

Palestine: Emergent Account of Women in Public Administration

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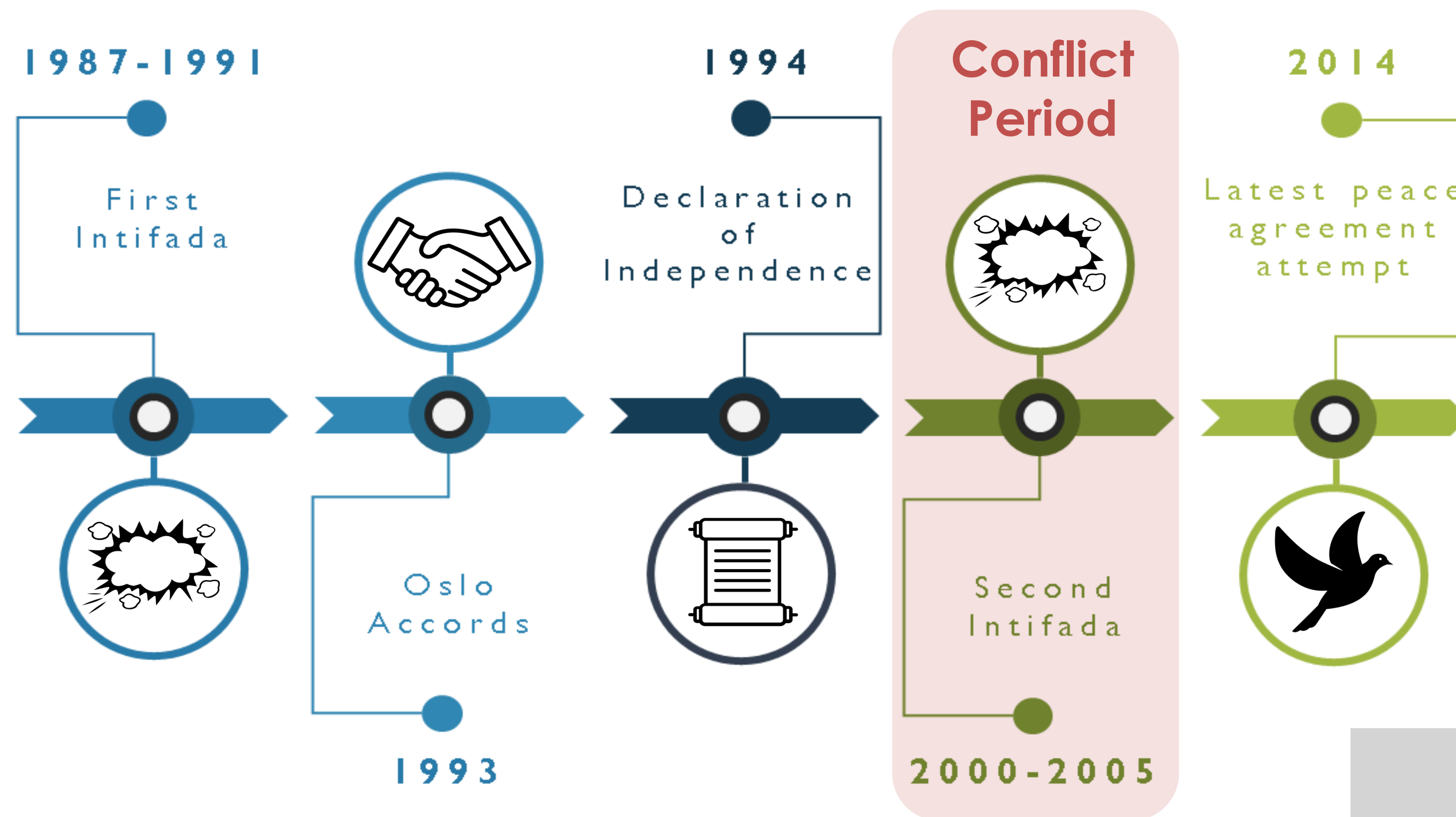
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Palestine: West Bank and East Jerusalem

Conflict context: Palestine has been involved in six conflicts with Israel in the past 70 years. There have been 12 attempted peace agreements since 1919. A comprehensive peace agreement has yet to be reached.

RECENT TIMELINE



PUBLIC SECTOR

Includes Health, Education, and Public Administration



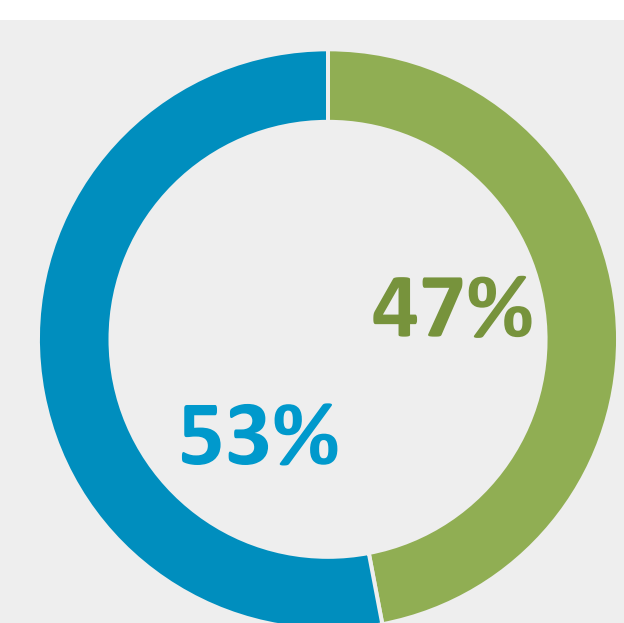
PUBLIC ADMINISTRATION

CHALLENGES

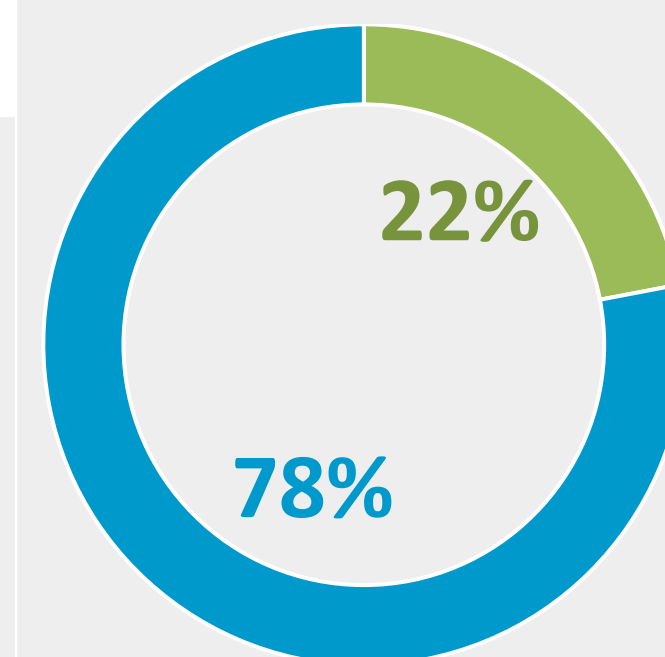
- A lack of gender equality **reform**
- The **lack of peace** and struggle for autonomy hinders stability and reform.
- A female **lag in education**
- The **absence of support mechanisms** for women
- Data **inconsistency** and **unavailability**



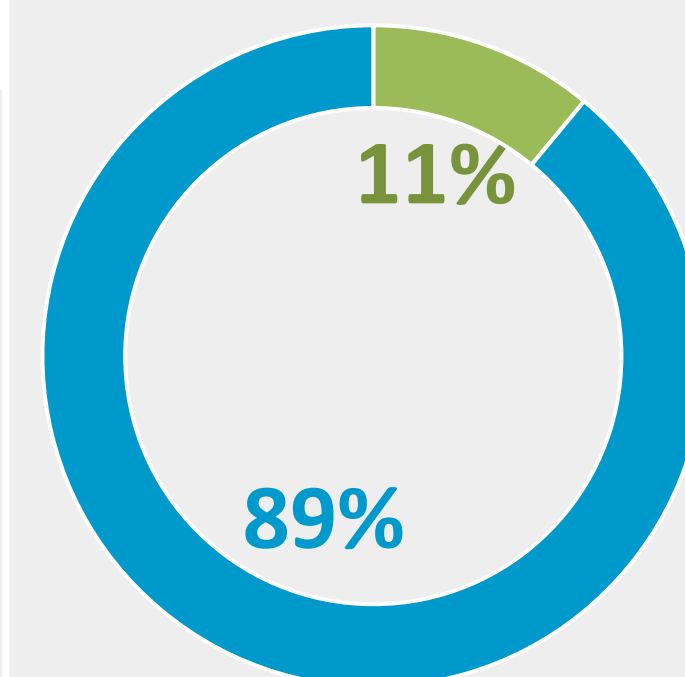
Mid- to lower-level positions



Director-level positions



General director-level positions



Data shows that higher-level public administration positions have **lower proportions** of women. This suggests that upper-level public administration positions are **harder to access** for women.

- **Public Administration Bureaus:** Information Technology, Financial & Administrative Affairs, Environmental Quality, Grants/Loans and Donations, Education, Public Institutions, Organizations/NGOs, Local Government, Civil Governance and Security, Executive Authority, Public Budget, Legislative and Judiciary Authorities, and Legal Affairs
- **Over 50%** of women in public administration have four children or more.
- **Constitutional reforms** put requirements into place for a more merit-based public administration system, but no specific reforms are in place for gender equality.
- Decreasing donor budgets and mostly unchanging political and security landscapes is increasing pressure for **spending cuts** in public administration.

