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79.5	31	39	18		2008/7/21		4
45.7	16	35	7		2008/8/9		5
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69.2	144	208	73				

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SWOT

(2):

%		%		%		%		
86.8	125	89.7	26	75.7	28	91.0	71	
11.8	17	10.3	3	24.3	9	6.4	5	
1.4	2	-	-	-	-	2.6	2	
100.0	144	100.0	29	100.0	37	100.0	78	

11.7 10.24) (%86.8) (2)

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(3):

%		%		%		%		
89.6	129	96.6	28	91.9	34	85.9	67	
10.4	15	3.4	1	8.1	3	14.1	11	
100.0	144	100.0	29	100.0	37	100.0	78	

(3)

(%89.6)

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%		%		%		%		
97.2	246	100.0	49	98.0	96	95.3	101	
1.2	3	-	-	2.0	2	0.9	1	
1.6	4	-	-	-	-	3.8	4	
100.0	253	100.0	49	100.0	98	100.0	106	

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(4)

(%97.2)

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%		%		%		%		
66.7	96	82.8	24	62.2	23	62.8	49	
33.3	48	17.2	5	37.8	14	37.2	29	
100.0	144	100.0	29	100.0	37	100.0	78	

(%66.7) (3)

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%		%		%		%		
44.8	5.0	35.5	3.9	57.6	6.4	41.4	4.6	
44.1	4.9	36.5	4.1	54.0	6.0	41.7	4.6	
42.5	4.7	33.6	3.7	50.4	5.6	43.6	4.8	
39.4	4.4	36.5	4.1	42.8	4.8	39.0	4.3	
37.2	4.1	29.4	3.3	45.0	5.0	37.1	4.1	
36.8	4.1	38.2	4.2	38.3	4.3	34.1	3.8	
32.4	3.6	31.5	3.5	34.2	3.8	31.6	3.5	
26.0	2.9	26.6	3.0	27.0	3.0	24.4	2.7	
25.5	2.8	26.3	2.9	19.8	2.2	30.5	3.4	

....(%42.5)

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.(4) .

(%44.8)

(%44.1)

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%		%		%		%		
93.1	125	96.6	28	93.1	27	89.7	70	
80.0	109	79.3	23	80.0	23	80.8	63	
49.6	66	51.7	15	49.6	14	47.4	37	
44.4	67	31.0	9	44.4	13	57.7	45	
44.2	60	44.8	13	44.2	13	43.6	34	
30.7	45	24.1	7	30.7	9	37.2	29	
24.6	37	17.2	5	24.6	7	32.1	25	

(7)

(%44.4 %49.6)

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%		%		%		%		
61.8	84	62.1	18	61.8	18	61.5	48	
60.7	84	58.6	17	60.7	18	62.8	49	
57.5	78	58.6	17	57.5	17	56.4	44	
54.5	74	55.2	16	54.5	16	53.8	42	
52.6	70	55.2	16	52.6	15	50.0	39	-
51.7	72	48.3	14	51.7	15	55.1	43	
47.9	65	48.3	14	47.9	14	47.4	37	
46.6	63	48.3	14	46.6	14	44.9	35	
44.0	63	37.9	11	44.0	13	50.0	39	
36.0	51	31.0	9	36.0	10	41.0	32	

%		%		%		%		
36.0	51	31.0	9	36.0	10	41.0	32	
35.1	53	24.1	7	35.1	10	46.2	36	
34.5	52	24.1	7	34.5	10	44.9	35	
33.9	46	34.5	10	33.9	10	33.3	26	
31.9	47	24.1	7	31.9	9	39.7	31	
27.7	41	20.7	6	27.7	8	34.6	27	
26.8	38	24.1	7	26.8	8	29.5	23	

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Reality and Needs of Jordanian Women in Municipal Councils

Amal M. A. Kharoof and Sahirah Nabulsi***

ABSTRACT

This study aimed at identifying the status of women members in the municipal councils in Jordan. It also aimed at identifying the needs of women members in the municipal councils in Jordan. In order to achieve the study's objectives, the descriptive method was used. The study's population included all women members of municipal councils in the three provinces enrolled in councils for the year 2007, which is a total of (208) members. The questionnaire was applied to a sample consisting of (144) women with the percentage of (69.2%) of the total number of members in all parts of the Kingdom as they represented (73) municipalities in the Kingdom. Focus groups were also used to collect data about the status of women members in the municipal councils.

The most important results of the study, in regard to the social conditions of women members in municipal councils, were their characteristics (points of strength) as they were from different specializations of higher education. Some among them enjoyed prior experience in the field of volunteer work, had the ability to communicate with Municipal Council members and the community as well as the desire to contribute in taking responsibility, and cooperate to serve the community ... etc. While the main points of weakness were their lack of experience in political issues and relevant laws, the marginalization of some of the chairpersons and members of women's role in the municipality, in addition to their poor financial situation, which would prohibit them from accomplishing their work in a timely manner ... etc.

Their available opportunities were represented by the quota system, tribal weight, profiting from previous experiences of women members in the council and good social relations with the local community. As for the challenges they faced, they were represented by the absence of headquarters for women members, which hinders their continuous presence, women's numerous responsibilities, the one-vote system, nepotism in addition to the weak participation of women in the various committees represented by the non-satisfaction of certain heads and members of municipal councils of the role of women.

With regard to their different needs in the field of managerial and technical skills, training needs in management and team work, change management, and managing relations with customers represented the highest three percentages. The three highest percentages in the area of personal skills were: Computer skills and using the Internet, English language skills and interpersonal skills, and finally the highest percentages of needs of legislative knowledge were in the area of Jordanian Constitution, the system of formal bids and functions of the municipal council's committees.

Both researchers recommended working on raising the efficiency of members of the municipal councils in knowledge, experience and skills relevant to their work in the municipal councils. They also recommended strengthening political, social, economic and managerial roles in municipal councils and helping them take rational decisions based on information and gained experiences, in addition to strengthening the role of women members of municipal councils in the various committees.

Keywords: Jordanian Women, Reality, Needs, Municipal Councils.

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