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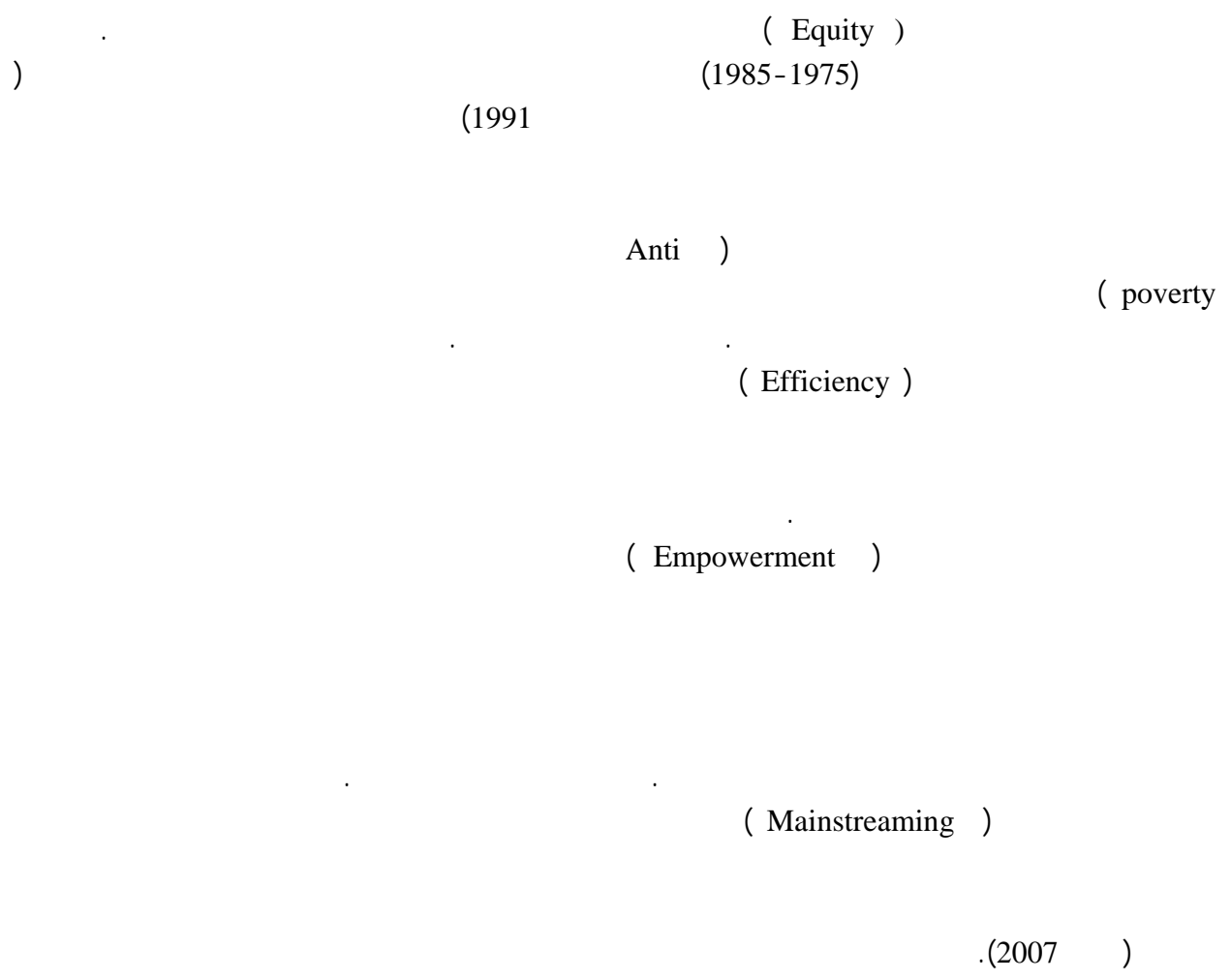
abeer.dababneh75@gmail.com

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drawawdeh@yahoo.com
2010/7/12

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Diane Sainsbury and Christina

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Willas

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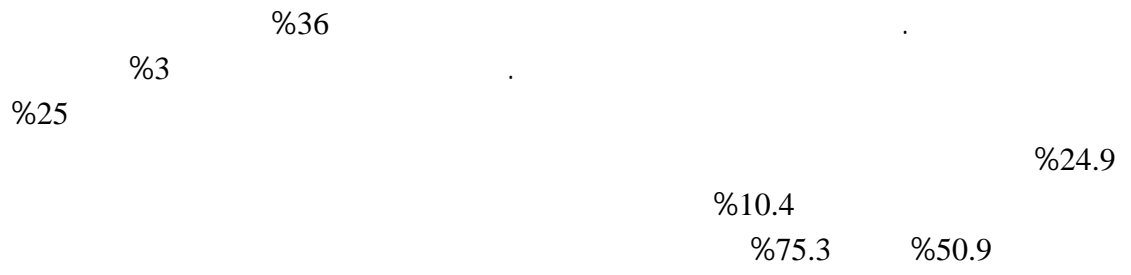
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%31

mainstreaming Gender in "

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2003 " Global Public Policy



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%20

(Gender Analysis)

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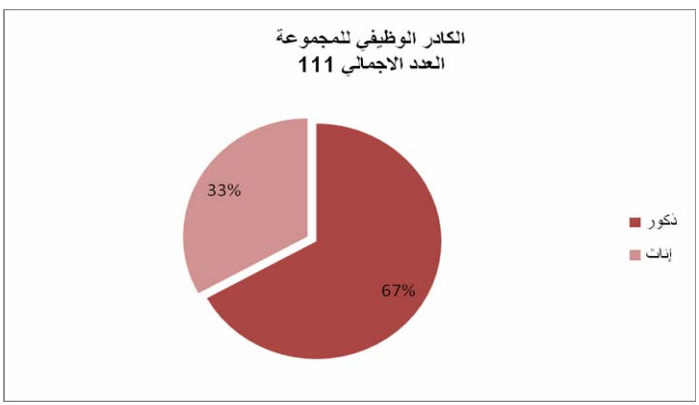
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(60)

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%72.5 (40-30)

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%		%					
0	0	0	0	0	20		-1
47.2	17	52.8	19	36	30	20	-2
27.5	11	72.5	29	40	40	30	-3
28.6	8	71.4	20	28	50	40	-4
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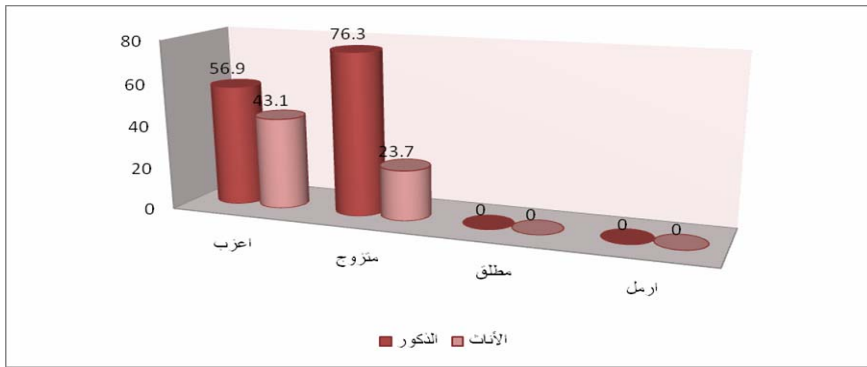
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%		%					
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31.6	6	68.4	13	19			2
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27.3	3	72.7	8	11	2000-1996	2	
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34.7	26	65.33	49	75	2008-2006	4	

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28.6	2	71.4	5	7			1
45.5	5	54.5	6	11	(Owners Staff)		2
28	7	72	18	25			3
0	0	100	7	7	IT		4
0	0	100	7	7			5
33.3	2	66.7	4	6			6
33.3	6	66.7	12	18			7
62.5	5	37.5	3	8	CEOs Office		8
50	5	50	5	10			9
36.4	4	63.6	7	11			10

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(5)

(1999)

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%83.3 %16.7
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%		%				
0	0	100	5	5	/	8
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0	0	100	1	1	./	10
66.6	2	33.3	1	3	/	11
100	4	0	0	4	./	12
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0	0	100	1	1		14
100	1	0	0	1	/	15
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(5):

%		%				
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64	16	28	7	23	./	6
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 (G.friedmann) (E.schneider)
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60	9	40	6	15		-4
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 E.schnieder,Industrial Soociology(NY:mcgrow-hillinc.
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The Status of Gender Mainstreaming within the Private Sector: An analytical Study of Nuqul Group

*Amal Al-Awawdeh**, *Abeer Dababneh***

ABSTRACT

This study recognized the state of affairs encompassing the process of gender mainstreaming into the public and private sectors. The study is considered a ground -breaking one and the first to analyse the reality surrounding the mainstreaming process in the private sector, represented by the regional administration of Nuqul Group in The Hashemite Kingdom of Jordan, with the aim of analysing the dimensions of the process of the gender perspective mainstreaming, on two axes: Human resources and institutional. To this effect, the study used both the quantitative and qualitative method. Surveying was used to monitor and analyze quantitative data by conducting a comprehensive survey of all employees in the regional administration, 110 male and female employees. A questionnaire was used to gather information from the respondents, together with the data recorded in the institution's official records.

With regard to the institutional analysis, the qualitative method was used. Thorough and detailed Interviews were conducted with a number of male and female employees selected through the technique of the purposive and the stratified sampling. The study revealed a gap in male and female representation in the organizational structure of the institution, be it in terms of number or in terms of woman's representation in decision-making and high leadership positions. On the other hand, woman's representation was high in base- level administrative jobs that conform to the patterned and traditional view of what counts as woman jobs.

As for prevailing culture and available opportunities, neutrality and gender constituted the main feature characterizing the decision-making process of most of the decisions affecting male and female employees in the institution.

Keywords: Gender, Gender Analysis, Gender Mainstreaming.

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