

General Personnel Council
Palestinian National Authority



ديوان الموظفين العام
السلطة الوطنية الفلسطينية

Gender in Public Management
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Woman status in Palestine

Historical back ground

- In 1929 the first Palestinian Woman Conference was held in Jerusalem which formed the executive committee for Arab Ladies Society.
- In 1965 the General Union for Palestinian Woman was established.
- In 1964 Palestinian National Council (PNC) – PLO which considered as legislative body was established, there were 66 women out of total 744 member constituting 7.5%
- In 1991- Madrid negotiation for peace, there were 66 women out of total 366 members.
- In 1996 five women were elected in the first Palestinian legislative Council (according to Oslo treaty out of total 88 members.
- In 1997 the women elected at municipality were at 0.5%, while in 2000 at 1.8% and in 2004-2005 at 18%.
- In 2006, 17 women were elected in the second legislative council from quota but non win from elected circles from total of 132 members.
- In 2009 four female ministers out of 22 representing 18% of the cabinet.
- 22 female judge out of 147 account for 15% of total number
- Woman account for 10 -15% of the total work force.

Woman in the Public Sector

Number and distribution of public employees according to sex

Area	Male	%age	Female	%age	Total	%age
Gaza	22586	71%	9359	29%	31945	40%
WB	26662	56%	21286	44%	47948	60%
Total	49248	62%	30645	38%	79893	100%

Distribution of public employees by work place and sex

Ministry	Male	Female	Total
Ministry of Education	21,091	20,574	41,665 = 52.1%
Ministry of Health	8,253	4,295	12.548 = 15.7%
Other Ministries	19,904	5,776	25,680 = 32.14%
Total	49,248	30.645=38.3%	79.893

Distribution of public employees by position and sex
 N.B. Ministry of education is not included.

Employee position	Male	%age	Female	%age	Total
Deputy minister	28		2	6.6%	30
Assistant DM	88		4	4.34%	92
Director general A3	88		13	12.87%	101
Director General A4	536		62	10.36%	598
Director ABC	4,280		971	18.5%	5,251
From (grade 1 to 10)	28,384		12,883	31.2%	41,267
Others	574		186	24.47%	760
Total	33,978		14,121	29.35%	48,099

Human Resources Management addressing gender objectives

- No specific policy or strategy considering gender in the public appointment and management, it depends on needs like MoE and MoH, where we consider keys of appointment and projections.
- The civil services law regulated the whole processes from recruitment till termination on equal opportunity, GPC is established for this purpose to assure the Implementation of the law.
- There no differences in terms of salary, promotion and pension.
- Recruitment is processed on selection bases which consider the merit base opportunity.
- Capacity building of woman depends on her free time and availability, no special program for women is formulated, she has less opportunity to represent the country abroad or to participate in long term training.
- Civil services law guarantees the flexible working procedures concerning privacy such as maternity leave, breast feeding and non paid leave for child care or accompany husband abroad.

Gender tests of legislations

- Palestinian Basic Law (Temporary Constitution)
 - (Article 9): provides that Palestinian people are equal in front of law and judiciary, no discrimination among them regardless ethnicity, sex, color or political opinion or disability.
 - (Article 25/1): provides every citizen has the right to work it is a patriotic duty and honor, the authority would exert all efforts to provide work for every one who is able to work.
 - (Article 26/4): provide all people have the right to participate in the public and political life through occupying high posts and public jobs on merit based opportunities
 - (Article 68): provides public servants, all employees in the country and terms of employment are undergone to laws
 - (Article 86): provides every thing pertaining public services is regulated by law, the (GPC) general personnel council is the responsible body to coordinate with other government bodies to develop the public administration and is responsible for implementation the law and its executive regulation concerning public administration and its staff.

Conclusion:

Basic Law put the main guidelines for public job through the following themes:

- 1- equality and no discrimination.
 - 2- occupying public job is done on equal opportunity bases.
 - 3- terms of appointment is done by law.
 - 4- civil services law is done to regulate the civil services affairs.
- Civil services law guarantees equal and transparent opportunity for females and males regarding recruitment, promotion, training, performance assessment, vacation and payment. Additional benefit female has 70 days maternity leave, one hour daily breast feeding for one year, health insured if husband is public employee, non payment leave including child care leave and if accompanying husband abroad.
 - Labor law considers employees in private sector, NGOs and in an international agencies which also stressed on equality.
 - Female quotas are considered in the election of legislative council and municipalities who make lobbying for gender issues in the public sector.

Gender responsive budgeting

- No specific policy, strategy or any measures concerning gender budgeting, the process of preparing the budget is done in neutral way.
- Gender budgeting is considered without proportion or calculation, it is a program based intervention mainly by donors and partially by government e.g. MoH, MoE, and ministry of social affairs etc.
- There is no developmental budget, it is only operational and salaries.
- Our budget is still stuck to budget items not program and activities.
- There is no mechanism for monitoring and evaluation.
- Budget items doesn't allow an assessment to test the principles of equity or gender budgeting.
- There is no transparency during preparing the budget concerning resources distribution geographically, socially, age group and gender.
- Ministry of woman affairs was established in 2005 with very limited resources at 1.4 million US.\$ account for 0.05% of the total budget 2009.
- Woman affairs unit is recently established at each ministry which will take the responsibility of gender budgeting in the near future.



In conclusion:

There is no specific policy for gender in Public HR or for gender budgeting in Palestine, but gender legislation was the main safe guard to prevent gender discrimination.

Recently new measures are taken by MoW which will fill the above two gaps.



Thanks for all