man works and a woman runs her home. But, if a man is not capable of meeting his family's expenditures, therefore a woman should work to help, otherwise she has the choice".

### 3.1.1 Women's Work, a Right or a Duty:

Consensus on women's work does not mean that the society considers it one of women's rights and the fact that they can practice work outside their home, even if the economic needs were negated. Only a quarter of the Palestinians (males and females) believe that women's work is a right for them, while in the Gaza Strip this percentage declines to reach 22.6% against 27.6% in the West Bank. Furthermore, diversities are negligible in terms of gender, where men and women's attitudes on this subject are alike.

**Figure 5: Response to the Reason Why Women in Palestine Work**



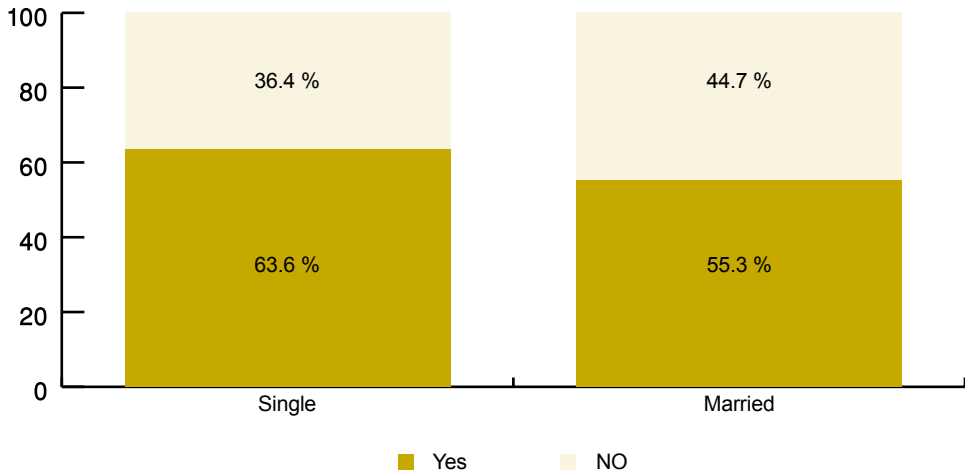
Linked to the subject of rights, societies disapprove that a woman loses her job due to her pregnancy. Therefore, 88.6% of the Palestinian society does not agree that an employer may dismiss her, because she is pregnant. Thus, percentages in the West Bank and the Gaza Strip are similar.

### 3.1.2 Women's Right to Use their Salary:

This concept of women's right to use their salary as they deem acceptable falls within the framework of public rights. Only half of the Palestinians (males and females) believe that women have the right to use their salary as they wish, but this percentage is less in the Gaza Strip (41.6%) than in the West Bank (62%). From the Palestinians' point of view (males and females), married working women must be subjected to other considerations, in terms of using their salary, which will be referred to later. Nevertheless, single working women possess a greater margin of freedom to have control over their salary and spend it as they like, although the percentage does not exceed 63% (increases in the West Bank to reach 72.6% against 46.6% in the Gaza Strip).



**Figure 6: Response to the Right of Working Women to Use Their Full Salaries as they Wish**



When the question about whether a woman does have the right (either married or single) to help her family with part of her salary according to their needs was asked, the majority of the surveyed positively responded in the West Bank and the Gaza Strip with slight and insignificant diversities. This meant that even those who do not believe that a woman has the right to use her salary by virtue of her will, they permit her to help her family (parents), and therefore the slight increase of support came from the Gaza Strip where people are often more conservative regarding women’s work. Due to the difficult economic conditions facing the Strip such as the suffocating siege, contributions by women are not expected to be the main or fundamental income. The other slight increase of support came in favor of single women to assist their families versus married women in the West Bank. Also noticed was the greater support of women to assist their families rather than men.

A woman from the Central Gaza Strip (56 years of age) said: “Single girls must spend half of their salaries on their families, since their families educated and brought them up and the second half of their salary would be spent on their own expenses, such as clothing and others.” Another woman from Nablus, North of the West Bank said, “There is no difference, the family has the right to receive money from their daughter since they worked hard to educate and raise her while the husband has never done such a thing for his wife “.

Focus groups have shown an important issue, which oversteps women’s rights to spend their money compared to her sense of safety as a justification for spending or not. A woman from the Northern part of the Gaza Strip said:” There is a difference between a married woman and a single woman in terms of spending money. The married woman is aware that she provides her salary to her home and kids, securing her future with her family, while the single woman does not guarantee her future so she tends to think mostly of herself and her future.

When both men and women were questioned about whether a husband has the right to acquire his wife’s salary and to use it as he pleases, the majority of Palestinians



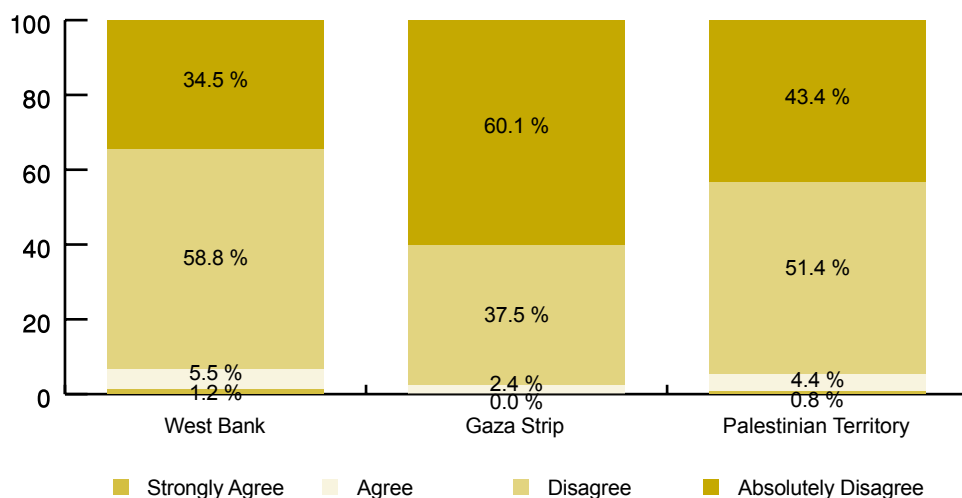
86.6% (males and females) responded with rejection. This matter may evidently seem contradictory, but a society which considers a woman's work as secondary and complementary, gives her the right to use her salary, taking into consideration the husband and children (family in general), giving them broader rights to access her salary which she receives at the expense of her time and effort. Focus groups have also emphasized this inference, as a woman from Nablus, North of the West Bank said: "A woman is a queen of her own home and should not work outside her home, but if she works, she should contribute to her home's expenditures. Although it is not a duty imposed on her to contribute to her home's expenses, since it is the husband's responsibility to spend on his home's expenses".

Approval of women's rights, either married or single, to use their salaries as they please was greater for women than for men. 67.7% of women supported married women's right to use their salaries as they deem reasonable, while 70.1% of women supported the single working women's right to use their salaries as they please.

### 3.1.3 Women's Right in Accepting a Job Without The Consent of Her Family:

Despite this, a quarter of the Palestinian society believes that work is a women's rights, nevertheless the overwhelming majority (94.8%) does not support a woman accepting a job without consulting her father or husband.

**Figure 7: Response to Whether Women Are Entitled To Accept a Certain Job without Consulting Their Husbands or Fathers**



All of the above illustrates that the Palestinian society considers women's work as complementary but not fundamental and also considers that the availability of suitable economic and social circumstances would negate women's needs to work. It doesn't consider their work as a right but it supports the household's and family's incomes. However, the areas of spending the earned money are determined in accordance with the household's priorities and not according to personal priorities.

Additionally, the family should give their consent on the job their daughter is about to start working in.

### 3.1.4 Working Women Improve Their Family's Economic Situation...However...

There is no doubt, that the Palestinian society still perceives the main role of women as being at home looking after their children and carrying out the work needed at home. Going out for work should not be at the expense of their home and children and it can be justified only in specific economic and social circumstances.

The economic justification is the need of women's income as a main income, since 97.1% of the Palestinian society believes that a working woman contributes to the improvement of her family's economic conditions. As for the social justification, women working in socially acceptable jobs or have completed certain educational levels for example a "University Professor" are permitted to go out and work unconditionally.

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At the same time, this tendency does not seem drastic or subject to change, but it is obvious that there is a gradual and vivid increase towards the acceptance of women's work. 24% of the Palestinian society does not agree that women must stay at home and look after their homes and husbands, whatever the circumstances might be.

Moreover, focus groups have added new dimensions to the issue of women's contribution to the household's income as well as financial and moral return for such contribution.

A woman from the Central Gaza Strip aged 39 said: *"I know a working lady who has saved some of her salary. She has bought a house and furnished it, shortly after; her husband kicked her out of the house, confiscated it, took her money forcibly and remarried leaving her without a house or any money."* Nowadays, she does not work and lives on charities from others'. Therefore, women should not trust men nor give them the whole amount of their salary but retain a portion of their salaries as a warranty for their future".

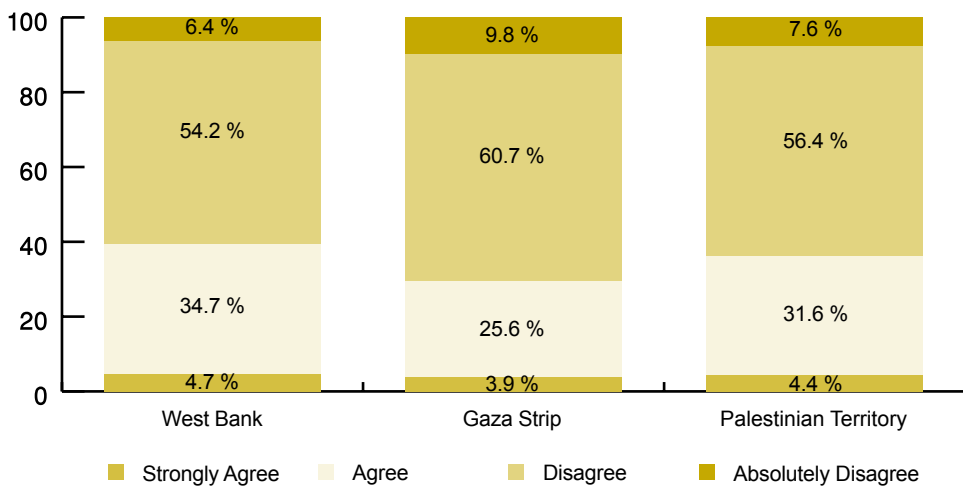
Focus groups have also indicated the availability of differences between how the society sees the work and contribution of unmarried and married women. As for an unmarried woman, according to a young man from the Central West Bank said: *"she works to prove herself and attain a social status, she is also ambitious. While a married woman works for the purpose of improving and improving the social level of her household. My wife saves her salary for the future and aims at setting up a project."*



### 3.1.5 Economic Feasibility of Women’s Work Is Questionable:

Despite the economic motives which are fundamental to the consent or refusal of women’s work, the research has questioned the points of view of the Palestinians (males and females) in terms of the economic feasibility of women’s work and how they spend their salaries. Approximately 36% of the Palestinian society agreed that women spend most of their salaries on appearance and clothes, which is a high percentage that would decrease the feasibility of the economic motives of women’s work. Therefore, what is the benefit of the work’s salary if it is being spent on “luxury” that women could do without, if they are not compelled to leave their homes. 57.8% of the Palestinians believe that working women who have little children spend their salaries on day cares, thus the economic feasibility of women’s work declines, since her role is considered essential in raising and taking care of her children.

**Figure 8: Response to whether Working Women Spend Most of Their Salaries on their Appearance and Clothing**

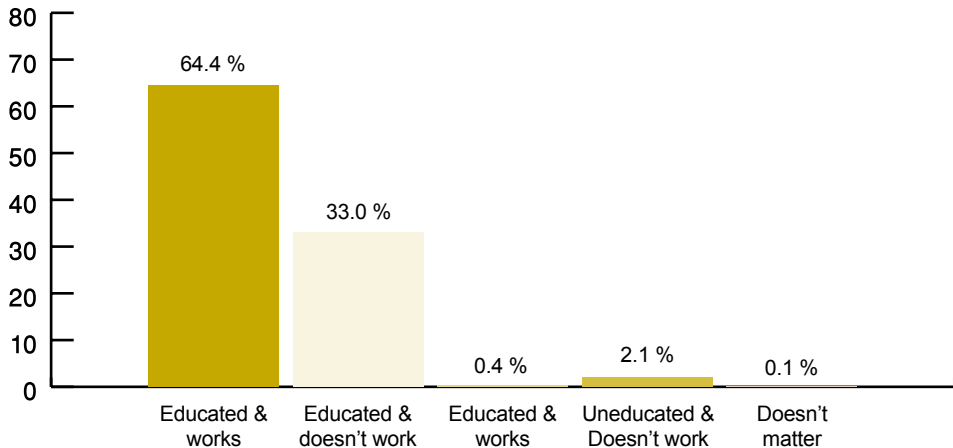


A woman from the Central Gaza strip, 31 years of age stated: “*Low salary plays a considerable role so the ladies figure it out well especially the married ones saying I go out for work, leave my children at the nursery home and pay for that using a portion of my salary. In this connection, how much am I paid? How much do I pay for the nursery home? And how much is left for me? She stated she would prefer to stay at home rather than going out to work*”.

### 3.1.6 Women’s Work and Marriage Options:

The majority of the Palestinian society 64.4% finds that men would prefer to choose their wives who are educated and able to work, while one-third 33% would prefer their wives to be educated and not to work. However, the remaining 0.4% of the surveyed would prefer them to be uneducated but to work and an additional 2.1% of the surveyed Palestinians would prefer their wives to be uneducated and not to work.

**Figure 9: Preference of women for marriage – Response to It Is Better For A man To Choose His Wife..”**



While a proportion of women greater than men (73% against 55%) preferred that a man selects an educated and working woman for marriage purposes, the proportion among men who do prefer educated but non-working women was greater than among women who preferred this option (about 41% against 24%). This suggests that women feel they have a greater degree of benefit from women’s work and education since they constitute the largest proportion of women’s work supporters (men and women).

It is worth noting that focus groups have shed other lights on the relationship between the wife’s work and marriage, as a woman from the Central Gaza strip (41 years of age) said, *“I might not get married, because I don’t work since men prefer working women”*. Another woman from the same group (55 years of age) said, *“A woman’s family desires her salary, thus delaying her age of marriage”*.

### 3.1.7 What Kind of Job (Full – Time / Part – Time) Is Socially Acceptable:

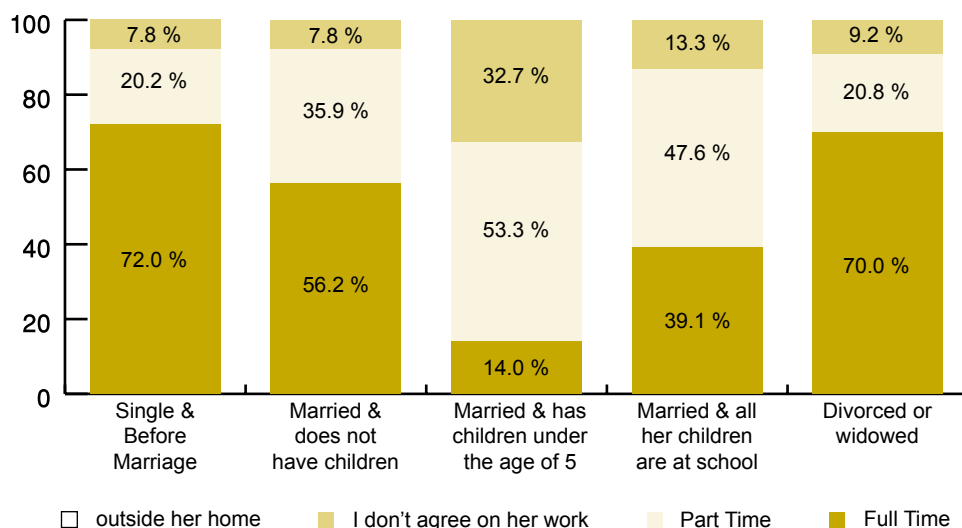
It is generally noted that there is support for women working full-time jobs rather than part-time, while knowing that the availability of part-time jobs is one of the solutions internationally put forward to boost the percentage of women’s contribution in the labor market.

Explicit differences have not been indicated in preferring part time work compared with women’s household circumstances and the degree of their preoccupation with the upbringing of their kids and home work. The study has shown that 72% of the Palestinians (males and females) reported that single women are able to work outside their homes in full-time jobs, 20.2% reported women’s work in part-time jobs and 7.8% did not agree on their work outside the home.



If a woman is married but does not have children, 56.2% of the Palestinians reported that she can work full-time, 35.9% reported that she can work part-time and 7.8% did not agree on her work outside her home. While, if a woman is married and has children under the age of 5 years, 14% of the Palestinians agreed that she can work full time, 3.3% part time and 32.7% of them did not agree on her work outside her home. If a woman is married and all her children are at school, we found that 39.1% supported her to work full-time, 47.6% part time and 13.3% did not agree on her work outside her home. In the event a woman is divorced or became widowed, 70% of the Palestinians agreed that she should work full-time, 20.8% part time and 9.2% of them did not agree on her work outside her home.

**Figure 10: Response to “What Is The Best Situation For A Woman’s Work Outside Home, If She Is....”**



As for gender differences, the study came in favor of women’s support with a greater degree to work full time. This might be due to the economic feasibility of work. Women who receive lower salaries than their husbands and need to leave their homes and resort to nursery homes and day care centers draw off greater portions of their salaries, discovering that there is no feasibility to work part-time jobs and get lower salaries; as long as the economic and social consequences are still unchanged.

### 3.2 Attitudes towards The Reasons Presented As Impediments Concerning Women’s Employment:

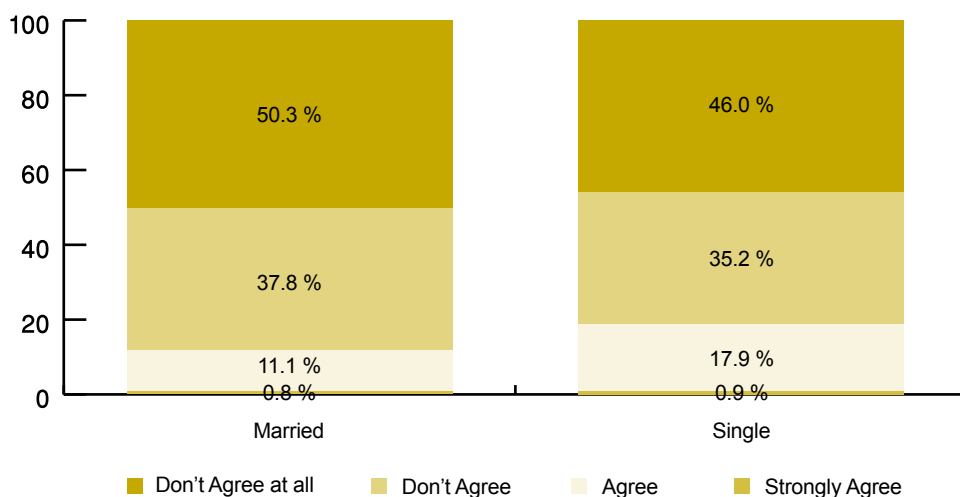
The study aimed at examining the reasons and justifications set forth to justify the barriers for not approving women’s work. Some justifications were mentioned in the focus groups such as customs and traditions, the economic situation, men’s unemployment, unavailability of social security laws, geographical distances of workplaces, working hours and inability of woman to match between her family and work”.

### 3.2.1 Women's Work at Night Is Refused:

The Palestinian society displays a complete rejection towards allowing women to work at night. It does not differentiate much between married or single women, work outside home at night for women is denied. 88.1% of the Palestinian society does not agree on women working outside their homes at night and 81.2 % of the Palestinians do not agree that single women should work at night. There are no differences in areas according to social gender in respect to this objection, which denotes that it is one of the issues forming a prevalent stereotypical overview and looks difficult to be defined.

A young man from the central part of the West Bank says: *“Society’s view is of an anxiety concerning working women and political conditions play a role in this respect. Men tolerate working under such circumstances more than women do”.*

**Figure 11: Response to whether Women can Work At Night**



### 3.2.2 Fears of Sexual Harassments at the Workplace:

Linked to the conservativeness of women's work at night another type of anxiety that is the occurrence of sexual harassments.

However, half of the Palestinian society (54.5%) believes that sexual harassment is present at workplaces, which is a percentage certainly higher than those cases reported. The actual number of harassment cases is not known due to the secrecy surrounding such issues. This subject requires conducting a deep study about the various aspects pertaining to this issue.

As a matter of fact, the percentage of those who believe in the presence of harassments at the workplaces in the West Bank is higher reaching 62.7% versus 39% in the Gaza Strip. This matter does not necessarily mean an increase of such cases in the West Bank versus those taking place in the Gaza Strip, but it might mean that there are societal atmospheres open to discuss such issues in the West



Bank versus that in the Gaza Strip. Many of the participants (males and females) referred to this matter and its relationship with the workplace, women’s clothing, nature of work, ideas and beliefs and the uniform at work. Among the reasons put forward by young males and females from Hebron, South of the West Bank, are the obstacles facing women’s work including “*the work place, the harassment in the workplace (big obstacle for single women), unsuitability of the work’s nature for women, the lack of women’s experience, social mixing and underestimating women. Other barriers are the discrimination against women’s abilities and efficiency, the job’s uniform (clothing) and not mixing.*”

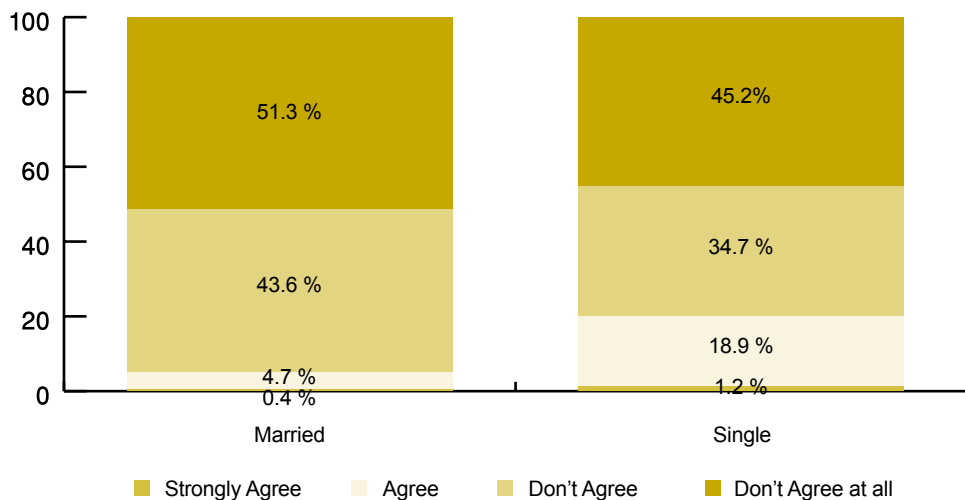
### 3.2.3 Denial of Women’s Work if it is Far from their Family’s Residence:

The society also shows conservativeness on women’s work in another city, because that impels them to live outside their family’s home. The overwhelming majority 94.9% rejects this idea for married women, thus the differences between the West Bank and the Gaza Strip are limited despite the distances and barriers which may be justified in the West Bank.

At the same time, the percentage of objection for single women reached 79.9%. This percentage increases in the Gaza Strip reaching to 97.4%, where the majority of people refuse allowing single women to live by themselves in another city, while this percentage is lower in the West Bank reaching a percentage of 70.7%.

However, this percentage is higher and has not been categorically opposed such as the case in the Gaza Strip. This is because certain single women come from the North and South of the West Bank to work in the Central West Bank (Ramallah City) where there are higher and better job opportunities available. A girl from the Central West Bank outlined the acceptable places for women to work which included “any public, not isolated (open) and that is a geographically nearby place”.

**Figure 12: Response to whether Women can Work In Another City And Live by Themselves**



A high percentage of the Palestinian society refuses allowing women to travel alone in order to work. 79.9% of the Palestinians refuse allowing married women to travel alone for work purposes while the percentage gets lower for single women reaching 73.9%.

Additionally, this opposition gets higher in the Gaza Strip for married and single women alike 92% and 91.3% respectively versus 73.5% and 64.8% in the West Bank.

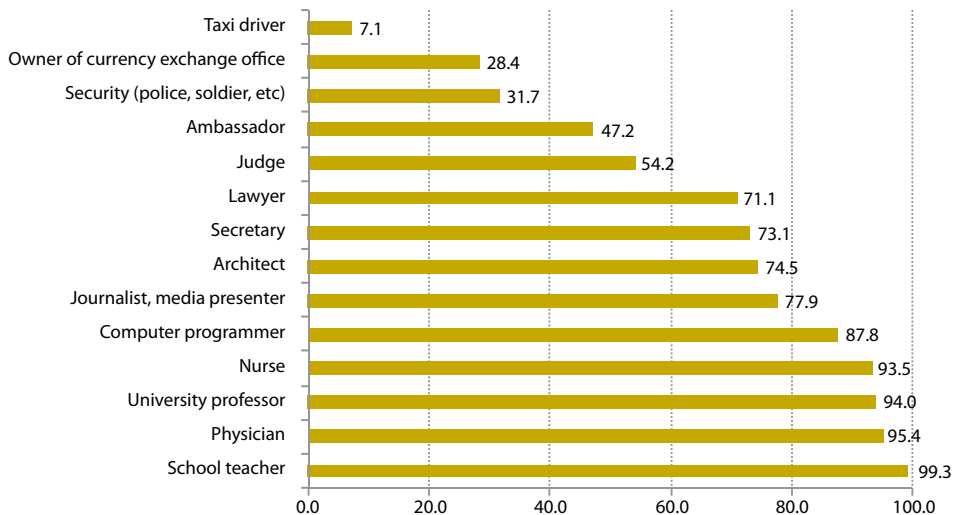
It appears that due to the siege on the Gaza Strip, which has been imposed for many years, traveling is considered to be a risky adventure. Women's travel for work is strongly opposed as it is not guaranteed when they will be back to join their families. However, the case is different in the West Bank, since it is still open to the outer world and individuals can relatively travel easily.

In this connection, married women are further opposed to traveling alone, while oppositions to single women's traveling for work for a definite period of time and returning to their families received a lower opposition.

### 3.3 Socially Accepted Fields of Work for Women:

Since the general tendency is in favor of women's work within defined circumstances and conditions, there are a large number of these conditions which are clearly shown in socially accepted fields of women's work. There are traditional professions which the society does not object to be practiced by women; among these are physicians, university professors, nurses and school teachers since the foregoing percentages of support amounted to (95.4%, 94%, 93.5% and 99.3% respectively). There are also other professions that are rejected automatically such as a taxi driver, an owner of a money exchange office, serving in security departments or even to serve as an ambassador with rejection percentages of 92.9%, 71.6%, 68.3% and 52.8% respectively.

**Figure 13: Response to the positions that women can hold**



Gender differences on the type of socially expedient professions for women are not statistically significant. However, socially acceptable professions are accepted by the two parties alike and those socially rejected are also rejected by the two parties. This means, that there is a prevalent stereotypical view on the sectors and professions that women can perform. This would require doubled effort and successful patterns to make changes in gender division of the labor market.

A 26 year old girl from the Central Gaza Strip said:” *I am in favor of constraining women in certain professions, because there are some inappropriate jobs for women to hold and some workplaces are unsuitable for women to be in. Therefore women with those stated professions can work in nursing homes (open places), mainly workplaces where the working hours are determined and defined*”.

The interesting point is the improvement in the society’s perception of certain professions specifically those relating to public jobs such as a Minister, a member of the Legislative Council or the Municipal Council increases the percentage of support amounting to 62%, 70.8% and 63.6%.

Former polling has indicated a bigger objection to women’s occupation of such professions. This would accentuate the importance and necessity of the presence of successful patterns in the society aimed at establishing breakthrough in prevailing opinions.

As for the support proportions according to gender, it was noted that there was greater support among women rather than men for political roles to be played by Palestinian women.

However higher proportions of Palestinian women believe that it is possible for a woman to become a Minister, a member of the Legislative Council or a member of the Municipal Council. Although these proportions do not exceed two thirds of the Palestinian society, they ensure a wider acceptance towards women’s political role. This is also represented in the presence of some support for new professions which are obviously socially acceptable, since the patterns are socially set forth. For instance, professions of journalists and program presenters are welcomed by a percentage of 77.5% because of its appropriate nature which goes in line with the traditional nature of women, such as computer programmer jobs, which receives support reaching 87.7%.

### 3.4 General Perspectives:

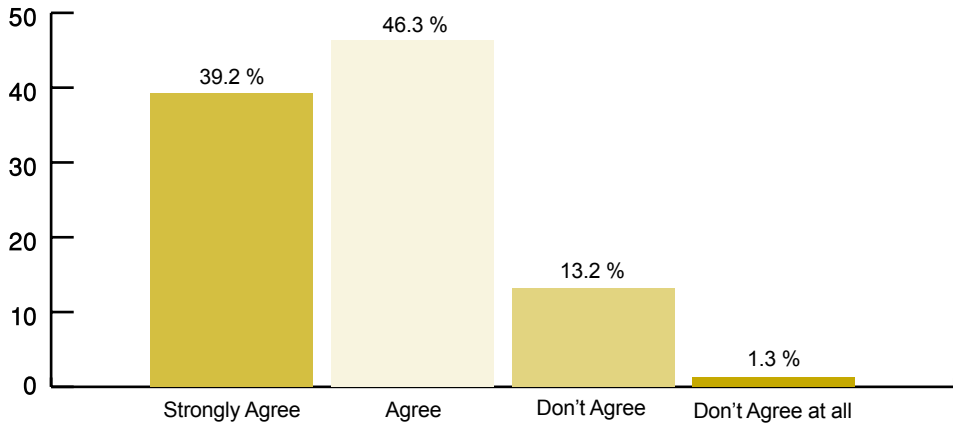
#### 3.4.1 Working Women are Exhausted and Nervous:

There are many prevailing opinions that can limit men and women’s approval on women’s work. The overwhelmingly society 85.5% views working women as always being exhausted and tired. This would lead them to subsequently adding extra burdens to their traditional burdens; this justifies men’s desire to keep their wives at home in comfort.



In addition, this justifies some women's desire to get married to stay at home and get comfortable relying on their husbands instead of working outside their homes. Approximately 76.6% believe that working women are always nervous.

**Figure 14: Response to whether Working Women are always Exhausted Versus Women Who Do Not Work**



### 3.4.2 Working Women's Children Depend On Themselves To A Greater Degree Versus Children Of Non Working Women:

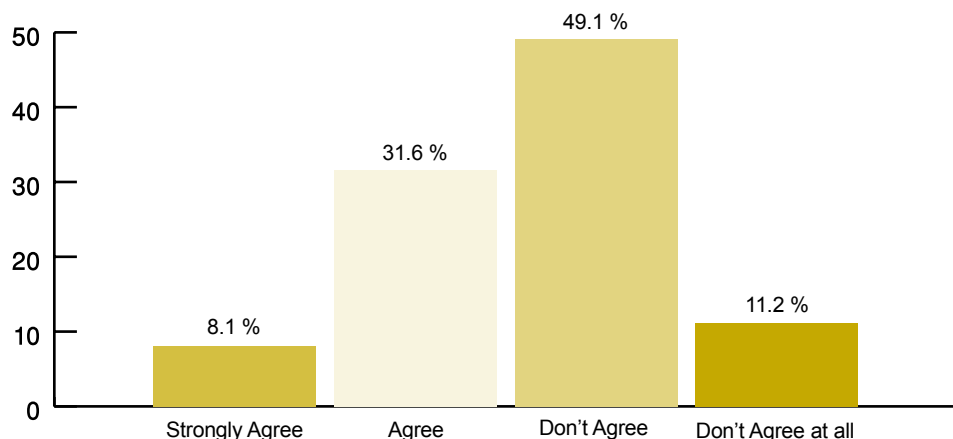
The Palestinian society overwhelmingly still believes that the main role of women (married women exclusively) is to take care of her home and children. This shall in public awareness cause many forms of obstacles for working women, since this has been contradictory with their major role as a mother and a housewife.

The Palestinian society displays certain anxiety that Palestinian working women do not raise their children well. 40% of the society, 43.6% in Gaza Strip and 37.7% in the West Bank, (males and females) agree and strongly agree that working women do not raise their children well due to their preoccupation with work. This percentage increases among men rather than women as 50.1% of men and only 30.1% of women hold this belief.

One of the participants involved in a focus group in Ramallah, said: *"Among the disadvantages of married women's work is the lack of required attention to their children, which may lead to children's vagrancy"*. Another participant said: *"Among the disadvantages of married women's work is her inability to balance between her home, children and work which will result in negligence towards one of them"*.



**Figure 15: Response to whether Working Women Do Not Raise Their Children Well Due To Their Preoccupation with Work.**



In spite of that, 76.3% believe that working women’s children depend more on themselves (males and females) compared to the children of non-working women (a positive indicator). This may contribute to the promotion of women’s work on the long run if successful patterns assert no contradiction between the two roles.

Essentially, this contradiction should not be at the expense of women’s physical and psychological health, but through men’s participation in the family through the household’s works, decreasing the number of children and provision of alternative options with reasonable prices of nursery homes and children day care centers. Consequently, among the encouraging indicators, we find that the society largely accepts 88.3% men’s help to their wives in their house chores if their wives are employees (or work outside the home). This percentage is higher in the Gaza Strip, which often shows conservative opinions towards women’s work, than in the West Bank (88.3% versus 85.6% respectively).

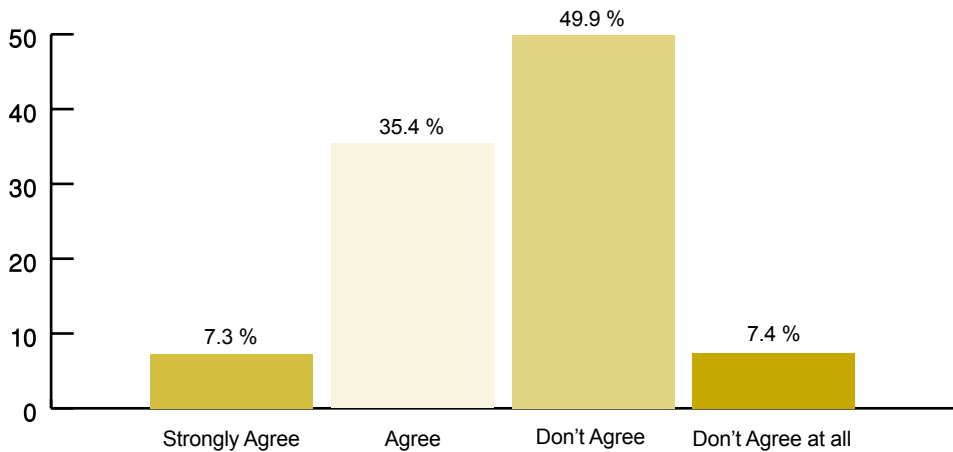
Furthermore, 82.2% of men believe that they should help their working wives with their household chores and the landslide majority of women 94.5% also believe that men should help their wives.

On the other hand, 72.4% of the society agrees that working women give birth to fewer children in comparison with non-working women.

### 3.4.3 Women’s Work Makes Them Control Their Husbands:

Approximately 42.7% of the Palestinian society (less than half) believe that working women control their husbands or find that women’s work challenges men’s masculine dominance in relation to family decisions, which would cause an obsession for some. Obviously working women feel certain power in making family decisions, but this authority is being underestimated by women rather than men, since only 38% of women believe that working women control their husbands versus 47.4% of men.

**Figure 16: Response to whether Working Women have Control over Their Husbands Compared To Non-working Women**



### 3.4.4 Work is Essential for Women’s Personality and Role in the Society:

A considerable portion of the Palestinian society (86.7%) considers women’s work as being essential for their personality and their role in the society. This demonstrates that in spite of evident opposition to women’s work and various fears encompassing work’s circumstances and conditions and acceptable jobs for women, working women gain society’s respect and have a role as well as an acceptable and special status unlike non-working women. Additionally, 89.4% of the Palestinians believe that women’s work enables them to realize themselves.

Focus groups have shown that the society in general perceives work’s importance and impact on women’s personality. A girl from the the Central West Bank said: *“A working woman possesses a greater experience with a stronger personality reflected on her family. It has certain disadvantages that may be reflected in terms of her role at home, negligence and others. As for a non-working woman who specializes in working at home lacks the expertise in life, but cares for her children and home, especially a married but non-working woman rather than a married but working woman”*.

Another woman said: *“A working woman can organize her matters, she is well-organized, but her disadvantage is that work would cause her exhaustion. A non-working woman can’t organize herself or her matters but pays attention to her home by virtue of her presence at home”*.

A young man from Hebron, South of the West Bank, said: *“A working woman increases her household’s income and she is more capable in terms of understanding family issues and family planning. Work is an outlet for her besides providing her with better opportunities of marriage options, whereas a nonworking woman contradicts this. As for the advantages of a married working woman, she focuses her attention on bringing happiness to her husband, reducing problems, family planning and*

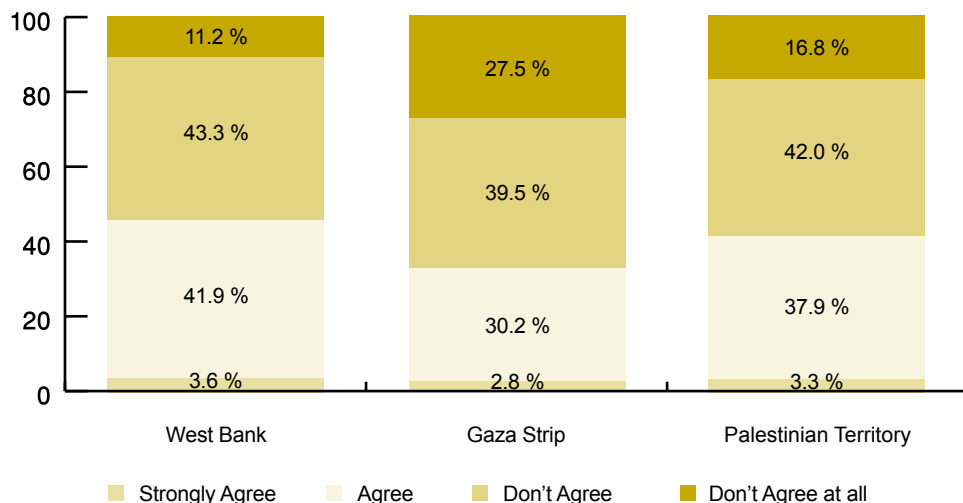
establishing understanding in the family. As for her disadvantages, she does not care about her children, raises them in a bad manner while a single woman's advantage is being financially independent and has no disadvantages”.

### 3.4.5 Women Cannot Work in a Place Where it's All Men But Can Manage a Group of Men:

More than half of the Palestinian society 58.8% does not agree on women working in a place where it's all men. This percentage increases in the Gaza Strip reaching 67% and 54.5% in the West Bank.

In spite of this, a percentage of nearly 55.8% believe that women can manage a group of men. This percentage gets higher in the West Bank reaching 61.8% and 44.7% in the Gaza Strip.

**Figure 17: Response to the Possibility For Women To Work In A Place Where It's All Men**



## Conclusion and Recommendations

There have been objective circumstances responsible for restricting Palestinian women's participation in the labor market. Among these important circumstances is the Israeli occupation, dependency of the Palestinian labor market on the Israeli market, weakness of the Palestinian economy, scarcity of job opportunities, increment of demand for supply due to the nature of the young population pyramid and other issues which have been referred to within the context of this research.

However, there are other reasons for women's declined participation which will remain, even if general circumstances changes.

It has been obvious subsequently to the findings of the research and focus groups that the Palestinian society in general, is conservative regarding women's work and considers the economic motive as the main motive for women to go out to work. Hence, if that need is met, they will not find any necessity for women to go out to work.

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The Palestinian society considers work as an immunity and protection for women in the absence of family providers. The man is the main family provider and sustains great burdens and responsibilities to earn a living for his family, while a woman's role is to take care of her children and stay at home. The society encourages work of single women, divorced or widowed and deems their work as a protection and security for their future.

Despite this, the Palestinian society is aware that women's involvement in work improves the economic situation of their families, forms leverage to the uplifting of the family, children's welfare, luxury and finally contributes to the independence of the children's personality and their dependency on themselves (males and females).

Most of the Palestinian society (86.7%) believes that women's work positively affects their personality and provides them with society's respect. The society still has conservations because a working woman is exhausted, nervous and works more than she should and shows further conservativeness towards work circumstances that do not ensure women's protection or may cause harassments or harm.

It is interesting to note, that the Gaza Strip has generally signified more conservative attitudes than the West Bank in respect to women's work, men's role as family providers, objection of certain jobs for women, refusal of women working at night or away from their family's residence. Nevertheless, the society in the Gaza Strip has indicated sympathy and greater approval to women's contribution to assist their families when the need arises. This accentuates the role of economic motives in changing certain opinions practically to be convenient with difficult circumstances.

Men have shown greater conservativeness concerning general tendencies of women's work. There has been a great similarity in some attitudes concerning certain issues of dominant stereotypical views such as the type of work practiced by women and possibility of women's work at night or in other countries.

The most important reflections of this research on policy issues, are represented as follows:

1. The necessity of the presence of successful women patterns working in untraditional professions and focusing attention on them through media, awareness campaigns and study curricula.
2. Targeting all men and women in awareness or influence campaigns, as there are women who have the same prevailing stereotypical views on women's role in the labor market, and sometimes they hold the same conservative views towards women's contribution. Therefore, it is necessary to target those women with the same degree.
3. Availability of sufficient nurseries and day care centers within accessible distances for all people with reasonable financial cost is an essential matter. The availability of an economic feasibility socially accepted for women's work will contribute to changing the prevailing stereotypical views in the society.
4. It is necessary to conduct studies on certain sensitive issues surrounded by erroneous beliefs, such as sexual harassment at the workplace and the role of women's work on the economic and social situation of their households and society. These findings shall be published through the media, which will contribute to the change of social attitudes towards women's work.
5. Attempt to mobilize and involve the largest possible number of men, and not women only, who advocate women's work as being a right.



## Crossed Tables

Table No. 1: Percent distribution of the surveyed persons concerning “working women’s contribution to improving the economic situation of the household, through the obtained salary” by geographical location, sex, educational level, the household’s monthly income and working status.

Demographic Variable	In your opinion, does a working woman contribute to the improvement of the economic situation of the household, through her salary?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	96.0	4.0	100.0	0.956
Gaza Strip	95.9	4.1	100.0	
<b>Sex</b>				
Male	93.0	7.0	100.0	<0.001
Female	99.0	1.0	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	95.0	5.0	100.0	0.113
Secondary – Diploma	96.1	3.9	100.0	
University and higher	98.0	2.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	95.6	4.4	100.0	0.128
1000-1999 shekels	94.7	5.3	100.0	
2000-2999 shekels	98.1	1.9	100.0	
3000 shekels and above	95.8	4.2	100.0	
<b>Working Status</b>				
Working	94.3	5.7	100.0	0.005
Not Working	97.2	2.8	100.0	
All Surveyed	96.0	4.0	100.0	

Table No. 2: Percent distribution of the surveyed persons on «the reason behind women’s work in Palestine» in accordance to: geographical location, gender, educational level, monthly income and working status.

Demographic Variable	In your opinion , why do women in Palestine work		Total	P_Value
	Because, women’s work is their right	Because of the economic circumstances and the need of salary		
<b>Geographical location</b>				
West Bank	27.6	72.4	100.0	0.034
Gaza Strip	22.6	77.4	100.0	
<b>Sex</b>				
Male	24.8	75.2	100.0	0.319
Female	27.0	73.0	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	21.5	78.5	100.0	0.002
Secondary – Diploma	27.7	72.3	100.0	
University and higher	32.0	68.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	23.8	76.2	100.0	0.048
1000-1999 shekels	22.8	77.2	100.0	
2000-2999 shekels	30.0	70.0	100.0	
3000 shekels and above	29.3	70.7	100.0	
<b>Working Status</b>				
Working	26.1	73.9	100.0	0.843
Not Working	25.7	74.3	100.0	
<b>All Surveyed</b>				
	25.9	74.1	100.0	



Table No. 3: Percent distribution of the surveyed persons on: “a man’s preference in selecting a wife” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, it is better for a man to choose a wife					Total	P_Value
	Educated and works	Educated and does not work	Uneducated and works	Uneducated and does not work	Doesn't matter		
<b>Geographical location</b>							
West Bank	64.2	32.1	0.5	3.0	0.2	100.0	0.006
Gaza Strip	64.7	34.7	0.2	0.4	0.0	100.0	
<b>Sex</b>							
Male	55.2	41.3	0.3	2.9	0.3	100.0	<0.001
Female	73.8	24.4	0.5	1.3	0.0	100.0	
<b>Educational level</b>							
Preparatory Stage and Below	64.6	31.6	0.5	3.3	0.0	100.0	0.003
Secondary – Diploma	62.3	35.6	0.5	1.7	0.0	100.0	
University and higher	69.1	29.7	0.0	0.4	0.8	100.0	
<b>Monthly income of the household</b>							
Less than 1000 shekels	69.1	28.4	1.0	1.5	0.0	100.0	0.059
1000-1999 shekels	61.2	35.7	0.2	3.0	0.0	100.0	
2000-2999 shekels	61.8	36.6	0.3	0.9	0.3	100.0	
3000 shekels and above	65.6	31.5	0.0	2.6	0.3	100.0	
<b>Working Status</b>							
Working	57.8	39.1	0.4	2.5	0.1	100.0	<0.001
Not Working	69.4	28.4	0.3	1.8	0.1	100.0	
<b>All Surveyed</b>	64.4	33.0	0.4	2.1	0.1	100.0	



Table No. 4: Percent distribution of the surveyed persons on “Husband’s behavior if his income is low” by geographical location, gender, educational level, monthly income of the household and working status.

Demographic Variable	In case the husband’s income is low, it is better to		Total	P_Value
	leave his wife working	look for an additional work		
<b>Geographical location</b>				
West Bank	45.3	54.7	100.0	<0.001
Gaza Strip	27.5	72.5	100.0	
<b>Sex</b>				
Male	32.9	67.1	100.0	<0.001
Female	45.6	54.4	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	30.8	69.2	100.0	<0.001
Secondary – Diploma	41.7	58.3	100.0	
University and higher	53.5	46.5	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	29.9	70.1	100.0	<0/001
1000-1999 shekels	37.1	62.9	100.0	
2000-2999 shekels	43.5	56.5	100.0	
3000 shekels and above	48.2	51.8	100.0	
<b>Working Status</b>				
Working	41.0	59.0	100.0	.184
Not Working	37.7	62.3	100.0	
<b>All Surveyed</b>				
	39.2	60.8	100.0	



Table No. 5: Percent distribution of the surveyed persons on “the right of a married woman to use her salary” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	A married working woman has the right to use her salary in full as she pleases		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	62.3	37.7	100.0	<0.001
Gaza Strip	41.9	58.1	100.0	
<b>Sex</b>				
Male	48.0	52.0	100.0	<0.001
Female	62.7	37.3	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	51.4	48.6	100.0	0.011
Secondary – Diploma	56.4	43.6	100.0	
University and higher	62.1	37.9	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	50.2	49.8	100.0	0.137
1000-1999 shekels	55.5	44.5	100.0	
2000-2999 shekels	58.4	41.6	100.0	
3000 shekels and above	56.6	43.4	100.0	
<b>Working Status</b>				
Working	55.2	44.8	100.0	0.978
Not Working	55.3	44.7	100.0	
<b>All Surveyed</b>				
	55.3	44.7	100.0	

Table No. 6: Percent distribution of the surveyed persons on “ the right of a single working woman to use her salary” by geographical location, gender, educational level, monthly income of the household and working status.

Demographic Variable	A single working woman has the right to use her salary in full as she pleases		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	72.6	27.4	100.0	<0.001
Gaza Strip	46.6	53.4	100.0	
<b>Sex</b>				
Male	57.3	42.7	100.0	<0.001
Female	70.1	29.9	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	59.5	40.5	100.0	<0.001
Secondary – Diploma	63.8	36.2	100.0	
University and higher	73.4	26.6	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	53.9	46.1	100.0	<0.001
1000-1999 shekels	61.2	38.8	100.0	
2000-2999 shekels	68.8	31.2	100.0	
3000 shekels and above	73.0	27.0	100.0	
<b>Working Status</b>				
Working	63.9	36.1	100.0	0.846
Not Working	63.4	36.6	100.0	
<b>All Surveyed</b>				
	63.6	36.4	100.0	



Table No. 7: Percent distribution of the surveyed persons on “The degree of acceptance if a woman receives a salary higher than her husband” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Do you agree on a woman getting a higher salary in her field of work than her husbands'?		Total	P Value
	Yes	No		
<b>Geographical location</b>				
West Bank	79.1	20.9	100.0	0.012
Gaza Strip	73.5	26.5	100.0	
<b>Sex</b>				
Male	74.2	25.8	100.0	0.005
Female	80.2	19.8	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	74.6	25.4	100.0	0.127
Secondary – Diploma	79.2	20.8	100.0	
University and higher	78.1	21.9	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	76.0	24.0	100.0	0.471
1000-1999 shekels	77.6	22.4	100.0	
2000-2999 shekels	79.8	20.2	100.0	
3000 shekels and above	74.9	25.1	100.0	
<b>Working Status</b>				
Working	76.7	23.3	100.0	.723
Not Working	77.5	22.5	100.0	
All Surveyed	77.2	22.8	100.0	

Table No. 8: Percent distribution of the surveyed persons on “the right of a married working woman to contribute with her salary to her parents” in accordance to: geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Is it the right of a married working woman to help her family (her parents) with a percentage of her salary according to their needs?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	92.2	7.8	100.0	0.002
Gaza Strip	96.3	3.7	100.0	
<b>Sex</b>				
Male	91.7	8.3	100.0	0.002
Female	95.7	4.3	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	92.1	7.9	100.0	0.075
Secondary – Diploma	94.4	5.6	100.0	
University and higher	95.7	4.3	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	95.6	4.4	100.0	0.070
1000-1999 shekels	93.0	7.0	100.0	
2000-2999 shekels	94.6	5.4	100.0	
3000 shekels and above	91.0	9.0	100.0	
<b>Working Status</b>				
Working	91.6	8.4	100.0	0.005
Not Working	95.2	4.8	100.0	
<b>All Surveyed</b>	93.6	6.4	100.0	



Table No. 9: Percent distribution of the surveyed persons on “the right of a single working woman to help her parents” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Is it the right of a single working woman to help her family (her parents) with a percentage of her salary according to their needs		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	98.6	1.4	100.0	0.861
Gaza Strip	98.5	1.5	100.0	
<b>Gender</b>				
Male	97.7	2.3	100.0	0.003
Female	99.5	0.5	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	98.8	1.2	100.0	0.140
Secondary – Diploma	98.9	1.1	100.0	
University and higher	97.3	2.7	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	98.8	1.2	100.0	0.863
1000-1999 shekels	98.7	1.3	100.0	
2000-2999 shekels	98.1	1.9	100.0	
3000 shekels and above	98.7	1.3	100.0	
<b>Working Status</b>				
Working	97.6	2.4	100.0	0.005
Not Working	99.3	0.7	100.0	
All Surveyed	98.6	1.4	100.0	

Table No. 10: Percent distribution of the surveyed persons on “a woman working as a physician” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a physician?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	94.5	5.5	100.0	0.024
Gaza Strip	97.0	3.0	100.0	
<b>sex</b>				
Male	96.0	4.0	100.0	0.272
Female	94.8	5.2	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	97.2	2.8	100.0	0.016
Secondary – Diploma	93.9	6.1	100.0	
University and higher	94.5	5.5	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	97.1	2.9	100.0	0.186
1000-1999 shekels	95.1	4.9	100.0	
2000-2999 shekels	95.6	4.4	100.0	
3000 shekels and above	93.6	6.4	100.0	
<b>Working Status</b>				
Working	96.4	3.6	100.0	0.190
Not Working	94.6	5.4	100.0	
<b>All Surveyed</b>				
	95.4	4.6	100.0	



Table No. 11: Percent distribution of the surveyed persons on “a woman working as a judge” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a judge?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	61.1	38.9	100.0	<0.001
Gaza Strip	41.0	59.0	100.0	
<b>Sex</b>				
Male	52.6	47.4	100.0	0.204
Female	55.8	44.2	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	55.3	44.7	100.0	0.597
Secondary – Diploma	54.1	45.9	100.0	
University and higher	51.6	48.4	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	52.5	47.5	100.0	0.002
1000-1999 shekels	51.1	48.9	100.0	
2000-2999 shekels	50.2	49.8	100.0	
3000 shekels and above	63.3	36.7	100.0	
<b>Working Status</b>				
Working	55.1	44.9	100.0	0.535
Not Working	53.5	46.5	100.0	
<b>All Surveyed</b>				
	54.2	45.8	100.0	



Table No. 12: Percent distribution of the surveyed persons on “a woman working as a lawyer/ a prosecutor” to geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a lawyer/ prosecutor?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	74.2	25.8	100.0	<0.001
Gaza Strip	65.1	34.9	100.0	
<b>Sex</b>				
Male	67.9	32.1	100.0	0.005
Female	74.3	25.7	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	73.7	26.3	100.0	0.119
Secondary – Diploma	68.5	31.5	100.0	
University and higher	71.1	28.9	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	72.1	27.9	100.0	0.004
1000-1999 shekels	66.9	33.1	100.0	
2000-2999 shekels	68.5	31.5	100.0	
3000 shekels and above	78.5	21.5	100.0	
<b>Working Status</b>				
Working	69.9	30.1	100.0	0.364
Not Working	72.0	28.0	100.0	
<b>All Surveyed</b>				
	71.1	28.9	100.0	



Table No. 13: Percent distribution of the surveyed persons on “a woman working in security apparatuses” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to serve in security apparatuses as a (policewoman, soldier...?)		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	34.5	65.5	100.0	0.001
Gaza Strip	26.3	73.7	100.0	
<b>Sex</b>				
Male	31.2	68.8	100.0	0.679
Female	32.2	67.8	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	31.0	69.0	100.0	0.431
Secondary – Diploma	31.1	68.9	100.0	
University and higher	35.2	64.8	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	29.9	70.1	100.0	0.022
1000-1999 shekels	28.7	71.3	100.0	
2000-2999 shekels	30.3	69.7	100.0	
3000 shekels and above	38.6	61.4	100.0	
<b>Working Status</b>				
Working	33.9	66.1	100.0	0.106
Not Working	30.1	69.9	100.0	
All Surveyed	31.7	68.3	100.0	

Table No. 14: Percent distribution of the surveyed persons on “a woman working as a nurse” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a nurse?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	92.1	7.9	100.0	0.004
Gaza Strip	95.9	4.1	100.0	
<b>sex</b>				
Male	93.0	7.0	100.0	0.510
Female	93.9	6.1	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	94.7	5.3	100.0	0.237
Secondary – Diploma	92.4	7.6	100.0	
University and higher	93.0	7.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	95.8	4.2	100.0	0.035
1000-1999 shekels	94.1	5.9	100.0	
2000-2999 shekels	92.4	7.6	100.0	
3000 shekels and above	90.7	9.3	100.0	
<b>Working Status</b>				
Working	93.3	6.7	100.0	0.814
Not Working	93.6	6.4	100.0	
<b>All Surveyed</b>				
	93.5	6.5	100.0	



Table No. 15: Percent distribution of the surveyed persons on “a woman working as an architect” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as an architect?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	76.0	24.0	100.0	0.062
Gaza Strip	71.6	28.4	100.0	
<b>Sex</b>				
Male	71.2	28.8	100.0	0.003
Female	77.8	22.2	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	74.9	25.1	100.0	0.077
Secondary – Diploma	72.1	27.9	100.0	
University and higher	79.3	20.7	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	75.2	24.8	100.0	0.081
1000-1999 shekels	69.2	30.8	100.0	
2000-2999 shekels	78.2	21.8	100.0	
3000 shekels and above	76.5	23.5	100.0	
<b>Working Status</b>				
Working	74.9	25.1	100.0	0.711
Not Working	74.1	25.9	100.0	
<b>All Surveyed</b>	74.5	25.5	100.0	

Table No. 16: Percent distribution of the surveyed persons on “a woman working as a university professor” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a university professor?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	93.5	6.5	100.0	0.245
Gaza Strip	95.0	5.0	100.0	
<b>Sex</b>				
Male	91.7	8.3	100.0	<0.001
Female	96.5	3.5	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	93.8	6.2	100.0	0.639
Secondary – Diploma	93.8	6.2	100.0	
University and higher	95.3	4.7	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	96.3	3.7	100.0	0.033
1000-1999 shekels	90.7	9.3	100.0	
2000-2999 shekels	95.3	4.7	100.0	
3000 shekels and above	94.5	5.5	100.0	
<b>Working Status</b>				
Working	93.0	7.0	100.0	0.130
Not Working	94.8	5.2	100.0	
<b>All Surveyed</b>				
	94.0	6.0	100.0	



Table No. 17: Percent distribution of the surveyed persons on “a woman working as a school teacher” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to serve as a school teacher?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	99.2	0.8	100.0	0.608
Gaza Strip	99.4	0.6	100.0	
<b>Sex</b>				
Male	98.9	1.1	100.0	0.039
Female	99.7	0.3	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	99.5	0.5	100.0	0.033
Secondary – Diploma	99.5	0.5	100.0	
University and higher	98.0	2.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	99.5	0.5	100.0	0.779
1000-1999 shekels	98.9	1.1	100.0	
2000-2999 shekels	99.4	0.6	100.0	
3000 shekels and above	99.4	0.6	100.0	
<b>Working Status</b>				
Working	99.0	1.0	100.0	0.165
Not Working	99.5	0.5	100.0	
<b>All Surveyed</b>	99.3	0.7	100.0	

Table No. 18: Percent distribution of the surveyed persons on “a woman working as an ambassador” by geographical location, Sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as an ambassador?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	53.5	46.5	100.0	<0.001
Gaza Strip	35.4	64.6	100.0	
<b>Sex</b>				
Male	42.9	57.1	100.0	<0.001
Female	51.8	48.2	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	44.1	55.9	100.0	0.021
Secondary – Diploma	47.6	52.4	100.0	
University and higher	54.3	45.7	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	41.9	58.1	100.0	<0.001
1000-1999 shekels	43.2	56.8	100.0	
2000-2999 shekels	48.9	51.1	100.0	
3000 shekels and above	57.6	42.4	100.0	
<b>Working Status</b>				
Working	47.7	52.4	100.0	0.798
Not Working	47.0	53.0	100.0	
<b>All Surveyed</b>				
	47.2	52.8	100.0	



Table No. 19: Percent distribution of the surveyed persons on “a woman working as a taxi driver” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a taxi driver?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	9.7	90.3	100.0	<0.001
Gaza Strip	2.0	98.0	100.0	
<b>Sex</b>				
Male	5.6	94.4	100.0	0.019
Female	8.6	91.4	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	6.2	93.8	100.0	0.346
Secondary – Diploma	7.1	92.9	100.0	
University and higher	9.0	91.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	6.4	93.6	100.0	0.015
1000-1999 shekels	6.3	93.7	100.0	
2000-2999 shekels	4.7	95.3	100.0	
3000 shekels and above	10.9	89.1	100.0	
<b>Working Status</b>				
Working	6.4	93.6	100.0	0.390
Not Working	7.5	92.5	100.0	
<b>All Surveyed</b>	7.1	92.9	100.0	



Table No. 20: Percent distribution of the surveyed persons on “a woman working as a secretary” by geographical location, sex, educational level, monthly income of the household and working status.

Demographical Variable	In your opinion, is it possible for a woman to work as a secretary?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	73.0	27.0	100.0	0.909
Gaza Strip	73.3	26.7	100.0	
<b>Sex</b>				
Male	65.2	34.8	100.0	<0.001
Female	81.2	18.8	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	73.4	26.6	100.0	0.567
Secondary – Diploma	72.0	28.0	100.0	
University and higher	75.4	24.6	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	76.0	24.0	100.0	0.414
1000-1999 shekels	71.1	28.9	100.0	
2000-2999 shekels	72.2	27.8	100.0	
3000 shekels and above	72.3	27.7	100.0	
<b>Working Status</b>				
Working	66.1	33.9	100.0	<0.001
Not Working	78.4	21.6	100.0	
<b>All Surveyed</b>				
	73.1	26.9	100.0	



Table No. 21: Percent distribution of the surveyed persons on “a woman working as a computer programmer by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as a computer programmer?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	87.9	12.1	100.0	0.836
Gaza Strip	87.6	12.4	100.0	
<b>Sex</b>				
Male	84.2	15.8	100.0	<0.001
Female	91.5	8.5	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	86.9	13.1	100.0	0.389
Secondary – Diploma	87.7	12.3	100.0	
University and higher	90.2	9.8	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	89.5	10.5	100.0	0.040
1000-1999 shekels	84.2	15.8	100.0	
2000-2999 shekels	88.3	11.7	100.0	
3000 shekels and above	90.0	10.0	100.0	
<b>Working Status</b>				
Working	85.7	14.3	100.0	0.025
Not Working	89.4	10.6	100.0	
<b>All Surveyed</b>				
	87.8	12.2	100.0	

Table No. 22: Percent distribution of the surveyed persons on “a woman working as a money exchanger” by geographical location, gender, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, is it possible for a woman to work as an owner of a money exchange office?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	35.2	64.8	100.0	<0.001
Gaza Strip	15.4	84.6	100.0	
<b>Sex</b>				
Male	24.7	75.3	100.0	0.001
Female	32.2	67.8	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	29.1	70.9	100.0	0.020
Secondary – Diploma	25.3	74.7	100.0	
University and higher	34.4	65.6	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	26.2	73.8	100.0	<0.001
1000-1999 shekels	22.8	77.2	100.0	
2000-2999 shekels	27.4	72.6	100.0	
3000 shekels and above	39.2	60.8	100.0	
<b>Working Status</b>				
Working	28.8	71.2	100.0	0.740
Not Working	28.0	72.0	100.0	
All Surveyed	28.4	71.6	100.0	



Table No. 23: Percent distribution of the surveyed persons on “a woman working as a journalist / a broadcaster” by geographical location, sex, educational level, monthly income of the household and working status.

Demographical Variable	In your opinion, is it possible for a woman to serve as a journalist / a broadcaster, and a presenter?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	78.8	21.2	100.0	0.216
Gaza Strip	76.1	23.9	100.0	
<b>Sex</b>				
Male	71.8	28.2	100.0	<0.001
Female	84.1	15.9	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	77.7	22.3	100.0	0.023
Secondary – Diploma	75.6	24.4	100.0	
University and higher	84.0	16.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	78.2	21.8	100.0	0.057
1000-1999 shekels	74.1	25.9	100.0	
2000-2999 shekels	77.0	23.0	100.0	
3000 shekels and above	82.3	17.7	100.0	
<b>Working Status</b>				
Working	74.8	25.2	100.0	0.011
Not Working	80.2	19.8	100.0	
All Surveyed	77.9	22.1	100.0	

Table No. 24: Percent distribution of the surveyed persons on “a woman working in the post of a Minister” by geographical location, sex, educational level, monthly income of the household and working status.

Demographical Variable	Do you agree that a woman can work in a post of a Minister?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	65.7	34.3	100.0	<0.001
Gaza Strip	55.8	44.2	100.0	
<b>Sex</b>				
Male	59.3	40.7	100.0	0.014
Female	65.3	34.7	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	58.9	41.1	100.0	0.011
Secondary – Diploma	62.7	37.3	100.0	
University and higher	69.5	30.5	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	59.8	40.2	100.0	0.049
1000-1999 shekels	59.9	40.1	100.0	
2000-2999 shekels	61.5	38.5	100.0	
3000 shekels and above	68.8	31.2	100.0	
<b>Working Status</b>				
Working	61.8	38.2	100.0	0.740
Not Working	62.6	37.4	100.0	
<b>All Surveyed</b>				
	62.3	37.7	100.0	



Table No. 25: Percent distribution of the surveyed persons on “a woman working in post of a member of the Legislative Council” by geographical location, sex, educational level, monthly income of the household and Working status.

Demographic Variable	Do you agree that a woman can work in a post of a member of the Legislative Council?		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	71.1	28.9	100.0	0.731
Gaza Strip	70.3	29.7	100.0	
<b>Sex</b>				
Male	67.1	32.9	100.0	0.001
Female	74.7	25.3	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	66.7	33.3	100.0	0.004
Secondary – Diploma	72.6	27.4	100.0	
University and higher	77.0	23.0	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	69.6	30.4	100.0	0.184
1000-1999 shekels	68.6	31.4	100.0	
2000-2999 shekels	71.0	29.0	100.0	
3000 shekels and above	75.6	24.4	100.0	
<b>Working Status</b>				
Working	68.7	31.3	100.0	0.096
Not Working	72.5	27.5	100.0	
All Surveyed	70.9	29.1	100.0	

Table No. 26: Percent distribution of the surveyed persons on “a woman working in a post of a member at a village council / municipality” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Do you agree that a woman can work in a post of a member at a village council / municipality		Total	P_Value
	Yes	No		
<b>Geographical location</b>				
West Bank	65.9	34.1	100.0	0.023
Gaza Strip	60.1	39.9	100.0	
<b>Sex</b>				
Male	59.2	40.8	100.0	<0.001
Female	68.8	31.2	100.0	
<b>Educational level</b>				
Preparatory Stage and Below	60.7	39.3	100.0	0.014
Secondary – Diploma	64.2	35.8	100.0	
University and higher	71.1	28.9	100.0	
<b>Monthly income of the household</b>				
Less than 1000 shekels	64.0	36.0	100.0	0.014
1000-1999 shekels	60.5	39.5	100.0	
2000-2999 shekels	60.6	39.4	100.0	
3000 shekels and above	71.1	28.9	100.0	
<b>Working Status</b>				
Working	62.8	37.2	100.0	0.435
Not Working	64.8	35.2	100.0	
<b>All Surveyed</b>				
	63.9	36.1	100.0	



Table No. 27: Percent distribution of the surveyed persons on “The best work situation for a single woman outside her home” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, what is the best work situation for a woman outside her home, if she is single and before marriage?			Total	P_Value
	Full time	Part time	I don't agree to her work outside home		
<b>Geographical Location</b>					
West Bank	73.0	19.7	7.3	100.0	0.362
Gaza Strip	69.9	21.2	8.9	100.0	
<b>Sex</b>					
Male	63.8	23.4	12.8	100.0	<0.001
Female	80.3	16.9	2.7	100.0	
<b>Educational level</b>					
Preparatory Stage and Below	70.6	20.2	9.2	100.0	0.142
Secondary – Diploma	71.2	21.1	7.7	100.0	
University and higher	77.3	18.0	4.7	100.0	
<b>Monthly income of the household</b>					
Less than 1000 shekels	70.6	22.8	6.6	100.0	0.001
1000-1999 shekels	66.0	22.4	11.6	100.0	
2000-2999 shekels	76.0	18.3	5.7	100.0	
3000 shekels and above	78.1	16.1	5.8	100.0	
<b>Working Status</b>					
Working	70.9	19.6	9.6	100.0	0.087
Not working	72.7	20.7	6.5	100.0	
<b>All Surveyed</b>					
	72.0	20.2	7.8	100.0	



Table No. 28: Percent distribution of the surveyed persons on “The best work situation for a woman outside her home, if she is married but does not have children “ by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, what is the best work situation for a woman outside her home, if she is married but does not have children?			Total	P_Value
	Full time	Part time	I don't agree to her work outside home		
<b>Geographical Location</b>					
West Bank	56.7	35.0	8.2	100.0	0.485
Gaza Strip	55.3	37.7	7.1	100.0	
<b>Sex</b>					
Male	49.9	37.9	12.1	100.0	<0.001
Female	62.7	33.9	3.4	100.0	
<b>Educational level</b>					
Preparatory Stage and Below	53.4	38.2	8.4	100.0	0.190
Secondary – Diploma	56.7	35.3	8.0	100.0	
University and higher	62.1	32.0	5.9	100.0	
<b>Monthly income of the household</b>					
Less than 1000 shekels	57.4	37.5	5.1	100.0	0.052
1000-1999 shekels	53.2	37.6	9.3	100.0	
2000-2999 shekels	56.8	36.9	6.3	100.0	
3000 shekels and above	57.9	31.5	10.6	100.0	
<b>Working Status</b>					
Working	54.8	34.9	10.3	100.0	0.007
Not working	57.3	36.7	6.0	100.0	
<b>All Surveyed</b>					
	56.2	35.9	7.8	100.0	



Table No. 29: Percent distribution of the surveyed persons on “The best work situation for a married woman with children below the age of 5” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, what is the best work situation for a woman outside her home, if she is married and has children below the age of 5?			Total	P_Value
	Full time	Part time	I don't agree to her work outside home		
<b>Geographical Location</b>					
West Bank	15.6	51.4	33.0	100.0	0.023
Gaza Strip	10.9	57.0	32.1	100.0	
<b>Sex</b>					
Male	12.9	48.9	38.2	100.0	<0.001
Female	15.1	57.9	27.0	100.0	
<b>Educational level</b>					
Preparatory Stage and Below	10.6	55.9	33.5	100.0	0.003
Secondary – Diploma	15.5	50.3	34.2	100.0	
University and higher	18.8	54.7	26.6	100.0	
<b>Monthly income of the household</b>					
Less than 1000 shekels	12.0	54.4	33.6	100.0	0.143
1000-1999 shekels	11.4	55.5	33.1	100.0	
2000-2999 shekels	15.5	52.1	32.5	100.0	
3000 shekels and above	18.3	51.1	30.5	100.0	
<b>Working Status</b>					
Working	15.7	52.4	31.9	100.0	0.252
Not working	12.7	54.1	33.2	100.0	
All Surveyed	14.0	53.3	32.7	100.0	

Table No. 30: Percent distribution of the surveyed persons on “The best work situation for a married woman with her children at school” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, what is the best work situation for a woman, outside her home, if she is married and all of her children are at school?			Total	P_Value
	Full time	Part time	I don't agree to her work outside home		
<b>Geographical Location</b>					
West Bank	39.1	47.2	13.7	100.0	0.836
Gaza Strip	39.1	48.2	12.6	100.0	
<b>Gender</b>					
Male	32.6	47.2	20.2	100.0	<0.001
Female	45.8	48.0	6.1	100.0	
<b>Educational level</b>					
Preparatory Stage and Below	36.5	49.0	14.5	100.0	0.119
Secondary – Diploma	39.1	48.5	12.4	100.0	
University and higher	45.7	41.8	12.5	100.0	
<b>Monthly income of the household</b>					
Less than 1000 shekels	41.5	46.9	11.5	100.0	0.061
1000-1999 shekels	33.8	51.3	15.0	100.0	
2000-2999 shekels	42.0	47.0	11.0	100.0	
3000 shekels and above	40.8	43.4	15.8	100.0	
<b>Working Status</b>					
Working	36.9	46.3	16.9	100.0	0.001
Not working	40.8	48.6	10.6	100.0	
<b>All Surveyed</b>					
	39.1	47.6	13.3	100.0	



Table No. 31: Percent distribution of the surveyed persons on “The best work situation for a divorced or a widowed woman” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	In your opinion, what is the best work situation for a woman outside her home, if she is divorced or widowed?			Total	P_Value
	Full time	Part time	I don't agree to her work outside home		
<b>Geographical Location</b>					
West Bank	72.2	19.6	8.1	100.0	0.019
Gaza Strip	65.7	23.0	11.3	100.0	
<b>Sex</b>					
Male	62.7	23.8	13.5	100.0	<0.001
Female	77.4	17.7	4.8	100.0	
<b>Educational level</b>					
Preparatory Stage and Below	67.1	20.6	12.3	100.0	0.001
Secondary – Diploma	69.7	22.4	7.9	100.0	
University and higher	77.7	17.2	5.1	100.0	
<b>Monthly income of the household</b>					
Less than 1000 shekels	69.6	20.1	10.3	100.0	0.007
1000-1999 shekels	63.5	24.9	11.6	100.0	
2000-2999 shekels	73.5	19.9	6.6	100.0	
3000 shekels and above	75.6	16.7	7.7	100.0	
<b>Working Status</b>					
Working	68.1	21.5	10.4	100.0	0.225
Not working	71.4	20.3	8.3	100.0	
All Surveyed	70.0	20.8	9.2	100.0	

Table No. 32: Percent distribution of the surveyed persons on “working women’s exhaustion is more than non-working women exhaustion” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women are always exhausted more than nonworking women				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	36.4	48.3	14.1	1.2	100.0	0.014
Gaza Strip	44.5	42.5	11.5	1.5	100.0	
<b>Sex</b>						
Male	33.1	52.3	12.9	1.6	100.0	<0.001
Female	45.5	40.0	13.6	0.9	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	39.4	47.0	12.3	1.2	100.0	0.811
Secondary – Diploma	37.7	46.8	14.2	1.2	100.0	
University and higher	42.6	43.0	12.9	1.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	39.7	46.6	12.7	1.0	100.0	0.453
1000-1999 shekels	42.4	42.4	13.3	1.9	100.0	
2000-2999 shekels	37.9	49.2	11.7	1.3	100.0	
3000 shekels and above	35.0	51.4	12.5	1.0	100.0	
<b>Working Status</b>						
Working	37.5	47.9	13.0	1.6	100.0	0.420
Not working	40.5	45.0	13.4	1.0	100.0	
<b>All Surveyed</b>	39.2	46.3	13.2	1.3	100.0	



Table No. 33: Percent distribution of the surveyed persons on “Working women’s psychological situation in comparison to non-working women” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women are always nervous more than non-working women are				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	24.0	50.7	23.5	1.9	100.0	<0.001
Gaza Strip	36.4	44.2	18.2	1.3	100.0	
<b>Sex</b>						
Male	24.6	50.9	22.4	2.2	100.0	0.006
Female	32.1	45.9	20.9	1.2	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	29.1	50.5	18.5	1.9	100.0	0.340
Secondary – Diploma	27.2	47.0	24.3	1.5	100.0	
University and higher	28.9	46.9	22.7	1.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	31.9	49.0	17.4	1.7	100.0	0.136
1000-1999 shekels	29.7	47.7	20.9	1.7	100.0	
2000-2999 shekels	24.6	51.4	23.0	0.9	100.0	
3000 shekels and above	24.8	47.1	26.1	1.9	100.0	
<b>Working Status</b>						
Working	26.0	48.9	22.9	2.2	100.0	0.153
Not working	30.0	48.1	20.7	1.2	100.0	
<b>All Surveyed</b>	28.3	48.4	21.6	1.7	100.0	

Table No. 34: Percent distribution of the surveyed persons on “working women’s control over their husbands compared with non-working women” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women control over their husbands in comparison with non-working women				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	7.4	34.1	50.2	8.3	100.0	0.148
Gaza Strip	7.2	38.0	49.2	5.6	100.0	
<b>Sex</b>						
Male	9.1	38.3	45.3	7.3	100.0	0.001
Female	5.5	32.5	54.6	7.4	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	8.3	37.7	49.1	5.0	100.0	0.003
Secondary – Diploma	7.4	34.7	50.2	7.7	100.0	
University and higher	4.7	31.6	51.2	12.5	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	6.4	36.5	50.2	6.9	100.0	0.632
1000-1999 shekels	8.9	36.1	49.2	5.9	100.0	
2000-2999 shekels	6.3	37.5	48.6	7.6	100.0	
3000 shekels and above	7.1	33.8	49.5	9.6	100.0	
<b>Working Status</b>						
Working	7.3	35.7	48.5	8.5	100.0	0.479
Not working	7.3	35.2	50.9	6.5	100.0	
<b>All Surveyed</b>						
	7.4	35.4	49.9	7.4	100.0	



Table No. 35: Percent distribution of the surveyed persons on “working women’s contribution to the improving of their household economic level” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women contribute to the improvement of the economic level of their families				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	36.2	60.1	3.0	0.7	100.0	<0.001
Gaza Strip	67.0	31.5	1.5	0.0	100.0	
<b>Sex</b>						
Male	36.9	58.3	4.0	0.8	100.0	<0.001
Female	57.1	41.9	0.9	0.1	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	46.4	50.9	2.5	0.2	100.0	0.550
Secondary – Diploma	45.6	51.1	2.7	0.6	100.0	
University and higher	51.2	46.1	2.0	0.8	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	59.1	39.2	1.7	0.0	100.0	<0.001
1000-1999 shekels	44.7	52.3	2.7	0.2	100.0	
2000-2999 shekels	42.6	54.3	2.8	0.3	100.0	
3000 shekels and above	39.2	55.9	3.2	1.6	100.0	
<b>Working Status</b>						
Working	39.4	56.4	3.1	1.0	100.0	<0.001
Not working	52.5	45.5	2.0	0.0	100.0	
<b>All Surveyed</b>						
	46.9	50.2	2.5	0.4	100.0	



Table No. 36: Percent distribution of the surveyed persons on “working women’s inability to raise their children” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women do not raise their children well because of their preoccupation with work				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	7.6	30.1	49.7	12.7	100.0	0.027
Gaza Strip	9.1	34.5	48.1	8.3	100.0	
<b>Sex</b>						
Male	11.8	37.3	44.6	6.3	100.0	<0.001
Female	4.3	25.8	53.7	16.2	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	7.9	37.2	47.5	7.3	100.0	<0.001
Secondary – Diploma	8.9	29.7	49.4	12.0	100.0	
University and higher	6.3	22.7	52.3	18.8	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	7.1	33.1	51.0	8.8	100.0	0.012
1000-1999 shekels	8.0	37.1	44.9	9.9	100.0	
2000-2999 shekels	7.9	30.0	51.4	10.7	100.0	
3000 shekels and above	8.7	26.0	48.9	16.4	100.0	
<b>Working Status</b>						
Working	9.7	30.6	47.2	12.5	100.0	0.070
Not working	6.9	32.4	50.6	10.1	100.0	
<b>All Surveyed</b>						
	8.1	31.6	49.1	11.2	100.0	



Table No. 37: Percent distribution of the surveyed persons on “the extent to which the children of working women depend on themselves compared to non-working women’s children” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women’s children depend on themselves more than the children of nonworking woman				Total	P_Value
	Strongly agree	Agree	Don’t agree	Absolutely don’t agree		
<b>Geographical location</b>						
West Bank	19.1	61.8	18.2	0.9	100.0	<0.001
Gaza Strip	30.8	53.8	15.4	0.0	100.0	
<b>Sex</b>						
Male	17.6	62.6	19.2	0.6	100.0	<0.001
Female	28.9	55.4	15.1	0.5	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	23.2	61.5	14.6	0.6	100.0	0.284
Secondary – Diploma	23.2	56.4	20.0	0.5	100.0	
University and higher	23.0	59.8	16.4	0.8	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	26.0	59.8	13.5	0.7	100.0	0.343
1000-1999 shekels	22.6	58.2	18.w496	0.6	100.0	
2000-2999 shekels	20.5	60.9	17.7	0.9	100.0	
3000 shekels and above	22.8	57.9	19.3	0.0	100.0	
<b>Working Status</b>						
Working	20.4	61.2	17.8	0.6	100.0	0.179
Not working	25.2	57.4	16.8	0.6	100.0	
<b>All Surveyed</b>						
	23.2	59.1	17.2	0.6	100.0	

Table No. 38: Percent distribution of the surveyed persons on “husbands’ help to their working wives” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	The husband must help his wife in the household’s work if she works (an employee)				Total	P_Value
	Strongly agree	Agree	Don’t agree	Absolutely don’t agree		
<b>Geographical location</b>						
West Bank	20.5	65.1	11.4	3.0	100.0	<0.001
Gaza Strip	40.1	53.2	5.6	1.1	100.0	
<b>Sex</b>						
Male	17.6	64.6	13.9	3.9	100.0	<0.001
Female	37.3	57.2	4.7	0.8	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	26.5	60.7	10.3	2.5	100.0	0.670
Secondary – Diploma	26.7	61.8	9.4	2.1	100.0	
University and higher	30.9	59.4	7.0	2.7	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	34.1	61.0	3.2	1.7	100.0	<0.001
1000-1999 shekels	24.9	59.7	12.9	2.5	100.0	
2000-2999 shekels	24.9	63.4	9.8	1.9	100.0	
3000 shekels and above	24.4	61.1	11.9	2.6	100.0	
<b>Working Status</b>						
Working	21.6	61.6	13.4	3.7	100.0	<0.001
Not working	31.5	60.8	6.3	1.4	100.0	
<b>All Surveyed</b>						
	27.3	61.0	9.4	2.4	100.0	



Table No. 39: Percent distribution of the surveyed persons on “the number of working women’s children compared to non-working women” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women give birth to a fewer number of children				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	9.9	63.0	25.2	1.9	100.0	<0.001
Gaza Strip	21.2	50.3	27.5	1.1	100.0	
<b>Sex</b>						
Male	10.6	61.3	26.8	1.3	100.0	0.002
Female	17.1	55.8	25.2	2.0	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	14.3	60.6	23.8	1.2	100.0	0.094
Secondary – Diploma	14.5	57.3	25.9	2.3	100.0	
University and higher	10.5	57.0	31.6	0.8	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	17.2	53.9	27.5	1.5	100.0	0.026
1000-1999 shekels	12.9	60.1	25.1	1.9	100.0	
2000-2999 shekels	10.4	57.4	29.3	2.8	100.0	
3000 shekels and above	14.8	62.7	22.2	0.3	100.0	
<b>Working Status</b>						
Working	11.0	59.6	27.8	1.6	100.0	0.045
Not working	15.9	57.9	24.7	1.6	100.0	
<b>All Surveyed</b>	13.8	58.6	26.0	1.6	100.0	

Table No. 40: Percent distribution of the surveyed persons on “the work of married women with children” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Woman should stay at home, look after their husbands and children and not go out to work whatever the circumstances may be				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	10.7	14.0	56.6	18.6	100.0	0.004
Gaza Strip	9.1	13.5	50.8	26.5	100.0	
<b>Sex</b>						
Male	14.0	18.0	53.4	14.7	100.0	<0.001
Female	6.1	9.6	55.9	28.3	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	11.2	16.7	54.4	17.8	100.0	0.003
Secondary – Diploma	10.0	13.3	53.5	23.2	100.0	
University and higher	7.8	8.2	58.2	25.8	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	7.4	11.3	60.0	21.3	100.0	0.030
1000-1999 shekels	12.2	17.1	49.2	21.5	100.0	
2000-2999 shekels	8.5	14.8	54.9	21.8	100.0	
3000 shekels and above	11.6	11.6	55.3	21.5	100.0	
<b>Working Status</b>						
Working	12.1	16.1	51.8	20.0	100.0	0.009
Not working	8.7	12.2	56.8	22.4	100.0	
<b>All Surveyed</b>						
	10.1	13.9	54.6	21.4	100.0	



Table No. 41: Percent distribution of the surveyed persons on “married women’s work at night” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Married woman can work at night				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.0	11.2	46.9	40.9	100.0	<0.001
Gaza Strip	0.4	10.9	20.6	68.1	100.0	
<b>Sex</b>						
Male	1.1	8.8	36.4	53.6	100.0	0.002
Female	0.4	13.4	39.2	46.9	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.3	10.1	36.8	52.8	100.0	0.070
Secondary – Diploma	1.4	10.6	38.2	49.8	100.0	
University and higher	0.4	14.8	39.5	45.3	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.5	11.5	31.1	56.9	100.0	0.001
1000-1999 shekels	0.6	8.9	37.3	53.2	100.0	
2000-2999 shekels	0.3	11.0	39.4	49.2	100.0	
3000 shekels and above	1.9	13.5	44.1	40.5	100.0	
<b>Working Status</b>						
Working	1.2	11.2	39.9	47.8	100.0	0.134
Not working	0.5	11.0	36.3	52.3	100.0	
<b>All Surveyed</b>						
	0.8	11.1	37.8	50.3	100.0	

Table No. 42: Percent distribution of the surveyed persons on “single women’s work at night” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Single woman can work at night				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.2	20.6	40.7	37.5	100.0	<0.001
Gaza Strip	0.4	12.8	24.9	62.0	100.0	
<b>Sex</b>						
Male	1.1	13.4	35.7	49.8	100.0	<0.001
Female	0.7	22.6	34.8	42.0	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.6	15.6	34.4	49.4	100.0	<0.001
Secondary – Diploma	1.4	17.1	36.8	44.7	100.0	
University and higher	0.4	25.8	33.2	40.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.2	17.2	29.9	52.7	100.0	<0.001
1000-1999 shekels	0.8	14.8	34.6	49.8	100.0	
2000-2999 shekels	0.6	17.0	38.2	44.2	100.0	
3000 shekels and above	2.3	23.8	39.9	34.1	100.0	
<b>Working Status</b>						
Working	1.2	17.9	37.0	43.9	100.0	0.348
Not working	0.7	17.9	33.9	47.5	100.0	
<b>All Surveyed</b>						
	0.9	17.9	35.2	46.0	100.0	



Table No. 43: Percent distribution of the surveyed persons on “married women’s work in another city and live alone” by geographic location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Married women can work in another city and live alone				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	0.6	6.6	50.9	41.9	100.0	<0.001
Gaza Strip	0.0	1.1	29.7	69.2	100.0	
<b>Sex</b>						
Male	0.1	4.0	43.2	52.6	100.0	0.193
Female	0.7	5.3	43.9	50.1	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.3	4.0	41.7	53.9	100.0	0.194
Secondary – Diploma	0.5	4.4	43.6	51.5	100.0	
University and higher	0.4	7.0	48.0	44.5	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.2	3.4	39.7	56.6	100.0	0.005
1000-1999 shekels	0.2	4.6	39.7	55.5	100.0	
2000-2999 shekels	0.0	4.7	46.1	49.2	100.0	
3000 shekels and above	1.3	6.1	48.9	43.7	100.0	
<b>Working Status</b>						
Working	0.4	4.5	47.2	47.9	100.0	0.94
Not working	0.3	4.8	40.9	53.9	100.0	
All Surveyed	0.4	4.7	43.6	51.3	100.0	



Table No. 44: Percent distribution of the surveyed persons on “a single woman’s work in another city and live alone” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Single women can work in another city and live alone				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.9	27.5	37.1	33.6	100.0	<0.001
Gaza Strip	0.0	2.6	30.2	67.2	100.0	
<b>Sex</b>						
Male	0.6	13.3	38.2	47.9	100.0	<0.001
Female	1.8	24.6	31.2	42.4	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.8	14.5	35.0	49.7	100.0	<0.001
Secondary – Diploma	1.1	20.0	35.5	43.5	100.0	
University and higher	2.7	27.0	32.0	38.3	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.2	12.5	34.1	53.2	100.0	<0.001
1000-1999 shekels	0.6	17.7	32.3	49.4	100.0	
2000-2999 shekels	0.9	19.6	38.8	40.7	100.0	
3000 shekels and above	3.9	25.7	35.0	35.4	100.0	
<b>Working Status</b>						
Working	1.8	20.6	36.4	41.2	100.0	0.018
Not working	0.8	17.6	33.4	48.2	100.0	
<b>All Surveyed</b>	1.2	18.9	34.7	45.2	100.0	



Table No. 45: Percent distribution of the surveyed persons on “married women’s traveling abroad alone for working” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Married women can travel abroad alone because of work				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.3	25.2	44.0	29.5	100.0	<0.001
Gaza Strip	0.0	8.0	27.1	64.9	100.0	
<b>Sex</b>						
Male	0.4	14.4	40.3	44.9	100.0	<0.001
Female	1.3	24.3	35.9	38.6	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.8	12.6	39.6	47.0	100.0	<0.001
Secondary – Diploma	0.9	21.8	37.4	39.8	100.0	
University and higher	0.8	29.3	36.3	33.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.5	9.6	36.5	53.4	100.0	<0.001
1000-1999 shekels	0.8	18.6	38.8	41.8	100.0	
2000-2999 shekels	0.3	24.6	37.2	37.9	100.0	
3000 shekels and above	1.9	24.8	39.2	34.1	100.0	
<b>Working Status</b>						
Working	0.7	20.6	38.8	39.9	100.0	<0.001
Not working	0.9	18.2	37.6	43.2	100.0	
All Surveyed	0.8	19.3	38.1	41.8	100.0	

Table No. 46: Percent distribution of the surveyed persons on “single women’s traveling abroad alone” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Single women can travel abroad alone because of work				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	2.3	33.0	37.6	27.2	100.0	<0.001
Gaza Strip	0.2	8.5	26.7	64.6	100.0	
<b>Sex</b>						
Male	1.0	17.4	37.7	43.9	100.0	<0.001
Female	2.1	31.8	29.9	36.2	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.8	18.5	33.6	47.0	100.0	<0.001
Secondary – Diploma	1.7	26.7	34.7	37.0	100.0	
University and higher	3.1	34.0	32.0	30.9	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.7	13.5	33.8	52.0	100.0	<0.001
1000-1999 shekels	0.8	25.9	31.4	41.8	100.0	
2000-2999 shekels	0.9	29.3	34.7	35.0	100.0	
3000 shekels and above	3.9	29.6	36.0	30.5	100.0	
<b>Working Status</b>						
Working	1.6	26.1	35.1	37.2	100.0	0.221
Not working	1.5	23.3	32.9	42.3	100.0	
<b>All Surveyed</b>	1.5	24.5	33.8	40.1	100.0	



Table No. 47: Percent distribution of the surveyed persons on “working women’s spending of their salary on their appearance and clothing” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women spend most of their salary on their appearance and clothing				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	4.7	34.7	54.2	6.4	100.0	<0.001
Gaza Strip	3.9	25.6	60.7	9.8	100.0	
<b>Sex</b>						
Male	5.8	34.3	54.9	5.1	100.0	<0.001
Female	3.0	28.8	58.0	10.2	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	4.2	35.8	52.8	7.2	100.0	0.079
Secondary – Diploma	4.7	29.8	58.0	7.4	100.0	
University and higher	4.3	25.4	61.3	9.0	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	3.4	29.4	57.6	9.6	100.0	0.043
1000-1999 shekels	6.8	34.8	52.1	6.3	100.0	
2000-2999 shekels	3.5	31.2	59.0	6.3	100.0	
3000 shekels and above	2.9	30.9	58.2	8.0	100.0	
<b>Working Status</b>						
Working	5.2	32.2	55.7	6.9	100.0	0.434
Not working	3.8	31.1	57.0	8.1	100.0	
<b>All Surveyed</b>	4.4	31.6	56.4	7.6	100.0	

Table No. 48: Percent distribution of the surveyed persons on “spending of mother’s salary on children’s nurseries” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women who have little children, spend most of their salaries on nurseries				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	4.4	58.5	35.3	1.8	100.0	<0.001
Gaza Strip	2.8	45.1	47.3	4.8	100.0	
<b>Sex</b>						
Male	4.7	55.5	36.9	2.9	100.0	0.095
Female	3.0	52.2	42.1	2.7	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	3.6	57.6	36.1	2.6	100.0	0.033
Secondary – Diploma	4.1	53.8	39.1	3.0	100.0	
University and higher	3.9	44.5	48.8	2.7	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	3.2	51.0	42.2	3.7	100.0	0.410
1000-1999 shekels	4.9	57.0	35.4	2.7	100.0	
2000-2999 shekels	2.8	52.7	41.6	2.8	100.0	
3000 shekels and above	3.5	55.3	39.2	1.9	100.0	
<b>Working Status</b>						
Working	4.5	53.0	39.7	2.8	100.0	0.711
Not working	3.4	54.5	39.3	2.8	100.0	
<b>All Surveyed</b>						
	3.9	53.9	39.5	2.8	100.0	



Table No. 49: Percent distribution of the surveyed persons on “sexual harassments of women at their workplaces” in accordance to: geographic location, sex, educational level, monthly income of the household and working status.

Demographic Variable	There are sexual harassment cases for women at their workplaces				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	7.1	55.8	32.8	4.3	100.0	<0.001
Gaza Strip	7.1	32.0	54.7	6.1	100.0	
<b>Sex</b>						
Male	8.2	52.2	36.6	3.0	100.0	<0.001
Female	5.9	42.8	44.4	6.9	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	5.5	44.7	45.5	4.4	100.0	0.010
Secondary – Diploma	8.4	50.2	36.9	4.6	100.0	
University and higher	7.8	48.0	36.7	7.4	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	5.7	37.5	52.8	4.0	100.0	<0.001
1000-1999 shekels	6.1	53.0	36.5	4.4	100.0	
2000-2999 shekels	7.6	48.7	39.2	4.4	100.0	
3000 shekels and above	9.0	51.1	32.8	7.1	100.0	
<b>Working Status</b>						
Working	7.5	55.4	32.7	4.5	100.0	<0.001
Not working	6.8	41.6	46.3	5.3	100.0	
<b>All Surveyed</b>	7.1	47.6	40.4	5.0	100.0	

Table No. 50: Percent distribution of the surveyed persons on “the employer’s right to dismiss a pregnant woman” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	An Employer has the right to dismiss a pregnant woman				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.4	9.6	60.0	29.0	100.0	0.125
Gaza Strip	2.6	9.5	63.1	24.9	100.0	
<b>Sex</b>						
Male	2.5	12.5	64.2	20.7	100.0	0.001
Female	1.0	6.5	57.8	34.7	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	1.6	11.5	62.8	24.1	100.0	0.010
Secondary – Diploma	2.1	9.5	59.8	28.5	100.0	
University and higher	1.6	4.7	59.8	34.0	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	2.5	11.3	63.5	22.8	100.0	0.179
1000-1999 shekels	1.5	9.5	61.2	27.8	100.0	
2000-2999 shekels	0.9	8.2	61.8	29.0	100.0	
3000 shekels and above	2.3	7.1	59.2	31.5	100.0	
<b>Working Status</b>						
Working	1.9	9.4	59.9	28.8	100.0	0.787
Not working	1.7	9.7	61.9	26.7	100.0	
<b>All Surveyed</b>	1.8	9.6	61.0	27.6	100.0	



Table No. 51: Percent distribution of the surveyed persons on “the extent to which women’s work is considered a future security” by geographic location, sex, educational level, monthly income of the household and working status.

Demographic Variable	A woman’s work is a security for the future, in the event that her husband dies, gets divorced or never gets married				Total	P_Value
	Strongly agree	Agree	Don’t agree	Absolutely don’t agree		
<b>Geographical location</b>						
West Bank	51.5	44.5	3.5	0.5	100.0	<0.001
Gaza Strip	67.5	29.5	3.0	0.0	100.0	
<b>Sex</b>						
Male	47	47.5	4.9	0.5	100.0	<0.001
Female	67.4	30.8	1.7	0.1	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	57.3	38.8	3.6	0.3	100.0	0.863
Secondary – Diploma	56.1	40.0	3.5	0.5	100.0	
University and higher	59.0	38.7	2.3	0.0	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	64.5	32.6	2.7	0.2	100.0	0.011
1000-1999 shekels	58.0	38.2	3.4	0.4	100.0	
2000-2999 shekels	56.8	40.4	2.8	0.0	100.0	
3000 shekels and above	48.2	46.6	4.5	0.6	100.0	
<b>Working Status</b>						
Working	51.8	43.9	4.0	0.3	100.0	0.003
Not working	61.0	35.8	2.8	0.3	100.0	
<b>All Surveyed</b>						
	57.1	39.3	3.3	0.3	100.0	



Table No. 52: Percent distribution of the surveyed persons on “sexual harassments and women’s responsibility” by geographic location, sex, educational level, monthly income of the household and working status.

Demographic Variable	The woman who faces harassments at her workplace, is considered responsible due to her appearance and behavior				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	17.8	47.7	28.7	5.9	100.0	<0.001
Gaza Strip	25.4	50.5	22.4	1.7	100.0	
<b>Sex</b>						
Male	21.7	52.3	23.4	2.5	100.0	<0.001
Female	19.0	44.9	29.7	6.4	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	23.8	53.0	21.7	1.6	100.0	<0.001
Secondary – Diploma	19.5	47.7	27.1	5.6	100.0	
University and higher	14.1	40.2	37.1	8.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	21.8	51.0	25.2	2.0	100.0	<0.001
1000-1999 shekels	23.0	52.5	21.5	3.0	100.0	
2000-2999 shekels	20.5	48.9	27.1	3.5	100.0	
3000 shekels and above	15.8	41.8	32.5	10.0	100.0	
<b>Working Status</b>						
Working	21.0	47.8	25.5	5.7	100.0	0.175
Not working	19.9	49.3	27.3	3.5	100.0	
<b>All Surveyed</b>						
	20.4	48.7	26.5	4.4	100.0	



Table No. 53: Percent distribution of the surveyed persons on “the possibility of women’s work in a place where it’s all men” by geographic location, sex, educational level, monthly income of the household and working status.

Demographic Variable	A woman can work in a place where it's all men				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	3.6	41.9	43.3	11.2	100.0	<0.001
Gaza Strip	2.8	30.2	39.5	27.5	100.0	
<b>Sex</b>						
Male	1.9	34.4	46.0	17.7	100.0	<0.001
Female	4.8	41.5	37.8	15.9	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	2.6	30.1	46.4	20.9	100.0	<0.001
Secondary – Diploma	3.6	40.0	39.8	16.5	100.0	
University and higher	4.3	52.0	36.3	7.4	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	2.5	33.6	36.5	27.5	100.0	<0.001
1000-1999 shekels	3.2	35.2	46.8	14.8	100.0	
2000-2999 shekels	3.2	38.5	45.1	13.2	100.0	
3000 shekels and above	4.8	46.3	38.6	10.3	100.0	
<b>Working Status</b>						
Working	3.6	40.4	42.4	13.6	100.0	0.022
Not working	3.2	35.9	41.7	19.3	100.0	
All Surveyed	3.3	37.9	42.0	16.8	100.0	

Table No. 54: Percent distribution of the surveyed persons on “the possibility of a woman to be a director of a group of men” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	A woman can be a director of a group of men at work				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	6.5	55.3	29.6	8.6	100.0	<0.001
Gaza Strip	5.2	39.5	36.7	18.6	100.0	
<b>Sex</b>						
Male	3.8	47.4	35.3	13.5	100.0	<0.001
Female	8.3	52.3	28.8	10.6	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	3.6	43.0	38.6	14.8	100.0	<0.001
Secondary – Diploma	6.4	51.8	30.3	11.5	100.0	
University and higher	11.3	61.7	20.3	6.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	4.4	41.7	36.3	17.6	100.0	<0.001
1000-1999 shekels	5.3	50.6	31.4	12.7	100.0	
2000-2999 shekels	5.7	50.2	35.3	8.8	100.0	
3000 shekels and above	9.0	57.9	25.7	7.4	100.0	
<b>Working Status</b>						
Working	6.6	51.9	30.6	10.9	100.0	0.286
Not working	5.6	48.2	33.2	13.0	100.0	
<b>All Surveyed</b>	6.0	49.8	32.1	12.1	100.0	



Table No. 55: Percent distribution of the surveyed persons on “a woman’s acceptance of work without consulting a husband or father” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Women are entitled to accept a job without consulting their husbands or fathers				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.2	5.5	58.8	34.5	100.0	<0.001
Gaza Strip	0.0	2.4	37.5	60.1	100.0	
<b>Sex</b>						
Male	0.5	3.9	50.8	44.8	100.0	<0.001
Female	1.0	5.0	52.0	42.0	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	0.2	3.3	48.3	48.3	100.0	0.001
Secondary – Diploma	1.1	4.5	52.9	41.5	100.0	
University and higher	1.6	7.0	55.5	35.9	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	0.2	3.7	46.1	50.0	100.0	<0.001
1000-1999 shekels	0.6	3.8	47.3	48.3	100.0	
2000-2999 shekels	0.9	4.1	55.8	39.1	100.0	
3000 shekels and above	1.0	6.8	60.8	31.5	100.0	
<b>Working Status</b>						
Working	0.9	5.1	52.1	41.9	100.0	0.568
Not working	0.7	3.9	50.9	44.5	100.0	
<b>All Surveyed</b>	0.8	4.4	51.4	43.4	100.0	

Table No. 56: Percent distribution of the surveyed persons on “the less salary women get compared to men, even though they perform the same work” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Working women receive less salaries than men, even though they perform the same work				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	4.0	38.8	47.1	10.1	100.0	<0.001
Gaza Strip	1.7	22.3	59.6	16.5	100.0	
<b>Sex</b>						
Male	2.8	36.0	52.0	9.2	100.0	<0.001
Female	3.7	30.0	50.8	15.5	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	2.0	35.0	51.1	11.8	100.0	0.316
Secondary – Diploma	3.8	31.5	51.7	13.0	100.0	
University and higher	4.7	32.0	51.6	11.7	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	3.9	28.2	55.6	12.3	100.0	0.110
1000-1999 shekels	3.2	31.9	50.8	14.1	100.0	
2000-2999 shekels	2.5	35.6	51.4	10.4	100.0	
3000 shekels and above	2.3	39.2	46.6	11.9	100.0	
<b>Working Status</b>						
Working	4.0	35.8	49.4	10.7	100.0	0.037
Not working	2.6	31.0	52.9	13.5	100.0	
<b>All Surveyed</b>						
	3.2	33.1	51.4	12.3	100.0	



Table No. 57: Percent distribution of the surveyed persons on “men’s right to take their wives’ salary” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	The husband is entitled to take the salary of his wife and to use it as he pleases				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	1.5	10.9	65.5	22.2	100.0	0.218
Gaza Strip	2.4	13.0	61.0	23.6	100.0	
<b>Sex</b>						
Male	3.2	13.5	66.1	17.2	100.0	<0.001
Female	0.4	9.6	61.7	28.3	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	2.0	13.7	63.9	20.4	100.0	0.060
Secondary – Diploma	1.8	11.5	63.3	23.3	100.0	
University and higher	1.2	6.6	65.6	26.6	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	2.9	13.5	60.8	22.8	100.0	0.295
1000-1999 shekels	1.3	12.2	65.0	21.5	100.0	
2000-2999 shekels	1.3	8.8	66.2	23.7	100.0	
3000 shekels and above	1.0	11.9	65.6	21.5	100.0	
<b>Working Status</b>						
Working	2.1	12.2	65.4	20.3	100.0	0.239
Not working	1.6	11.1	62.8	24.4	100.0	
<b>All Surveyed</b>	1.8	11.6	63.9	22.7	100.0	

Table No. 58: Percent distribution of the surveyed persons on “the extent to which senior management positions are exclusive to men only” by geographic location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Senior management positions are exclusive to men only				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	6.4	26.2	55.6	11.8	100.0	<0.001
Gaza Strip	11.5	34.5	47.1	6.9	100.0	
<b>Sex</b>						
Male	10.0	34.4	48.5	7.1	100.0	<0.001
Female	6.3	23.6	56.9	13.2	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	9.4	34.8	49.9	5.9	100.0	<0.001
Secondary – Diploma	7.4	27.3	54.2	11.1	100.0	
University and higher	7.0	19.5	55.5	18.0	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	8.6	32.9	49.6	8.8	100.0	0.002
1000-1999 shekels	9.9	27.6	53.8	8.6	100.0	
2000-2999 shekels	6.6	33.8	50.8	8.8	100.0	
3000 shekels and above	6.1	22.8	55.6	15.4	100.0	
<b>Working Status</b>						
Working	8.4	30.6	51.2	9.9	100.0	0.678
Not working	8.0	28.0	53.8	10.3	100.0	
All Surveyed	8.2	29.1	52.7	10.1	100.0	



Table No. 59: Percent distribution of the surveyed persons on “the importance of women’s work outside their home for their personality and role in the society” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Women’s work outside their home is considered important for their personality and role in the society				Total	P_Value
	Strongly agree	Agree	Don’t agree	Absolutely don’t agree		
<b>Geographical location</b>						
<b>West Bank</b>	23.4	61.6	14.4	0.6	<b>100.0</b>	<0.001
<b>Gaza Strip</b>	53.1	36.9	9.1	0.9	<b>100.0</b>	
<b>Sex</b>						
<b>Male</b>	21.9	57.5	19.2	1.4	<b>100.0</b>	<0.001
<b>Female</b>	45.8	48.5	5.7	0.0	<b>100.0</b>	
<b>Educational level</b>						
<b>Preparatory Stage and Below</b>	32.9	52.6	14.0	0.5	<b>100.0</b>	0.086
<b>Secondary – Diploma</b>	32.0	54.2	13.0	0.8	<b>100.0</b>	
<b>University and higher</b>	39.8	51.2	7.8	1.2	<b>100.0</b>	
<b>Monthly income of the household</b>						
<b>Less than 1000 shekels</b>	44.4	43.9	11.3	0.5	<b>100.0</b>	<0.001
<b>1000-1999 shekels</b>	29.7	54.9	14.8	0.6	<b>100.0</b>	
<b>2000-2999 shekels</b>	31.9	56.5	11.0	0.6	<b>100.0</b>	
<b>3000 shekels and above</b>	28.3	58.2	12.5	1.0	<b>100.0</b>	
<b>Working Status</b>						
<b>Working</b>	26.1	56.1	16.3	1.5	<b>100.0</b>	<0.001
<b>Not working</b>	39.3	50.8	9.8	0.1	<b>100.0</b>	
<b>All Surveyed</b>	33.6	53.1	12.6	0.7	<b>100.0</b>	



Table No. 60: Percent distribution of the surveyed persons on “women’s self-realization through work” by geographical location, sex, educational level, monthly income of the household and working status.

Demographic Variable	Work helps women and enables them to attain self-fulfillment				Total	P_Value
	Strongly agree	Agree	Don't agree	Absolutely don't agree		
<b>Geographical location</b>						
West Bank	26.2	61.0	12.2	0.6	100.0	<0.001
Gaza Strip	53.1	40.4	6.1	0.4	100.0	
<b>Sex</b>						
Male	22.8	60.8	15.7	0.8	100.0	<0.001
Female	48.6	46.8	4.3	0.3	100.0	
<b>Educational level</b>						
Preparatory Stage and Below	32.2	54.7	12.6	0.5	100.0	0.017
Secondary – Diploma	35.6	55.3	8.5	0.6	100.0	
University and higher	43.4	48.4	7.8	0.4	100.0	
<b>Monthly income of the household</b>						
Less than 1000 shekels	44.6	47.5	7.4	0.5	100.0	0.001
1000-1999 shekels	30.4	58.0	11.2	0.4	100.0	
2000-2999 shekels	37.2	53.3	8.8	0.6	100.0	
3000 shekels and above	29.3	56.9	13.2	0.6	100.0	
<b>Working Status</b>						
Working	27.8	58.1	13.4	0.7	100.0	<0.001
Not working	41.3	50.8	7.5	0.3	100.0	
<b>All Surveyed</b>	35.5	53.9	10.1	0.5	100.0	



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