

p"ûpç-žpūpāpžpÿ
pžûpžp"ûpāpû

pòpçpìpãpß ' (ûp 1 /p—pß 'H Eûppàpì
pòpËpžpãp—pÿpû ' 9HpçpßpòpçpËpçpāpß 'H

/ ' /pË %

JHpžp—ûppÿ Aûp 7pàpß ' /p'pË (pßpž 7

A '1p· %

p"pç HpÔpË/) /p<pžp³

pžpãpžpûp—pÿpžpãpË ' Dpžpāpūpžpāpûpçpāpß /p×
.Fûp 7p³pāpËpç-žpūpāpžpÿpžûpžp"ûpāpûpçpāpß³ '1 /

تحليل واقع التعليم والتدريب المهني
والتقني في فلسطين من منظور النوع الاجتماعي

إعداد

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نوقشت هذه الأطروحة بتاريخ 2016/03/23 وأجيزت.

التوقيع

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الإقرار

أنا الموقعة أدناه مقدمة الرسالة التي تحمل عنوان:

تحليل واقع التعليم والتدريب المهني والتقني في فلسطين من منظور النوع الاجتماعي

Agendered Analysis of Technical and Vocational Training and Education in Palestine

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Declaration

The work provided in this thesis, unless otherwise referenced, is the research's own work, and has not been submitted elsewhere for any other degree or qualification.

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Signature: التوقيع:

Date: **23/03/2016** التاريخ:

*pžûp Hp—p£pãpß ' p"pãp«pžp»

| p"p£pĈ | 9Hp¿ Hpãpß ' |
|--------|---|
| (| p"p·p»pžpçp |
| , | ! ' /pë |
| / | 1ûp /pØp- |
| G | 1 '1p |
| H | *pžûp Hp— |
| - | D H ' /pÿ |
| J | Bp£püpãp |
| C | 5pšpà |
| 1 | p"ûp 1 8pçpß ' pžpîp—ûp«pãpß Dp»pôpß /p |
| 2 | p"pã |
| 4 | p"p³ '1 /pß |
| 5 | p"p³ 'p"pã |
| 5 | p"p³ '1 /pß ' |
| 6 | p"p³ '1 /pß |
| 6 | p"p³ '1 /pß |
| 7 | p"p³ '1 /pß |
| 7 | p"ûpp« '1pÿpù 'H p"ûp |
| 9 | p"pØp«pžp³pß ' *pžp³ ' p«pçpžp»pß 8pçpß pôp |
| 10 | J1 8pçpß |
| 41 | p"pØp«pžp³p |
| 50 | p"pØp«pžp³pß ' *pžp |
| 53 | * ' ! '1pÿpù 'H p«pçpžp»pß Dp»pôpß ' |
| 54 | p"p³ '1 /pß |
| 54 | p"p³ 'pËpã |
| 55 | p"p³ '1 /p |
| 58 | p"p³ '1 /pß |

| | |
|--------|-------------------------------------|
| p"p£pĈ | 9Hb¿ Hbãpß ' |
| 61 | p"p³ '1 /pß '1 |
| 61 | p"p³ '1 /pß '1 |
| 64 | p"ûpp«pŽp»p£ |
| 66 | p"p³ '1 /pß pÊp«pŽp—Dp»pÔpß '1 |
| 67 | p"pçpŽp'p |
| 75 | p"pàp'pŽ |
| 83 | p"pãpŽpìp |
| 86 | pžp«pŽp—pçpß ' p"p·p×pŽpçpã : 3pãpŽ |
| 87 | p"pçpŽp'p—p³pûpŽp' p"p |
| 98 | p"pàp'pŽpØpãpßpŽp' p"p |
| 104 | *pŽûpp» H |
| 105 | pÊpÿ '1pãpß 'H |
| b | 5pšpã |

D H ' /pÿpß ' p"pāp<pžpx

| p"p£pĆ | I Hp—p£pāpß ' | D H /pÿpß |
|--------|---|-----------|
| 15 | /' /pĚ # H)2pĩ 9pž 7px H p"pāp<pžpx .20152014) pòp³ '1 /pß ' Ep | (1) Ep×1 |
| 16 | 31 ' /pĚ # H)2pĩ 9pž 7px H p"pāp<pžpx .20152014) pòp³ '1 /pß ' Ep | (2) Ep×1 |
| 19 | /' /pĚ # H)2pĩ 9pž 7px H p"pāp<pžpx .20152014) pòp³ '1 /pß ' Ep | (3) Ep×1 |
| 19 | pòpÓ pòpßpžpìpß ' Eùppàpìp—pß 'H p"ùpp'1p—pß ' .20152014) pòp³ '1 /pß ' Ep | (4) Ep×1 |
| 22 | p"pÔpçpß ' pòpÓ p"ùppçùp 7p³pàpÔpß ' D .20152014) pòp³ '1 /pß ' Ep | (5) Ep×1 |
| 23 | p"ùppçùp 7p³pàpÔpß ' p"pāp<pžpx .20152014) pòp³ '1 /pß ' Ep | (6) Ep×1 |
| 55 | *pžp³p³ \$pāpß ' pðpàpĚ)2pĩ 9pž 7px H p"p³p³ \$pāpß ' 9Hpç H (pßpž 7pß | (7) Ep×1 |
| 55 | *pžp³p³ \$pāpß ' pòpÓ (pßpž 7pß ' 3pçpÿ .20152014) pòp³ '1 /pß ' Ep | (8) Ep×1 |
| 56 | p"ùpp'1pĐpß ' p"pÔpçpß ' pòpÓ p"ùppā H .20152014) pòp³ '1 /pß ' Ep | (9) Ep×1 |
| 56 | p"pÔpçpß ' pòpÓ p"ùppā HpÛp£pß ' p"ùpp .20152014) pòp³ '1 /pß ' Ep | (10) Ep×1 |
| 57 | p"ùpp'1pĐpß pòpÓ p"ùppā HpÛp£pß ' p"ùpp .20152014) pòp³ '1 /pß ' Ep | (11) Ep×1 |
| 57 | (pßpž 7pß ' 3pçpÿ p"pāp<pžpx p"p³ '1 /pß ' p" 8pÓpžp£pāpß ' p"p³ '1 /pß ' Ep | (12) Ep×1 |
| 60 | Epžpx1 # H p"pçpžp£pāpß ' p"p³ '1 /pß ' Ep pžpè / /pĚ | (13) Ep×1 |

| p"pεpĆ | IHp—pεpāpβ ' | D H /pŸpβ |
|--------|--|-----------|
| 68 | p"ûppàpŪpβ ' p"pŸ1 /pβ 'H p"p—p³pβ ' *pĆ 1 H 8pçpā Fpā Fûp 7p³pàpÓ pòpÓ pòp pòpçpìpāpβ ' (ûp1 /p—pβ 'H Eûppà | (14) Ep×1 |
| 69 | p"ûppàpŪpβ ' p"pŸ1 /pβ 'H Fûp pāp p³pàpÓ pòpÓ pòp (ûp1 /p—pβ 'H Fûp pāp p³pàpÓ pòpÓ pòp pòpÓ pòpĒpŽpāp—pŸpû ' 9Hpçpβ ' 1 H)2pī 9pŽ 7p× H p"ûpp'1pĒpβ ' p"pŌpçpβ ' .3pçpŸpβ ' 1 | (15) Ep×1 |
| 71 | p"pŸ1 /pβ 'H p"p—p³pβ ' *pûpŽpŸpāpàpβ p"ûppçpìpāpβ'1ûpp'p³pāpβ | (16) Ep×1 |
| 72 | p"ûppàpŪpβ'pûpŽpŸpāpβ 'HpĒûppāpŸpβ J p"ûppçpìpāpβ ' p"p³p³ \$pāpβ | (17) Ep×1 |
| 73 | p"pŸ1 /pβ 'H p"p—p³pβ ' *pûpŽpŸpāpàpβ .8pŌpŽpεpāpβ ' 1ûpp' | (18) Ep×1 |
| 74 | p"ûppàpŪpβ'pûpŽpŸpāpβ 'HpĒûppāpŸpβ J p" 8pŌpŽpεpāpβ—pāpβ | (19) Ep×1 |

Bp£pübãþß ' p"pãþpžþx

| p"p£pĆ | Bp£pàpãþß ' | Bp£pàpãþß |
|--------|--|-----------|
| 116 | p"pçpžþ'p—p³pû ' | (1) Ep× 1 |
| 117 | p"pçpž | (2) Ep× 1 |
| 123 | p"p—p³pß ' *pûpžþÿpãþß 'H * '1pçpžþp pòpÓ pòpçpØp—pß 'H pòpçpìpãþß ' p'ûpð Eûppàpìp—pß ' *pžp³p³ \$pã pòpÓ pòpËp pòpçpìpãþß | (3) Ep× 1 |
| 128 | p"pãþipã DÚ | (4) Ep× 1 |

D Hp÷ ' Dp»pÔpß '

p"ûp 1 8pçpß ' pŽpìp—ûppÔpàp§ H p"p³ '1 /pß ' p

p"pã /pØpã

p"p³ '1 /pß ' p"pàpÛp·pã

p"p³ '1 /pß ' p"pàp<p³ #

p"p³ '1 /pß ' *pŽûppç 1pÓ

p"p³ '1 /pß ' A' /pë #

p"p³ '1 /pß ' p"ûppãpë #

p"p³ '1 /pß ' /H /p£

p"ûpp<'1pÿpù 'H p"ûpp£pü 7p»pû ' *pŽt

büpûbβ bĒbāb—pÿpābβ ' pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē
pòbÓ/ùppàpØp—bβ ' Eùpp³pØp—bβ ' pðbβ % 1ùpp·ùp +pžbāpōpūē pžbāpōpūē pžbāpōpūē
pĒbx 'H DùppàpĒp— pòbÓ p"p>Ēpžb'pβ ' pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē
.pòpĒpžpāp—pÿpā ' pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē

p"p³ '1 /pβ# p"pàp·p³

:p"ùppβpžb—pβ p"pàp·p³ '1 /pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē

*pžb³p³ \$pā pòbÓ pòpĒpžpāp—pÿpū ' 9Hpcpβ ' 1H 8pcpā Fpā pòbÓ pòpc
p"p'pà 7pβ ' 1 8pc p"pβpÿH Fpā)2bī 9pž 7px H p"ùpp'1pðpβ ' p"pĈ

pòbÓ pòpcpØp—pβ 'H pòpcpβpāpβ ' (ùp 1 /p—pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē
p"ùpp'1pðpβ ' p"pĈpĸpβ ' pòbÓ pòpcpβpāpβ ' (ùp 1 /p—pβ 'H Eùppàpĸp—pβ
p" 8pÓ pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē

pžpā '1p' H 7 7pβ H *pžb³pžùppòpĒpžpāpžpÿpū1 / 9Hpcpβ ' pžbāpōpūē pžbāpōpūē pžbāpōpūē
Dpāpĸpβ ')1 '2 H H Eùppàpĸp—pβ 'H p"ùpp'1p—pβ ')1 '2 H pβ p"pĸp'pžb

p"p³ '1 /pβ ' *pžùppĸ 1pÓ

:p"ùpp—pō ' p"ùp 1pĈp»pβ ' *pžùppĸ 1pĈpβ ' 1pžb'p-

*pž 7p³ pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē
9Hpcpβ ' 1H 8pcpā Fpā Fùp 7p³pàpÓ pòbÓ pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē
pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē pžbāpōpūē
.3pcpÿpβ ' 1ùppðp—pāpβ

pòpÓ pòpçpØp—pß 'H pòpçpìpãpß (úp"úpã—pß 'H Eûppàpìp—pß 'H pòpçpìpãpß) pòpçpìpãpß
pòpàpË pãùppàpìp—pß 'H pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß
pòpçpìpãpß pãùppàpìp—pß 'H pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß
pé Hp£pçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

p"p³ '1 /pß ' /H /p£

p"ùppçpìpãpß ' /úp"úpã—pß 'H pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

p"ùppçpìpãpß ' *pŽp³p³ \$pãpß ' p"p'pã

p"ùpp'1pÐpß"úp"úpã—pß 'H pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

.)2pĩ 9pŽ 7p×H

.20152014) pòp³ '1 /pß ' EpŽpìpàpß D Hp÷ ' : pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

p"pçùppË p"p'pŽpÿp—p³ 'H *pŽpçpŽùpp'pß ' pËpãpÿ pòpÓ p"pã /pßp—p³pãpß

. *pŽpçpŽùpp'pß ' p"pÿpßpŽpìpã pòpÓ E /pßp—p³pãpß ' pòp'pŽp»t

pòpçpØp—pß 'H pòpçpìpãpß (úp"úpã—pß 'H Eûppàpìp—pß ' Fpã 9Hpçpß ' 'Opë pòpçp'p—p—p

*'1 '2 H pòpçpìpãpß 'H Eûppàpìp—pß ' Fpã 9Hpçpß ' 'Opë pòpçp'p—p—p

5pŽpßpß ' 9pŽ 7pØpß ' *pŽp³p³ \$pã H p"ùppß H /H p"ùppàp£pã p"ùppã Hp

)1 '2 Hpß pËp'pŽp—pß ' pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

EpŽpË pòpçpØp—pß 'H pòpçpìpãpß ' (úp"úpã—pß 'H Eûppàpìp—pß ' Fpã 9Hpçpß ' 'Opë pòpçp'p—p—p

.p"p³ '1 /pß ' pé Opë pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

:p"ùpp'1pÿpù 'H p"ùpp£pü 7p»pù ' *

*pŽp'pà 7p—pã pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

*pŽùp Hp—p³pãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß pòpçpìpãpß

ბობყბჴბ>ბზ ' Dბ»ბÔბზ '

ბ"ბØბ'ბჴბ³ბზ ' *ბჴბ³ '1 /ბზ 'H J1 8ბყბზ ' (/ბ÷

.J1 8ბყბზ ' (/ბ÷ '

ბ"ბØბ'ბჴბ³ბზ ' .*ბჴბ³ '1 /ბზ '

ბ"ბØბ'ბჴბ³ბზ ' *ბჴბ³ '1 /ბზ ' ბðბàბË

| | | |
|-----------------------------|---|------------------------|
| | <p>Aùpùppã / !pž'1pìpû *' /ûp /pãb— #p'ùp</p> <p>Aùpùppûp— /p"ùp2pû1#ã /p"ùpž'pã— Dùppûp</p> <p>*pùpž'p»p— ' / !pž'pçp' H</p> | p"ùppÈpž'pçp»pß ' 7 |
| /p"ùppÈpž'pçp» *pž'ùppçp' H | <p>/p"ùpp'p—pùpž'pçp»pùp /p"ùppÈpž'pçp» #pž'ùp</p> <p>/pòpçpž'pã pž'ùppÿ Hpß Hpçpûp— / *'1pž'ùpp</p> <p>/)1pž'pÿpç /p"ùp Hp³p— H p" 7'1pš /</p> | p"ùppÈpž'pçp»pß ' 8 |
| /p"ùppÈpž'pçp» *pž'ùppçp' H | <p>/ Dùppãpÿp— / *pùpž'p»p—</p> <p>3p'pübã %pž'p—pç</p> | p"ùppçpìpãpß ' p"ù 9 |
| pòpÈ '1 2 | <p>pòpÈ</p> | p"ùppÈ '1 2pß ' p" 10 |
| / *pùpž'p»p— ' / (#Hp'pçpž | <p>/p"ùpp'pž'1pìpû *' /ûp /pãb— /p"ùppÈpž'pçp»</p> <p>*pùpž'pçp»p— ' / (#Hp'pçpž</p> | p"pãìpç 1pÔp 11 |
| | <p>*pùpû ' p"pçpž'ùpp» / *pùpž'p»p— ' /p"ùppÈpž'pçp»</p> <p>*'1pž'ùpp³ !pž'1pìpû / *'1pž'ùpp³ Cùppçk</p> | p"ùppÈpž'pçp»pß ' 12 |
| *pž'pã Hpàìpãpß ' pž'ùppÿpç | <p>pž'ùppÿpç</p> | p"ùppçpìpãpß ' p"ù 13 |
| | <p>pòpÈ</p> | p"ùppÈ '1 2pß ' p"ù 14 |

pòpçpçp—pß ' H pòpçpçpçp—pß ' H pòpçpçpçp—pß ' H pòpçpçpçp—pß ' H pòpçpçpçp—pß ' H pòpçpçpçp—pß ' H pòpçpçpçp—pß ' H

| | |
|--------------------------|--------------------------|
| +pžpç U'H 1 HpÛ 0 / | +pžpç U'H 1 HpÛ 0 /p"ûp |
| +pžpç U'H 1 HpÛ 0 / | +pžpç U'H 1 HpÛ 0 /p"ûp |
| +pžpç % | +pžpç U'H 1 HpÛ 0 /pò |
| /p"p£pžûpp³pß 'H | +pžpç U'H 1 |
| +pžpç U'H 1 HpÛ 0 | +pžpç % /p"ûp |
| +pžpç U'H 1 HpÛ 0 | +pžpç U'H 1 HpÛ 0 |
| +pžpç U'H 1 HpÛ 0 / | +pžpç U'H 1 HpÛ 0 / p |
| +pžpç U'H 1 HpÛ 0 | +pžpç U'H 1 HpÛ 0 / |
| +pžpç U'H 1 HpÛ 0 /pòp | +pžpç U'H 1 HpÛ 0 |
| +pžpç U'H 1 HpÛ 0 /p"ûpp | +pžpç U'H 1 HpÛ 0 |
| / *pç 1p—pçpû ' pÊp× | +pžpç U'H 1 HpÛ 0 / |
| 1 HpÛ 0 / Cûp | +pžpç U'H 1 HpÛ 0 |
| 1 HpÛ 0 /p"ûppç | +pžpç U'H 1 HpÛ 0 |
| +pžpç U'H 1 HpÛ 0 | +pžpç U'H 1 HpÛ 0 /) |
| +pžpç % /p"ûppØûpp | +pžpç U'H 1 HpÛ 0 /pð |
| +pžpç % /p"ûpp | +pžpç U'H 1 HpÛ 0 |
| 1 HpÛ 0 /p"ûpp | +pžpç % |
| +pžpç % /pòp | +pžpç U'H 1 HpÛ 0 /p"pāp |

bòpçpìpāpß ' (ûp 1 /p—pß

bžpìpA pāp"ûpûp 1 /p— * pòpçpìpāpç # (ûpûp) pòpìp' H pūpìpā
)1pìpā pžpìpāpç % pòpāpèìpß ' Fûpp' 1 /p—pāpß ' 1Hp pžpìpāpç H pžpìpāpç
)1pžpçp£pāpß p"ûpp³ûppžpçp£pāpß ' pòpçpìpāpß pèp'ûp 1/p—pß
)1' / % /p·1ûp pçpà 7p»pāpß ' ' 0pìpß pçûpp£p»pß ' EpìpÔpß ' F # Cpß 0
 1p»pžpçpìpß ' pé 0pè Fûpp' 7p' 1p—pß ' ' 0pè Fpā JHp pžpìpāpç pžpìpāpç
 FpžpÛ !'Hp³ Fûppìpā Dp pçpāpçpāpç pžpìpāpç pžpìpāpç pžpìpāpç ' (p
 .Kpžpìpāpç pžpìpāpç pžpìpāpç pžpìpāpç

EpžpāpšÓ p"p'pà 7pβ ' / ' /pĒ #H p"ûppçûp 7p³pāpĀpš)1 '2 Hp
 .(2014/2015

| p"p'p 1 Hp | p"p'p³ +pžpç | pòpβpž | //pĒ 1 Hp | //pĒ +pžp | 2pÛ 1pāpβ ' E | Ep× |
|---------------|-----------------|--------|--------------|--------------|--------------------------------|------|
| | 100% | 129 | 0 | 129 | Dûppāpšpβ ' pòp | .1 |
| 53% | 47% | 154 | 81 | 73 | pûpžpÿ *ûpp' pòpç | 2 |
| 67% | 33% | 108 | 72 | 36 | 1 HpĒ *ûpp' pòpçp | 3 |
| 44% | 56% | 169 | 74 | 95 | 3pāp'pžpç pòpçp | 4 |
| 80% | 20% | 215 | 171 | 44 | E 1pÛpβ H 7 pòpç | 5 |
| 69% | 31% | 166 | 114 | 52 | p"ûppāûppØpāp× | 6 |
| 89% | 11% | 119 | 106 | 13 | D HpĒpāpĒ pòpçp | 7 |
| 69% | 21% | 251 | 199 | 52 | Fûppçpÿ pòpçpì | 8 |
| %8 5 | %1 5 | 2 2 3 | 1 8 9 | 3 4 | Epžpāpù ' pòpçpìpā)2pòpìpç | .9 |
| %1 0 | 0 | 1 0 6 | 1 0 6 | 0 | pçpāp'pβ ' 1ûp / pç | .1 0 |
| %6 0 | %4 0 | 8 2 | 4 9 | 3 3 | 3pç Hûp Fpžpš pòp | .1 1 |
| %1 0 | 0 | 7 9 | 7 9 | 0 | pçpòpçpìpā (û | .1 2 |
| %6 9 | %3 1 | 1 8 0 | 1 2 4 | 5 6 1 | 9Hpā | |

pòpçpìpāpβ ' (ûp 1 /p—pāpβ p"pāpžpìpçpìp 7p³pāpĀpš)1 '2 Hp

| +pŽpçpû ' *pŽp»p»pš | 1 HpÛpŽp»p»pšp— | 2pÛ 1pā Ep× |
|---|--|----------------------|
| AûppÔp»p— H Dûppāpÿp—p J1pŽpāpìpāpβ ' Ep³ 1pβ ' /!pŽ | | Dppāpšpβ ' pòpç .1 |
| Dûppāpÿp—pβ ' /p"ûp/ 0ûppÔp—pā 1pìp·pβ ' A |)2pìpÿp÷ ' p"pçpŽûpp» /p"pāpŽpËp÷!pŽp * '1pŽûpp³ Cûpp | pûpŽpÿ *ûpp' pòpç .2 |
| p" 7pŽûppš / 1pìp·pβ ' AûppÔp»p | 7pûp' /p"pāpŽpË !pŽp' 1pìpÛ / /D | 1 HpË *ûpp' pòpçp .3 |
| AûppÔp»p— H Dûpp J1pŽpāpìpāpβ ' Ep³ 1 | J1pŽpāpìpāpβ ' Ep³ 1pβ ' /p"pāpŽpË ' !pŽ | 3pāp'pŽpç pòpçp .4 |
| p" 7pŽûppšpβ ' /p | /p"ûpp£p»pβ ' * 'H /p÷ ' / E Hûppç Hpāpβ)1pŽpÿpç / * '1pŽûpp³ CûppçpŽp | E 1pÛpβ H 7 pòpç .5 |
| p" 7pŽûppšpβ ' /p | / * '1pŽûpp³ CûppçpŽpÛpā /p"pāpŽpË D * '1pŽûpp³ | p"ûppàûppØpāp× .6 |
| p"ûp 0ûppÔ | !pŽp' 1pìpÛ / * '1pŽûpp³ CûppçpŽpÛpā D F /pŽpìpā DûppÛp·p— H | D Hp£pāp£ pòpçp .7 |

| | | |
|--|---|---|
| <p>AûppÔp»p—H Dûppāpÿp— J1pŽbāpā</p> | <p>!pŽb'1pìpÛ //ûp1p—H DpŽpāpĕp—F//p /)1pŽbÿpç /p"ûppĕp» * 'H / # / * '1pŽûp pòpçpŽb'pā pçûppàp³p—H 1pŽb' H</p> | <p>Fûppçpÿ pòpçpì .8</p> |
| <p>Dûpp»pÔp—H p" 7pŽûpp</p> | <p>/ * '1pŽûpp³ CûppçpŽpÛpā /p"ûppĕp» * DpŽpāpĕ # / * '1pŽûpp³ !pŽb'1pìpÛ /p"ç (Hp³pŽpĕ p"pçpŽûpp» /)1pŽp»px H 7 *pŽûppç</p> | <p>EpŽpāpù ' pòpçpì .9)pì pòpìpç</p> |
| | <p>FpŽpĕ /H 3ûppàpÿp— / * '1pŽûpp³ CûppçpŽpÛpā *pŽûppç H 1p—pÛpß 'H (Hp³pŽpĕ</p> | <p>pçpāp'pß ' 1ûp / pç .1 0</p> |
| <p>Dûpp»pÔp—H p" 7pŽûpp</p> | <p>/ûp1p'p—H AûpûppÛp— p"</p> | <p>3pç Hûp FpŽpš pòpçpì .1 1</p> |
| | <p>7püp' / E H DpŽpāpĕp— /) / pĕ / * '1pŽ *pŽûppç H 1p—pÛpß 'H</p> | <p>pçpÓ1 pòpçpìpā .1 2</p> |

pòpçpìpāpß ' (ûp 1p—pÛpß pçpāp'pß ' 1ûp / pç 7pŽpāpĕp— /) / pĕ / * '1pŽûpp³ CûppçpŽpÛpā /p"ûppĕp» DpŽpāpĕ # / * '1pŽûpp³ !pŽb'1pìpÛ /p"ç (Hp³pŽpĕ p"pçpŽûpp» /)1pŽp»px H 7 *pŽûppç

Eûbbàbìb—p Dpûp-
Ep<' / DpÛp-
p³pābîb '

Fûbb³pĕb—H p"bîbž 7
Fbā pòbçbîĭ
p³pābîb ' pòbÓ Fûbbàbābžbîbîb ')1bžbîbā pĕpÓ1 pòbÓ p"pābēpžb³pābîb
/p'pĕ H) p
. 2 0 1 0 2ûp2bîbîb '

Dpābîbîb ' Hpĕbç D
p"b-pābîbābîb ' *pžb-pŌbîb ' Fbā /ûp /pîbàbîb Ep<pübā Dûbbēb,,p— E /pØûp |
*pžp' Hbîp»bîb ' JH 0 Fbā D
pòbàpĕp³ DpÛp-p' D Hp»pĕbîb
.p"bîb H

:pòbĕpžbāp—pÿpû ' 9Hpç

pòbÓ 1p> \$p— pžbîb
/p× H J1pžbîbĕpĕbîb ' pðp
+ûpĕĭ1 H 7p—pābîb ')1p»pžbîbābîb
Epàbîûp p
p"ûbbābçp—bîb ' BûbbØpĕb— pðbàpĕ pžbîb—1 /p× pòbîbžb—bîbžb' H Dp'
.pĕbāp—pÿpābābîb p"pābîb

6 Hpîbçbîb ' p
pðbàpĕ !pžbîb

1ûbb-ûp 1ûbbš(0) 8 H # /p-ûp pžbçpžbãpÛ H pìpÔpãE Fpã Ôpãp—pšûp 9H
pòpÓpžbçp›pß ' Fûp HpÛp—pß ' pðbß % 9H pçpß ' E HpìpÔpã 1ûbb-ûp Fû
.) // p£pã Ap‹pž 8 H # /p-ûp pžbçpžbãpÛ H pìpÔpãE Fpã Ôpãp—pšûp 9H

1 HpÛ 0pß ' Fpã DpÛpß pËpãp—pÿpãp # ' F # pžbçpžbãpÛ H pìpÔpãE Fpã Ôpãp—pšûp 9H
pòpßpžp—pßpžp ' H p"ûp 1p-p'pß ' p'ûp 1pžp— pòpÓ p"pÔpãpžpçpß ' p"pç
!pžp³pçpß ' H Dpžpÿ1pãpË ' H /p-ûp pžbçpžbãpÛ H pìpÔpãE Fpã Ôpãp—pÿpã
. !pžp³pçpß ' H Dpžpÿ1pãpß Dpžpÿ1pãpË ' H /p-ûp pžbçpžbãpÛ H pìpÔpãE Fpã Ôpãp—pÿpã

: (0 0 8 3 pãrĩ / H) pžbçpžbãpÛ 0 pžbçpžbãpÛ pËpãpžbãp—pÿpãp ' 9H pç

1p›pÛ # p"ûppÓpžbçp› H p"ûppËpžbãp—pÿ ' H p"ûp /pžp›p—pç ' Dpã ' Hpìp'
p"ûppÿ Hpß Hûpp' Dpã ' HpË pžpìl

pðbß % J / \$ûp p"pÛ 1pžp-pãpß ' E HpìpÔpã Bpà 7pçpã Fpã 2pËpãp—pÿpãpç
. pËpãp—pÿpãpç /p-ûp pžbçpžbãpÛ 1p›pÛ

(pžp³p—pÛ ' Fpã E pìpÔpãp—pÿpãpç /p-ûp pžbçpžbãpÛ # 1pãpß ' H Dpÿ1pãpß p
p"pã ' /p-ûp pžbçpžbãpÛ # 1pãpß ' H Dpÿ1pãpß pËpãpžbãp—pÿpãpç /p-ûp pžbçpžbãpÛ # 1pãpß ' H Dpÿ1pãpß p

Eûppç 3pžp # pãpãpË Dpÿ1pß ' Fpã # DpÿpžpËpËpãpËpãpÿpãpÿ ' p'pÓpžpç
/pç H pËpãp—pÿpãpç # pžpÛ pžpãpËpãpËpãpÿpãpÿ # 1pãpß ' H Dpÿ1pß ' Fpã
/pç /ûp /p£p—pß ' ' Opë F # pû % # pžbçpžbãpÛ pòpÓH /pËpãp—pÿpãpç /
) /pìp' E Hpìp (2-0 0) # 1pãpçpËpËpãpËpãpÿpãpÿ H pãpã 1pšp H Fpã 2 Fpã Apãp—pç
pòpë H pËpãp—pÿpãpçpžp'

J 0pß ' Dpãpìpß ' F HpÛp /pç H Dpš /pß ' p'pÿpžpçpçpžpã /pçpß ' Eç
DpžpãpËp÷ ' Cpãp— p"ûppÿpžpçpçpžpã /pçpß ' H DpžpãpËpËpãpËpãpÿpãpÿ H p'pÿ / \$p

p"bāpžpōp'ūp'pβ' p"pā' %—p"pōžp"pžpōp' Hūpžp'pōpžp'pā 2 /ūp
)HpŸpŌpÓ (Hpà 7pāpβ' |Hp—p"pāpβ'FŌpβ/ p"žpāpβ) #pāpβŸ #Épβ
 .*pūpžpŸpāpβ' p"pŌpžpŪ pōpÓ p"pāpβžp× *p

) /p,,bŪp'pāpβ'pž/ p"pāpžp' #÷) pōpĒpžpāp—pŸpū' /p"pāpβ' E HpìpŌpāp'
 p"ūpĒpžpāp—pŸpū' H # p"ūp /pžp»p—p×pū' H # p"ūpβ"pžūpβ"pβ')1pēpž
 p"pβpžpìpÓ H p"pβ /pžpĒ *pžpβžūpβ" H pžpā '1p' p"pìpžūpβ»pβ Epìpā 'Op
 . 2 0 1 F H 1pš "H pōp'p—pŪpβ'

pōpĒpžpāp—pŸpū' 9Hpçpβ' 1 H 8pçpā Fpā pžpìpāūpβŌp—H pžpìp—p" '1
 J # pĒpž H /pçpĒ Cpβ Opβ) #p"pā 7pā 1 FpāpĒpβžpìpβ p"ūpĒpŌp
 DūppāpĒpĒpçpβ' pūpŪ pōpāpĒ 1p> \$p—p" Aūppžūpβpžūpβ'pā pžpā #
 F H 1pš "H ūpβ'p—pŪpβAp»pç 3ūpβ H pĒpāp—pŸpāpžpāpĒpĒpžp
 DūppāpĒp—) /p,,bŪ pōpĒpžpāp—pŸpūpāpçpĒpžp'1pžpçpìpāpūp *pžpā
 Kpžpžūp # A1pìp—pβ 'H) #1pāpβ 'H DpŸ1pβ' Fpā DpŪpβ p"pŌpāp—pš
 pé OpĒ FŌpŌpā pĒpāp—pŸpā pōpÓ pžpāpìpçpā DpŪpβ p"pĒpžp—pāpβ' p"
 p"ūpĒpĒpžpāp—pŸ' p"pŌpĒpžpāpçpŸpōpžpìpçpāpŌpŸpçpā # Fpā pĒpžp'p
 DpŪpŪ pēp—pžpβ"p \$pā H pĒpāp—pŸpāpĒpĒpāp—pžpāpžp pŪpβpŸ pžp
 Epžpìpβ' Eūppāpìp—pçp 1 pĒpžpìpçp 1pβp'pūpōpç'7pšp' "H (ūp 1 /p—pβ ' |
 :pōpĒpžpāp—pŸpūpāpçpžpāpāpçp—pŸpūp 2 0 1 H 9

Būppžpìp—pŸpūp' pĒpā p"pβ"p \$pāpβ' (ŌpŌpŪp—pŸpŪpç #A pōpāpĒ p"ū
 Dpūpš /pāp'pβ' | /pāpβ' pōpÓ pé1ūp H 7p—H pēp—ūppāpçp— pōpāpĒ |
 pĒpāp—pŸpāpβ' pōpÓ pžpìp—pçpžpāpž H p"pā 8pçp

BùbØp£b— pðb % p" 7pšpß ' *pìp³ /p x H JHp'1p—pß ' DpŽpÿpāpß ' |
p"ùbpßpŽp—pß ' A' /pèb

. (BpŽp)Eùppàìp—pß ' Fp³ pòpÓ Epè Fpā.1pÊùppāpÿpß E

. (p"ùbb)Eùppàìp—pß ' H Eùppàìp—pß ' p"ùbb

. (1' /pùEpŽ 8pçpß ')1' / % Fùpp³p£b—pß p"pā pùpß ' p"ùp /pžb

DpŽpÓ 7p-p"ùppŽùpß ' *pžpËpŽ 7pØpß ' Apàb—pšpāpß .1Èpāp—pÿpāpß

Eùppàìp—pß ' H 1pāp—p³pāpß pùp Hùppžpìpß ' pß Eùppàìp—pß ' H pàpāp—pß ' H pāpāp—pß ' H

. (45 2 0 1 pòpßpŽpìpß ' Eùppàìp—pß ' Eùppàìp—pß ' H pà

EpBpŽpË DpÙp-p' p"ùppÿùpp—'1p—p³pù ' !pžpçp' pòpÓ p"pā /pšp—p³pāpß

Fùppàpāpžpìpß '1 /pšpžp DpÊùppù pžp DpžpË1pÙpEp—Dpžpÿpß ' H !pžpçp

p"ùp2ùppàpÿpçpù ' p"pðpāpß ' H p"ùpp'1pìpß ' p"pðpāpß /pāpāpāpōpō H

pÊùppāpÿ pòpÓ p"p' (1 pòp) Dpùppāp£p—pžpìpß Eùppàìp—pß ' H Epè *pžpçpù pžp

Ep—Hùp 5EpE pè / /pĒ1 pîpā A Hp Òp»pß ' F(1ā 2' 9' 5p 7p)Ē pîpāp' H A Hp Òp»|

p"ùp Hpžp³pā p"p³ '1 /pß ' pòpÓ !pžpçpçpōpāpEù Dpžp-pàpžpÿpžp HDpžp³pç

B Hp³pß ' *pžpÿpžp)Eùppàìp—pß ' p³pžp Fpā 1pĒp' ' pîp ' E # /Dpžpÿpāpß ' Fùppùp

p"ùp Hpçpžp>pß ' H Eùppàìp—pß ' Eùppàìp—pß ' pòpÓ pžpçpžpËpŽ 7pžpß ' Apàp

Eùppàìp—pß ' pòpßpžpìpß 1pĒp—pß ' H Eùppàìp—pß ' H Eùppàìp—pß ' H

B 1 7p—pß ' F H / 9pž 7pØpß ' ' 0pè p"ùppāpè # pðpāpē 7pù pß Hpžpāpçpç

pòpÈpžpāp—pÿpù ' 9Hpç

/pçpçpìpāpßK' !pðpāpçpžpìpß ' Eùppàìp—pāpß p"ùppÿùpp—'1p—p³pì

p"ùppāpßpžpìpß ' *pžpìpÿ Hp—pß ' pĒpā p"pāpÿp³pçpā 1pšpçpžp—pß ' H pòp

p"ùppÿùpp—'1p—p³pù ' pè 0pìpßpĒpĒp³ùpp<1 *|

bòbçbØb—bß 'H bøbçbìbãbß ' (ûb 1 /p—bß 'H Eûbbàbìb—bß

bøbçbØb—bß ' (ûb 1 /p—bß 'H Eûbbàbìb—bß ' *pžb³p³ \$bãl

. Epž 8bçbß bøbçbìbãbß ' 9pž 7px 1í

2 0 1 4bøbßbžbìbß ' Eûbbàbìb—bß ' b"ùbbãbè # D Hb£ b"ùb Hbçbžbçbß ' 31 ' /pãbß

. 2 8

Fpã"ùbbçbìbãbß ' b"ùbbã HbÙp£bß"b³pç /pãbß ' 1pè Òpèù 1 ' * 1pžbçbù /

Epī1bßbžb³ 2/1 3 b³pžbìbß % bøbçbìbãbß ' Epžbìbß ' 1 b³pã'p'pà 7bß ' 9Hpãbÿpã

b"pÔpçbß ' bøbÓ * 1pè Òpèù /p—pžùpžbß 2³pžb³ /p£pžbçbù 'Fp³p£b—bß ' ' 0k

Bûbbìb— * 1pè Òpèù /p—pžùpžbß ' * 1pžbçbù /p—pžùpžbß ' 1pè Òpèù /p—pžùpžbß ' H

bøbçbØb—bß 'H bøbçbìbãbß ' Eûbbàbìb—

* '1pžùbbßbß ' 1p»p£ + pžbçbù ' J(pšùpçbžbãpžbã '1p' -1 7b-1 bøb—bß ' *p

. ('bžb»p»bßb—bß Eûbbàbìb—bß ' Fpã 9Hbçbß ' ' 0pè bðbß %

)1 8bç bðbß % # 1pè Òpèù /p—pžùpžbß ' bép—1 8bç H bÊpãb—pÿpãbß ' 1 /bß bøl

bøbçbØb—bß 'H bøbçbìbãbß ' Eûbbàbìb—bãbß b

bøbçbìbãbß ' Eûbbàbìb—bß ' b"ùbbãbè # D Hb£ b"ùb Hbçbžbçbß ' 31 ' /pãbß

Epèbžb³ pžbãpã Fpãb—pÔpã /p' b³pžbìb—p£bžbçbØb—pžbçbù H pÔbß '

:pžb³p³ \$bãb' Bpžb£b—bßbù ' FpË +pžbçbù '

{b'p³bß 'H pË 7H +pžbçbù % b"ùbbç /p—pã Dpãbìbß ' B Hb³ b³pÓ +pžbçbù '

. (2 7"p³ '1 /bß % bžbçbù /p—pãbß ' DpžbãpË #

bòp'ûp1pÿp— bžbãbŽbç1p' H 9Hraigã1997) žžûpãp' p"p³ CpñbžbççëÖpë /bìp
Fûpp—pàp£1pã pðbàpĚžbãpžbççpðbÓp pòpĚpžãbß +ûpñ1 /pžûpçH Eûppàpì
FpžĚpĚ H1996 EpžpĚ Fpã p"ûpçbçpžp>ps1996"pã93Fpãbßðb7Ulp7pšp"pãb£1Fž
bžbipç ,bžbãŹûp%7pspçpß 'H p"ûppãpçp—pß ')1'2H pĚpã FHpžbìp—pß ' pž
pžûppžpçp× p"pÿpßbžbìpãpß EûppĚpŽpŌpãpß ' Cpàp— 1ûp H 7p—H pĚu
pðbß % bžbãpžbç1p'pß ' A /pë Cpß OpŪ .p"pŪp1p-pß ' F' /pãp'pß ' pĚpã |
' Opë pòpÓ) #1pãbßpòpçpĥãpš'ûpãpě #p-pðß ' Dpžpÿpã pòpÓ pòpĚpžbãp—
. Dpžpÿpãpß ')

FpžpŪ Faupcait & Howden, 1998) Fûp /HpĥpŪpžpŌ pžbipìpã *pðpŌp— 'H
p"ûppĚpžpãp—pÿpû ' pžbãpžpçpß # pŕp³pçpãpß ' 1 H / 1ûp H 7p— +
bžbã '1p' pòpÓ) #1pãpß ' p"pŪ1pžp-pã) /pžûp2 Dpübš Fpã pòp'ûp1pžpĽ
-püp» U'H *pûpžp»p—pû ' *pûpžpÿpãpŪ Dpãipß ' BHp³p' Fpìp×pžp£ç
p"pŪpžp'p³pß ' Dp>pãipDpžpÿ1pß Kpžbãpãpžbãpãp 1pžp-pã H Ap—bžbì
.pžpë1ûppĚ H)1pžpÿpçpß 'H

pðbß % pðpŕpã (Dhani, 2013) J /pçpžbĚ p"p³ '1 / Cpñbžbçpçpãçpžpã #
pòpŌpçpìpãpß ' (ûp1 /p—pß 'H Eûppàpìp—pß ' pžpã '1p' pòpŌp pòpŕpžp£pß
(ûpÿp—p³ûp Epß pòpçpìpãpßpðpŕp³) p"p³-pßpß ' Eûppàpìp—pßpĚpžpçpçpŪ
pðpãpĚpÿ 1ûppðp» 1pžûpp— FpĚ)1pžp'pĚ pòpçpìpãpß ' (ûp1 /p—pß 'H
F # p"p³'pžp—pž *1pì 8 #H . Dpãipß ' KB/pžpçpãpžpãpçpãp FpĥpŪpžpãpìç
/ûp2pãpãpß *pìpÓ / F' /pãp'pß ' KpãpçpèpžpççpžpãpĚpžpçpçpãpãpß ' Eûppàpìp—pß ' *pžp³p³ \$pãp' Bpžp£p—pßpû ' pžp³pçpžpãp+ûpĚpãp
FpžpŪp³ H !pžp³pçpãpß Ap»pçpã 1ûppĚ DHp»HH Fûppãpàpìpãpß ' p"ûp

+pβpžp>pβ ' Dp»pÔpβ '

* ' ! ' 1pÿpù ' H p"pØûp 1 7pβ '

p"p³ ' 1 /pβ ' pžpìpçpã

p"p³ ' pžpãp—pÿpã

p"p³ ' 1 /pβ ' p"pçûppË

p"p³ ' pðpβ# .

) ' /p÷ ' B /p»

) ' /p÷ ' *pžp'p>

p"p³ ' 1 /pβ ' * ! ! ' 1pÿ %

p"p³ ' 1 /pβ ' * ! 1ûppÐp—pã

p"ûpp<pžp>p£pù ' . *pžpÿpβpžpì

ბ"უბცბიპ—ბ 'H ბ"უბცბიპāბ ' *ბჰბ³ბ³ \$პāბ ' ბōბÓ (ბβბŽ 7ბ ' 3ბ

ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

| ბ"ბ'პà 7ბ ' | +ბჰბყ % | 1 HბÛ 0 | ბ"ბ³ბ³ \$პāბ ' |
|-------------|---------|---------|----------------|
| 2632 | 437 | 2195 | ბ"უბცბიპ |
| 1801 | 561 | 1240 | ბòბყბიპā (ûბ |
| 3773 | 2051 | 1722 | ბ"უბბყ |
| 8206 | 3049 | 5157 | 9Hბā |

ბ"ბ³ '1 /ბ ' ბ"ბყûბბĚ

ბ"უბცბიპāბ ' *ბჰბ³ბ³ \$პāბ (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

ბ"უბბ³ /ბ ' ბ"ბყûბბĚ (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

ბòბყბიპāბ ' (ûბ 1 /ბ—ბ ' 2ბÛ)ბ"ბ³ბ³ \$პāბ (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

3ბāბბჰÓბŽბĚპāბყ # (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

*ბჰბ³ბ³ \$პāბ ' ბòბÓ ბòბ³ Hბ.ბĚ (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

ბჰბ³ბ³ \$პāბ ' / '1)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

.ბ"ბ³ '1 /ბ ' ბĚპāბ-5.3)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

*ბჰბ³ბ³ \$პāბ ' ბòბÓ (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

ბჰბë /ûბ /ბĚბ— Ěბ— ბòბ—ბ 'H)2ბĚ 9ბŽ 7ბx H ბ"უბ

ბ"უბცბიპāბ ' *ბჰბ³ბ³ \$პāბ ' ბòბÓ (ბβბŽ 7ბ ' 3ბყბŸ H)ბ"ბ³ბ³ \$პāბ ' 9Hბყ H (ბβბŽ 7ბ ' 3ბ

)2ბĚ 9ბŽ 7ბx H ბ"უბბ' 1ბĚბ ' ბ"ბÓბĚბ

| 9HბāბŸბ | ბòბ>ბყ # | 1ბÛ 0 | ბ"ბ³ბ³ \$პāბ ' |
|---------|----------|-------|----------------|
| 131 | 22 | 109 | ბ"უბცბიპ |
| 90 | 28 | 62 | ბòბყბიპā (ûბ |
| 212 | 112 | 100 | ბ"უბბყ |
| 433 | 162 | 271 | 9HბāბŸპāბ |

p"úbbçp—pß ' H p"úbbçpibãpß ' p"p³p³ (\$ãpß) pËp /pÿ (pãp pçpß) H p"pçûpß
 .)2pĩ 9pž 7p× H p"úpp' 1pÐpß ' p"pÔpçpß

)2pĩ 9pž 7p× H p"úpp' 1pÐpß ' p"pÔpçpß ' pòpÓ p:ú(pãp pËp pÿ) p"úbbçpik
 (pßpž 7pß ' 3pçpÿ (p³p£

| 9Hpãpÿ | +pžpç | 1 HpÛ | p"p³ 1 /pãpß ' p"úppËpžpçp»pß ' p"úppËpžpçp»pß p"úppËpžpçp»pß " |
|--------|-------|-------|---|
| 47 | 10 | 37 | |
| 28 | 0 | 28 | |
| 28 | 0 | 28 | |
| 14 | 2 | 12 | p" 7pàp—pßpãpß ' p"úpp |
| 15 | 15 | 0 | p"úbbçpibãpß ' p" |
| 131 | 25 | 106 | 9Hpãpÿpãpß ' p"úpp' 1pÐpß ' p"pÔpçpß ' pòpÓ pãp pËp pÿ) p"úbbçpibãpß ' (pßpž 7pß ' 3pçpÿ (p³p£)2pĩ |

9pž 7p× H p"úpp' 1pÐpß ' p"pÔpçpß ' pòpÓ pãp pËp pÿ) p"úbbçpibãpß ' (pßpž 7pß ' 3pçpÿ (p³p£)2pĩ

| 9Hpãpÿ | +pžpç | 1 HpÛ | 2pÛ 1pãpß ' 3pç Húbbçpžpß pòpÓ Fúbbçpÿ pòpçpì E 1pÛpß H 7 pòpç 1 HpË *úpp' pòpçp Dúppàpßpß ' pòp 9Hpãpÿpãpß ' p"úpp' 1pÐpß ' p"pÔpçpß ' pòpÓ pãp pËp pÿ) p"úbbçpibãpß ' (pßpž 7pß ' 3pçpÿ (p³p£)2pĩ |
|--------|-------|-------|--|
| 9 | 3 | 6 | |
| 30 | 5 | 25 | |
| 26 | 4 | 22 | |
| 13 | 3 | 9 | |
| 12 | 12 | 0 | |
| 90 | 28 | 62 | |

)2pĭ 9pž 7px H p"ûp' 1pĎp' p"pÔpĭp' pòpÓ p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' (pĭpž 7p' 3pĉpÿ (p³p£

| 9Hpãpÿ | +pžpç | 1 HpÛ | p"ûpĉpĭp' p"ûpĉpĭp' |
|--------|-------|-------|------------------------------|
| 35 | 13 | 22 | J1 Hpĭp' p"ûpĉpĭp' p"ûpĉpĭp' |
| 33 | 33 | 0 | *pžpçp'pãp' p"ûpĉpĭp' |
| 37 | 31 | 7 | p"ûpĉpĭp' p"ûpĉpĭp' |
| 42 | 20 | 22 | (H 1pĭp' p"ûpĉpĭp' |
| 64 | 15 | 50 | pĉpãp'p'p' p"ûpĉpĭp' |
| 212 | 112 | 100 | 9Hpãpÿpãp' p' p"ûpĉpĭp' |

)2pĭ 9pž 7px H p"ûp' 1pĎp' p"pÔpĭp' pòpÓ p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' *pž
 Fûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp'
 p" 8pÓpžpĕpãp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp' p"ûpĉpĭp'
 p"p³p³ \$pãp' (pžpĉp' pãp' p"p³ '1 /p' * (pĭpĉpĭp' /p³p£ p"pçû
 p" 8pÓpžpĕpãp' p"ûpĉpĭp'

| % p"ûp Hp<pã | 1 '1pÛ | 1ûpĉpĭp' pã | Dpĉp—p³pãp |
|--------------|--------|----------------|----------------|
| 59.8 | 244 | 1pÛ 0 | 3pĉpÿp' p' |
| 40.2 | 164 | pĉp'pç # | |
| 31.6 | 129 | p"ûpĉpĭpã p" | p"ûpĉpĭpãp' p' |
| 46.6 | 190 | p"ûpĉpĭp— | |
| 21.8 | 89 | pòpĉpĭpã (ûp 1 | |
| 15.4 | 63 | yò ' E '1 | p" 8pÓpžpĕpãp' |
| 11 | 45 | 3pãp'pžpç | |
| 25.5 | 104 | E 1pÛp' H 7 | |
| 15 | 61 | Fûpĉpĭpÿ | |
| 17.4 | 71 | Dûpĉpĭpšp' p' | |
| 15.7 | 64 |)2pĭ 9pž 7p | |

p"p³ '1 /pβ ' * 'H / #

pòpèH p"p³ '1 /pβpŽp' p"pØpàpìp—pāpβ ' *pŽpçpŽùpp'pβ ' pl

pðpàpÈ D Hp»p£pβ ' /p»pØp' /pìp— pòp—pβ 'H pŽpìpçpŽùpp'pβ ') /H z

p"p>p£pžp'pβ (2-p³1z p"p·p)' Fpβpā Apx Hpā H #)1pèpŽ 8 D Hp£ Fùpp> Hp£

Ep—ùpp³ pŽpìpçpŽùpp'pβ pŽpè1ùp—p"p³ '1 /pβpŽpè1ùp—pāpβ—pŽpāpžp'pβ ' p

:Fùp #2pÿ pðpàpÈ p"pçp'p—pβp" * ' ! pāpβ—pòpÓpž

p"p³p³ \$pāpβ p"p³ 3pçp'pβ p"pçùppÈ / '1pÓp÷ p"ùppÓ '1pìpçp'pβ /pβ!2pÿ pçp'pβp

.p" 8pÓpŽpçp'pβ 'pāpβ '

(ùp1 /p—pβ 'H Eùppàpìp—pβ ' pÈp× 'Hp' p"pçùppÈ pðpàpÈ pŽpìpçpŽùpp'pβ 'p

pòpβpžp—pβ ' D H /pÿpβpžpèpžpāp—Hpā pçùppçp'pβ '1pè 8pçpā Fpā Fùp

| p"pàpçp' | Dpžpÿpāpβ ' | Ep× |
|----------|----------------------------|-----|
| 1 1 | pòpçpØp—pβ 'H pòpçpìpāpβ ' | 1 |
| 1 4 | DpāpÈ 51p | 2 |
| 7 | p"ùpp³ '1 /pβ ' pžp | 3 |
| 1 4 | p"ùpp³ùp1 / | 4 |
| 6 | p"ùpp—p£p—pçp' | 5 |
| 1 1 | pòpÈpžpāp— | 6 |
| 6 3 | 9Hpāpÿpāpβ ' | |

) /p·p' BpÓ 'H # p"pÿ1 /p' # /p'ùp pòp³pžpāpβpβ ' *1pÙùppβ 3pžùppØpā D

61pžpÈ # Ep()pòpžp—pβ ' /ùppžpèpžpāp—Hpā pçùppçp'pβ ' /pβ!2pÿ pçp'pβp

.) /p£ 'H p"pÿ1 / pò 7pìp—H) /p·p' 61pžpÈ # pòpìp—

pŽpë // /pĚ H p"pàp'p³p÷ ' EpžpÔpšH pžpëpëpùpžpÿEpžpÿpDpžpà

| pŽpÔpš # .p (€) | / /pĚ * '1pØp | p"ùppāp—pçpā DpŽpÿpāç | *pùpŽpÿpāpš |
|--------------------|------------------|--------------------------|-----------------------------|
| 0.66 | 11 | 11-1 | (ùp 1Hçpāpìp—pš pòpçpØp— |
| 0.78 | 1 4 | 2 5-1 2 | DpāpĚ 5 1p |
| 0.52 | 8 | 3 3 -2 6 | p"ùpp'pžpāpš'pš |
| 0.86 | 1 4 | 4 7-3 4 | p"ùpp³ùp 1 / |
| 0.64 | 6 | 5 3-4 8 | p"ùpp—p£p—pš |
| 0.77 | 1 1 | 6 4-5 4 | pòpĚpŽpāp— |
| 0.90 | 6 4 | 6 4 1 | pòpāpÛpš ' / |

/Hçp'pšpžpÔpšpāpÛpžpžpìpāp"pāùpš) Ep# EpHžpÿpš" (Fpā pçpçp—ùp
5 2 . Fùpp' pŽpā p"p—p³pš ' *pùpŽpÿpāpšpāçpžpÿp—pçpØp—pšpāçpžpìpā p"pāùpš
p"pùpp'pžpÿpā Hpë *pùpŽpÿpāpš' pé Opë Eùppx pòpāpĚ # F # pçpçp—
/pÛ \$ùp"ùpp'pšH /pš' pžpāpžpÿpāH Hpëpžpÿpāpš' pèùppēùpp'pšDpç
Fpā Fùp 7p³pāpÓ pòpÓ pòpçpØp—pšpāçpžpìpāp"pāùpš (ùp pòpāpĚ ' Epāùpš
pòpĚpŽpāp—pÿpù' 9Hçpš '

*pžpā Hpàpìpāpš ' pòpāpĚ" Epçp—pšpā pžpÿpš'pšp"pāpžpÿpāpš'pžpÿpš
p"pāpš'Hpçpš" H 5ùppšp-p—pš' H pèùppÿHp—pš' pòpÓ pžpìp' p"pçpžpìp-
+ùpp'pžpÿpā /p» pžpë 1p'pÛ # H *pžpçpžùpp'pš' H *pžpā 1 5pāpìpāpš"HpòpāpĚ
9 'Hpç # p"pāp'pžpØpāpāpš H pèpš Hùppā H pèp—pžpèpžpÿp—' Cpš OpÛ
pèp'p- p"pāp'p³p—pçpØpāpāpš' pèp'p- p"pāp'pžpØpāpš /p"p—pšpžp'pš '
*pžp³p³ \$pāpāpĚ!H /pā Fpā 1p·pĚ p"p³pāpš p"pāp'pžpØpā *pāp— /p× H
*pç HpÛp— /p×Ě DpÛp·p' Ep— J Opš ' *pžp³p³ \$pāpš p"ùpp'pžpāpšpù I
pòpšpžp—pš' Hp£pçpš' pòpāpĚ *pçpžpÛ H p"pā

+pžbçpù "HFpāHĕpŭŕš /pš p"ŭpp³ŭp 1/p—pš ' p"p·ŭpp

+pžbçpŭpš p"p£ H 1 7pāpš ' *pžb»p»pšp—pšpž

pòpçpØp—pš 'H pòpçpìpāpš ' (ŭp 1 /p—pš 'H Eŭppàpìp—pš ' *pžb»p

pðpš % p"pŸpžp£p' pòpē DpēH Eŭppàpìp—pš 'H p"ŭpp #1—pžpā)1 '2 H D

pòpĒpžpāp—pŸpŭ' 9Hpçpš ' pžŭppžpçx H E !p

Cpš Opš *pžŭp /p£p—pš 'H *pžŭpçpžpŭpāpŸpžpāpš pòpĒpžpāp—pŸp

pòpçpìpāpš ' Eŭppàpìp—pš 'H pžpçpš ' pžpāp—pŸpçpš pòp—pš ' p"ŭp 1ç

1pŭpŭp·p'

Epŭp—p³p³ \$pā pòpÓ Bŭpp' 7p—pš 'H (ŭp 1pŸp—pš ' Dpŭpš

p"p³ '1 /pš ' *'1ŭppØp—pā

p" 8pÓpžp£pāpš 'H p"ŭppāpš—pšpš \$pāpŭppĒ

.pðp>pç #H 1pŭ 0 : Fpžŭp Hp—p³pā pēpš H

.pòpçpìpā (ŭp 1 /p— 2pŭ 1pā : pŸpçpš p—p³pāpŭpŭp pŸpçpìpāpš pā

.)2pī 9pž 7pç Dŭppàpìpš '7 Fpžpžpçp—p³pā Ep"p—p³ pēpš H p" 8pÓpž

Eŭppàpìp—pš ' pĒpç 'H D Hp£ p"p'pā 7pš ' 1 8pç pŸpŸpçp—p³pāpš

pòpĒpžpāp—pŸpŭ' 9Hpçpš ' 1 H 8pçpā Fpā Fŭp 7p³pā

p"p³ '1 /pš ' Bŭpp' 7p— *'!'1ç

p"ŭppšpžp—pš ' *'H 7pšpšpžp' p"p>p£pžp'pš ' *pā

*bžbčpžb'p—p³bû ' Dpžb³1 %”p³E—p³cžpË 9pž1pòcßpðäpË bšžčpžb'p—
D Hp» Hpß ' 1kžpðçp³cßpùß—H

pžbìpìûp2 Hp— Ep— pòb—7pß ' *bžbčpžb'†

E Hpäpìpàßpà2pß ' kžùpßpžpāpžp (p³bžpçpß—p³pßž) pžpßßpžpš / U'H
.SPSS)p”ûpßÈpžbāp—pÿpû '

- '1p—p× 'H p”pðp'bžp³pß ' *bžb³'1 /pß ' bžp<pžb, 'pßÈpā' pžbìp—pç1p.
p”p³pžbčpāpß ' *pžùpß» Hp—p†

p”ûpßßpžb—pß ' * 'H 7pßpß ' Bkžpðçp³pžp» /p>

+pßpžpßpßßpžb' p”p»pžpßpß ' *bžbčpžùpß'pß ' pÈpāpÿ Hpē1p”pāp'pžbðpāp
pžbā '1p'H 77pßH *bžb³pžùpß³ pòbÓ pžbìpÿ '1 /% EpË— pòb—pß ' pòbË|
.Dbāpìpß ')1 '2HH Eûpāpìp—pß 'H p”ûpß'1p—pß ')1 '2Hpß p”pìp'pžb-

pòbÓ pēp—pß Hpžbčp— pòb—pß ' J1 8pçpß ' (/p÷ ' *pāpžpË !pžbčp' p”pā†
(7) p”pāp'p³p÷ ' //pË pìpāp' /p×H p”pðp'bžp³pß ' *†

-pžbÿpçpß ' p”pìpāpžbÿ pòbÓ pžùpāpūpā³1 *bžpðçpžpžp“pù”GpßpāpË pžùpāp|
Epžp×1 # pðpāpË D pžpìp—pāpìpāp pžùpāp pžùpāp³p³pāpß ' pòpß % †
p”p³p³ (\$p pðpāpË FùpÈÈpā/pËH p”ûpçpìpāpß ' *bžb³p³ \$pāpß ' !' /pāpË
*!'1pÿ % /ûpßÈ 'Hpā /ûp /p£p—pß Epìpā Bùpðçpžpāp Cß 0H
. *pùp'pžbðpāpß '

! '1 /pāpßH p”ûpßÈpžbčp»H p”ûpçpìpā 31' /pāpß !'1 /pā4 3pāpß pÈpā
Fùpß'pžpā”pžpžp—pāp ' *pžùpāpûpāpß Fùpûpāp /pžbû # Fùpß'p'pžpç
pÈp× 'H / 2 0 156 / 3 / 2 pžpžpā p”ûpçpā2pß2pì)1pžpžpH p”ûpßpß '

Fûbbçbÿ p"p³1 /pã 1ûp /pã p"pàp'pŽbØpã *pãb— +ûbb£ /p£ 'Hpß ' E †
 p"pàp'pŽbØpã 2Hp 1pŽb—p' !pŽb'pûp /p—E 2Hp 1pãp'pŽbØpã
 E '†pŽbçp'pàpß p"ûbbçp'pãp'pŽbØpã 7p 1pãp'pŽbØpã p"ûbbçp'pãp'pŽbØpã
 p"p£p'†pãp'pàp'pàpß pŽbçûpp³ Fp7/ 3'ûp pãp'pŽbØpã p"ûbbçp'pãp'pŽbØpã
 p"p³1 /pã 1ûp /pã /pãp'pŽbØpã—p' /p£p÷ ' E Hûp 3pàp'pŽbç pòpçpìpã (ú
 2 2 / 3 / 2 0p1ûp 1pŽb—p' Fûbbçp'pû ' E Hûp p"ûbbçp'pŽbØpã—p' 2 Hp 1pãp'pß
 /ûppãpË H Dûppàpßpß ' pòpçpìpã—(pßpãpß— p"ûbbçp'pãp'pŽbØpã /pãp'pàp'pßpß ' p"p
 p"ûbbØp—pŽbìpß ' *püb'pŽbØpãpß / 3! / 2p1pŽbìpìp—p' /pØpÓ)2p1pãp'pŽbØpã
 1ûp /pã H p"ûbbçpìpãpß ')2p1 *pŽbçp' p"p³1 /pã)1ûp /pã pËpã p"ûbbØp—p
 p"ûbbàpÛ /ûppãpË / 2p1pŽbç 1pŽbã—p' /p£p÷ ' E Hûp 3pç Hûp FpŽbß pòpç
 .6 / 4 / 2 0p1ûp Fûbbçp'pû ' E Hûp pèpìpã p"pàp'pŽbØpãpß ' !'1pÿ % E†

Fûppàp'pŽbØpãpß ' Fpã F ' 0pçp—p³pû ' /pìp' p"p'p£pŽb'pß5)2 Hp£p' FpŽ
 Fpã pŽbìpàûppàp£p—H *pŽbçpŽûpp'pß ' p"ûbbçp'pàp'pãpß—p' pãpãp'pß pçp
 pðpàpË D Hp»p£pàpß pŽbìp—p×pŽbçpã H pŽbìpàûppàp£p—H pžb'pŽb—pçp
 p"p'p³pŽbçpãpß ' *pŽûpp» Hp—pß ' - '1p—p× 'H pŽpè /p£ Hpß p"pçpŽb'p—p³
 p"ûbbçp'pŽb»p£pû ' p"pÿpßpŽb

:p"pçpŽb'p—p³pû ' :pûH

p"ûbbËpŽpã—pÿpû ' E Hpàp'pàpß p"ûbbçp'pŽb»p£pû ' E 2 1pß ' pžpãpŽbç 1p' †
 Fpã Fûp 7p³pàpÓ pòpÓ pòpçpìpã—p' H p"pòpçpìpãpß ' p"pòpçpìpãpß H (pŽbç
 E† Cronbach Alpha pŽbç #) .pŽbçp'pß p"ûbbçp'pàp'pãpß—p'pÿpû ' 9Hpçpß ' p
 *pŽb'pßpŽ 7pß ' H (pü 7pß ' *pŽb'pŽbÿp—p³pû p"ûbbçp'pãp'pß ' (p³pçpß 'H p"û
 E /pßp—p³ (Independent Sample test) * 1pŽb'p—pß ' E ' /pßp—p³ ' Ep—H p"p³ 1 ,

pÊp' '1pß ' Dp»pÔpß '

p"p³ '1 /pß ' pžp<pŽp—pç

p"pçpŽp)p-/pß'p"pØpàip—pãpß ' pžt

p"pàp'pŽp)p-/pß'p"pØpàip—pãpß ' pžp

p"pãpŽpìpß ' . pžp<pŽp—pçp

Eûppàbìp—pùp pãpã H p"pÿ 11/p—p H p"pÿ 1/p—p p"ùppžpÿpãp—pÿž 7p³ H p—
 (ùp 1 /p—pß 'H Eûppàbìp—pß ' *pžp³p³ \$pã pòpÓ pòpËpžpãp—pÿpù ' 9Hpcp
 pòpçpìpãpß ')

| p"pÿ 1p>p | p"p'p³ p"ùp H | 7p³ H pòp'pž | A '1pž J1pžù | Dpžpÿpãpß ' (ùpp— Epx | ùpp— Epx |
|--------------|------------------|-----------------|-----------------|---------------------------------|-------------|
| p" 7p³ | 68.0% | 3.40 | 0.55 | (ùp 1 /p—pß 'H Eûpp pòpçpØp— | 5 1 |
|)1ùp | 78.2% | 3.91 | 0.52 | DpãpË 51p | 1 2 |
|)1ùp | 75.8% | 3.79 | 0.53 | p"ùpp³ '1 /pß ' pž | 3 3 |
|)1ùp | 76.3% | 3.82 | 0.68 | p"ùpp³ùp 1 / | 2 4 |
| p" 7p³ | 65.7% | 3.29 | 0.74 | p"ùpp—pžp—p | 6 5 |
|)1ùp | 75.3% | 3.76 | 0.63 | pòpËpžpãp— | 4 6 |
|)1ùp | 74.1% | 3.70 | 0.42 | p"ùppàpÙpß ' p"pÿ 1 /p | |

:Bp'pžp³p³ H /pÿpß ' Fpã pçpçp—

pòpÓ pòpËpžpãp—pÿpù ' 9Hpcpß ' 1 H 8pçpã Fpã Fùp7p³pãpÓ pòpÓ pòpç
 Fùpp' FpžpÙ p"p³ '1 /pß ' *pùpžpÿpãpß p"p'pà 7pß ' 1 8pç p"pìpÿH Fpã
 Dpžpÿpãp—pÿpùp' pžpã pžpìùppàpË p"p'pžpÿp—pÿpùp'pãpß ' (p³pç
 .DpãpË 51pÓ 1ùppÓ 17.8.)pòpçpžp—pžp—pžp—pãpžpß ')

Fùp 7p³pãpÓ pòpÓ pòpçpØp—pß 'H pòpçpìpãpß p"p'pà 7pß ' 1 8pç p"pìpÿH Fpã pòpçpìpãpß ' (ùp 1 /p—pß 'H Eûppàbìp—
 p"p'pà 7pß ' 1 8pç p"pìpÿH Fpã pòpçpìpãpß ' (ùp 1 /p—pß 'H Eûppàbìp—pß
 p"pÿ 1 / D H pç % 7p 21 pãžpìpß p"ùp p"p'p'pçpß 'pÙ *p"pžpÙ-ùppËp'
 Cpß 0 (Fùppàpãp p"p'p'p³pß ' *pùpžpÿpãpß p"ùp p"p'p'pçpß 'pÙ *p"pžpÙ-ùppËp' H

p"p³ '1 /pß 'p' pŽùpàpìpÔ—pāpß ' pžpč

pÊp× 'H DûppàpÉp—pŽùpàpìpÔ—pāpß ' pžpč
 Eûppàpìp—pß ' *pŽp³p³ \$pā pòpÓ pòpĚpŽpāp—pÿpû ' 9Hpçpß ' 1 H 8pçpā
 3pçpÿpß ') pŽùpàpìpÔ—pāpß 7pß ' 1 8pç p"pìpÿH Fpā)2pī 9pŽ 7p× H č
 pòpàûp p"pžpāpû *pžùpàpìpÔ—pšpžp' p"p p"pžùpàpìpÔ—pāpß p"pžpāpû
 :pðpß Hp÷ '1pŽùpàpìpÔ—pāpß '

*pŽ 7p³ Hp—pā 5Fp p"pßpû /pß ' |Hp—p³pā /pçpĚ p"ûpp«pŽp»pÉ % p"pßpû /
 9Hpçpß ' 1 H 8pçpā Fpā Fûp 7p³pàpÓ pòpÓ p"pžùpàpìpÔ—pāpß p"pžpāpû
 1ûpp«pŽpāpû 9pŽ 7p× H p"ûpp' 1pÐpß 1 /p"pÔpçpß ' EûppàpìpÔ—pāpß p"pžpāpû
 . 3pçpÿpß '

(Independent -test) (*) 1pŽp'p—pš ' p"p'pÉpžp'pß ' *pā /pšp—p³ ' pðpß Hp÷ '
 pÊpûppāpÿpß p"ûppàpûpß ' p"pÿ1 /pß ' pðpàpĚH p"p—p³pß ' *pûpžpÿpāpàpß
 p"ûppç 1pÔpß ' 5pÉpÓDžp p"pžpāpû p"pžùpàpìpÔ—pāpß '1 /pß ')' /p÷

pÊp× Fûpp—pàpØp—pāpß p"pžùpàpìpÔ—pāpß p"pžpāpû p"pžùpàpìpÔ—pāpß
 Eûppàpìp—pß ' *pŽp³p³ \$pā pòpÓ pòpĚpŽpāp—pÿpû ' 9Hpçpß ' 1 H 8pçpā
 3pçpÿpß ' 1ûpp«pŽpāpû 9pŽ 7p× p"pžùpàpìpÔ—pāpß ' p"pÔpçpß ' pòp

| *p"pßp | (*) | pðp'pç ' | | 1pÛ 0 | | *pûpžpÿpāpàpß p"p |
|--------|-------|----------|---------|---------|---------|---------------------------------------|
| | | A '1pÉp | 7p³ Hp— | A '1pÉp | 7p³ Hp— | |
| 0.03 | 2.15 | 0.57 | 3.33 | 0.53 | 3.45 | (ûp 1 /p—pß 'H Eûppàpìp—pß ' pòpçpØp— |
| 0.99 | 0.02 | 0.48 | 3.91 | 0.54 | 3.91 | DpāpĚ 51p |
| 0.36 | 0.92 | 0.51 | 3.76 | 0.54 | 3.81 | p"ûpp³ '1 /pß ' pžp |
| 0.25 | 1.16 | 0.68 | 3.77 | 0.68 | 3.85 | p"ûpp³ûp 1 / |
| 0.53 | -0.63 | 0.69 | 3.32 | 0.77 | 3.27 | p"ûpp—pÉp—pß |
| 0.29 | 1.06 | 0.56 | 3.72 | 0.67 | 3.79 | pòpĚpŽpāp— |
| 0.23 | 1.21 | 0.42 | 3.67 | 0.42 | 3.72 | p"ûppàpûpß ' p"p |

. (0 . 0•5OE) |Hp—p³pā /pçpĚ . p"pžùpàpìpÔ—pāpß p"pžpāpû p"pžùpàpìpÔ—pāpß

þ"þàþ'þŽþØþþŽùþþçþŽþ—þ

3þàþ\$þùþþËþŽþçþ»þ H þ"ùþþçþþã 3þàþ\$þàþþã *þùþþ'þŽþØþã !'1þÿþ^þ' þ"þ'þ
 Fùþþã FùþþËþçþþ—þß ' *þŽùþþàþÛþàþß Fùþþþãùþ /þŽùþ#þã Fùþþ'þ'þŽþç
 9þù 7þ—þ³ ' Dþÿ/# 0þ5 / 3 / 2 Fùþþã þ"ùþþçþã 2þß ')1þ—þÛþþß ' Dþùþ\$
 Aùþþçþ»þ— Eþ— þŽþìþ—þ³ '1 / H *þùþþŽþØþãþß ' þùþ1þÛþ— /þìþ' H Fùþþ'
 þ"ùþþßþŽþ—þþìþ'þþŽþËþþàþþþŽþØþãþß

þ"ùþþçþìþãþß ' þ"þ³þ³ \$þãþß ' þòþÓ +þŽþçþùþþùþþÛþþ'þ

þòþßþŽþ—þß ' DþÛþþß 'þþàþþËþß /þþãþ—' Dþùþþþã þþþŽþÿþù ' þòþàþ

| +þŽþçþù ' 1 HþÛ 0þ | þ"þ³þ³ \$þãþß ' Eþ³ ' 0 |
|--------------------|-------------------------|
| 0 | 2 5 |
| 0 | 3 9 |
| 8 | 1 4 |
| 10 | 0 |
| 7 | 4 1 |
| 2 3 | 1 2 6 |
| 2 4 | 1 9 |
| 2 6 | 1 0 |
| 2 4 | 6 0 |
| 1 5 | 5 0 |
| 4 | 7 |
| 6 | 1 0 |
| 1 7 | 1 |
| 7 | 1 1 |
| 9 | 2 |
| 108 | 4 1 5 |

FpĚ pǒp—pĚ H # *pžûppàpûpß 'H 2pû '1pāpß 'H 31 '/pāpßpžp' /pǒpìp—
pòpĚpžpāp—pÿpû ' Dp» 'Hp—pß ' pĚp× '

'H /pû # 'Hp—pĚ pǒpàpĚ * '1ûp /pāpß 'H !'1 /pāpàpß p"pàûpàp× pòpĚpžp
p"p'p³pžpçpā pžpìûpó)#1pāpß ')1 Hp» H pòpĚpžpāp—pÿpû ' 9Hpçpß '
pžpìpß p"pāp'püpā H

!'Hp³ 1p-pžp'pā Dpûp-p' K' /pāpā DpĚpžpā pòpĚpžpāp—pÿpû ' 9Hpçpß
.p"ûpĚpžpāp—pÿ ' H # p"ûp /pžpā p"û

p"p'pžpÿp—p³ ' (pžpçp) p"pāp /pûp' /Hp—p³pā /pçpĚ p"ûp'pžp»pĚ % p"pßç
9Hpçpß ' 1 H 8pçpā Fpā Fûp 7p³pàpÓ pòpÓ pòpçpǒp—pß 'H pòpçpìpāpß '
(p³pĚ)2pī 9pž 7p× H p"ûp'1pĎpß ' p"pÔpçpß ' pòpÓ pòpçpìpāpß ' (ûp1 /ç
pçpßpžp»pçpçpß 0 pžpĚp—pāpçpǒp—pß 'H pòpçpìpāpß ' (ûp1 /p—pß 'H
.1 Hpû 0pß ' (pü 7pß ')

*pž 7p³ Hp—pā 5Hp p"pßpû /pß ' /Hp—p³pā /pçpĚ p"ûp'pžp»pĚ % p"pßpû /
Fpā Fûp 7p³pàpÓ pòpÓ pòpçpǒp—pß 'H pòpçpìpāpß ' (ûp1 /p—pß 'H Eûp
9pž 7p× H p"ûp'1pĎpß ' p"pÔpçpß ' pòpÓ pòpçpìpāpß ' (ûp1 /p—pß 'H Eûp
p"ûpçpìpāpß ' p"pžpāpß * '1pĎp—pāpß p"ûpàpûpß ' p"pÿ1 /pß ' pǒpàpĚ
p" 8pÓpžpĚpāpß 'H

p"pçpžp'p—p³pûpžp"pàpžpàpāpāpžp' pžpžpè pçpß H pžp'pžp—pçpß ' D
. *pžûpp» Hp—pß ' pǒpß % Dp» Hp—pß 'H pžp'pžp—pçpß ' Cpā

3pãpžpšpβ ' Dp»pÔpβ '

pžp<pžp—pčpβ ' p”p·p×pžpčpã

p”pčpžp”p”p”p”pžp”pãpβ Kpžp<pžp—pčp

p”pãpžp”pãp”pžpãpβ Kpžp”pžpžpčp

. *pžûpp» Kpžp”pžp

Fpā H p"pčpŌpšpčpā (úp1 /p—pš 'H Eúpăpàp—pš ' *pžp pš \$pāp' Bpžpč
F Hpā HpŌúp Fúp 0pē pžpŌpšpčpā (úp1 /p—pš 'H Eúpăpàp—pš ' p"p³úp pč'1pš
.pòpčpŌp—pš ' (úp1 /p—pš 'H pòpčpìpāpš ' Eúp
K'1p»pčpĚ HpìpÓ Eúpăpàp—pš 'H Eúpăpàp—pš ' p"pāpāpĚpŌpŌp"p)pčp
DpāpžpŪpš ' pžpŌpšĚpŌp"p"à 7pš * Fpā p"p)pčpžp'pš ' KŪp pžp"p H p
p"úpăúpăpàp—pš ' /pĚ— pžpŌpĚ pĚpŌp"p"pàpŌ pòpčpìpāpš ' FĚpàpìp
p"úp Hp'1p—pš ' Kēp/žpāpčp!p » # pēpāpĚ ūpāpš ' Dpžpš1 Fpā p"úp p'úp
. Epìp'úp1 /p— H Epìpăúpăpàp— H (pü 7pš ' /pžp.1 U
DpžpŸpāpš ' ' Opìpš pòp"žpŌpĚpĚp—pš 'p—pāpš"pĚ # /pžpŸp÷ " 3pāpž
pòp"žp³pĚ 7p³Hp—pā Dp×pā 1pžpŸpāpš "1pĚ 'HpžpŸpāpš "p"pŌpČ
)2pìpŸ # p"p³\$pāpš *pžpŌpž 7pš H—p"p"à 7pĚç *pžpìpŸ Hp— Dpüpš Fp
p"pŌpŌ 'Hpāpš ' p"pŸ1 / pðpāpĚ (1pĚ#+úpžpŸpā Ūpš H /pžpĚpā—pā !pŪpč
6pìp' F # pðpāpĚ p"p"à 7pš ' pĚpāpŸ # pžpāpŪ p"p"à 7pš p'ÚpĚp,"p' 8
pé Opē Fpā #pòpāpŸpā ' F(úp1 /p—pāpš) pžpŌpŪpŌpāpš "žpŌpšpā
p"úp pŌp» A1pĭ Fpāpč Fpā Adpāpìpšé Opē 1Fp—pš pžpŌpŪpžpŌp1pĭ
+úp /pĚp— pòpĚ '1p— pū p"úp pčpìpāpšpšpāpšpšpāpšFúp p"p"žpŸpš—úp pžp
p"p"à 7pš ' F Hpìpà 7úp pŌpŸpāpšpŪp—pš1 Fpš # HpìpšpžpŌpāpŪpŪp!pŪpž
)2pìpŸp÷ ' 5 Hp»pšp' H pòpčpŌp—pš 'H pòpčpìpāpš ' (úp1 /p—pš 'H Eúp
Búp p' 7p—pš ' /pčpĚúp pžpŸpāpšpšp"p³\$pāpŪpŌpŌpš) 1pĚpāpŸpā /pžpŌpč /
/p"pĚH (Húp # p"p³'1 / *1pì 8 # pžpāpŪ .2pžpìpŸ J # E' /pšp—p³' /pčpĚ
pòpčpìpāpš ' (úp1 /p—pš 'H Eúpăpàp—pš 'H Eúpăpàp—pš ' p"pāpāpĚpŌpŌp"p)pčp
2pìpšpāpš "pçpĚpžpŌpŪpžpŸpŪp"H/pāpš 'HžpŸpāpšpšpāpšpžpāpš ' pòpČ
.p"úp p'úp pžpŸpš "p"pāpāpžpŌpŪp—pāpāpš

b"pÔpçibš ' pòpÓ pòpçipāšš ' (ûp1 /p—bš ' H Eûppàbìp—bš ' *pžb³p³ špā pç
p" 8pÓpžbššpāpžpìp"ûp—p+çpÓpāšš p"ûppàpûpšpī pçpž17pšH p"pāpĚpĚ

KpžpìpçpÓpāšš p"ûppàpûpšš ' p"pāpç / bš p"ôpššpāpžpīp"ûpžpĚ1pžpûp—pûp:
Eûppàbìp—bš ' Hpšbç Fûp 7p³pāpÓ *pž 8pÓpžbššpā pĚûppāpÿ pòpÓ *pžp'
41 Hpš ' H Dpìpžp-pāšš ' pòpÓ p"ûppàpābìpšš ' *pžp'ûp1 /p—bš ' 3pÓpç F
l1p—H p"ûpp³'1 /pš ' 77pšpš ' H pžpēpžpçpāšš ' pšpōpšš F H pçp7pššpāpī
.p"ûppÿ1pžpš H # p"ûppàpšš / *pçpžpÛ !'Hb³ /1 'Hpāpžpžpš #pžpçpçžpāp

p"pāp'pžpōpāšš ' p"pāp'p³p, pçpžpōpāpžp—pāk

:+pžpçpù ' Fpā Hûpçpçp 1 /p—bš DpìpçpšpçpššpāpĚ #

p"ûpp³ûp1 /p—bš ' p"p'ûppìpš ' Fpçžpìpžpçpžpçpē1 p"ôpāšš—pšpĚ #1 (pāpšš '
+pžpçpù ' *p(šp)çpžpççpšš ' *pžb³p³ špāpšš ' Çpāp— pòpÓ 1 Hpû Opšš ' //pl
. (%) 1 Hpû Opšš % Dpìpžpçpā

p"ûppçpìpā p"ûppāûppàbìp—pçpāpšš *pš ' pçpžpçpçpçpšš' bšF #1 pçp—
Fpā /pÿ Hûp Hûp'ûppçpžp—pçpžp p"ûppçpìpāšš ' *pžp»p»pšp—pšpžp' Bpžl
.1 Hpû Opšš ' Aûp 8 Hp— Ep—ûppÓ p"ûpp³ûp1 /ç

:+pžpçpùpš p"pĚ H 1 7pāpšš # pçpžpžp»pšš—pššpĚpāpī

p"pāp'pûpā H p"p'p³pžpçpā +pžpçpùpš p"pĚ1 /pççpššpĚûppžpÿ»pšpāpÿ #
Dûppāpÿp—pš ' *pžp»p»pšp—pšpāpĚpĚ"ûpžpÿ»pžHp DpìpžpĚpĚpŭp— p
)1pžpÿpçpšš ' 5p»pšp— pòpÓ FpĚ /p' # +pžpçpù ' F # pðpš % 1pžp. # F
*pžp»p»pšp— pçp—pÓ pòpÓ E"pçpšpìp' p"pžpÛ # pāpššpāpššpòpššpóšš ' Fpû
FpĚ *pžp'pžpÿpù ' 6pìp' * !pžpÿ pžpāûppÓ *pžp»pžšpçpùpšš ') Çpāpÿ p

bòpBžp—pBžp' H p"ùbbāùbbàbìp—pB' pžùppžpèpāp H bōpŽp'p'p'p'p'p'p'p'p'
pé1 H /p7p'
Ap»pç DpŽpāpè % p'
Fpā 1pāp÷ 'Bpžpāp'
Hpεpç p"ùbb'pžp'
p"ùbb'pāpžp'
*pžp'
* '1 Hp»p— DpØp» p'
pžpèpžpçpāp' pòpÓ p"ùbb'p'
*pžp'
pòpÈpžpāp—pÿpù' 9Hpçp' Bpž

Eùbbàbìp—pBžp'
:1p#DpÙp-p' pòpçpØp—pB' H pòpçpìpā

FpÈ *pØp'p'p'ç' pžpā '1p'p'p' H 7 7pšp' F # +ùppε Fpā p"p'p'pžp-p—pā
pòp-p'
p"ùbbÈ Hpçpòp'
Fùp 0p'
p" 7pšpžçùp # CpBpžpçpè H Epìp— '2pžp'
Eùbbàbìp—pBžp' pžp'
. *pžùpp—pÓp'

) /pèpžpÿ D Hpžpεp—) 1 '2 Hp'p' F # pòpàpÈ Cp'
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pĒpŸ '1pãpß 'H 1 /pŽp»pãpß ' p"pãp pŽp x

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www.tvet-pal.org/sites/default/ . Fúp 7p³pãbÓ p"úpp(2015) p"úpp(2015) p"úpp(2015) p"úpp(2015) p"úpp(2015)
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ýò ' È Hbçb³bß ' JHb' 1p—bß ' (2005) Žòpßžìbß(bžÈ—pžìb—bß 'H p"ùbķ
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:p"ùp'pçb'pāpžìp' pÈp'pāpžìp'

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FûbbāpŪpĒpāpŪpĒpā #

| Dpāpìpß ' FpŽpŪpā | EpŪpĒpāpß | Ep× |
|---------------------------|-----------------|-----|
| p"ûpbc 7 Hpß ' | pòpßpŽp³pìpß ' | 1 |
| p"ûpbc 7 Hpß ' | /ûpŽpĚ 1pāp | 2 |
| p"ûpbc 7 Hpß ' | pòpçpüûpĒpŪpß ' | 3 |
| p"ûpbc 7 Hpß ' | Cûp /pß ' FpŽp | 4 |
| p"ûpbc 7 Hpß ' | p"pĒpßpŽp» Dû | 5 |
| pòpßpŽpìpß ' EûpĒpāpŪpĒpā | /pē2 F 'H 1pā | 6 |
| pòpßpŽpìpß ' EûpĒpāpŪpĒpā | *pŽpŪp H3 /pēp | 7 |

þ"þ'þ³þŽþçþãþß (þ")þ"þŽþŸþ%þ þÊþðþþþŽþŸþ ðþþ³þðþþ:

| 1úþþþ þ"þðþ)/þ·þ' | 1úþþþ)/þþÓ' |)//úþþþ |)/þþÓ' | þþþÓ)/þ·þ |)1þðþðþß' | Eþx |
|-----------------------------------|-----------------|---------|--------|---------------|--|-----|
| þðþçþðþþþþþß' (úþ 1 /þ—þß 'H þþþà | | | | | | |
| | | | | | Eúþþàþìþ—þßþŽþ' þðþxþž .1 þÊþã EþŸþ³þçúþ þêþçþ÷ þ"úþþ»þšþ· | |
| | | | | | þðþçþðþ—þß 'H þðþçþìþãþ .2 1úþþÚþðþ—H þ"þàþðþ— þçþž | |
| | | | | | þðþçþðþ—þß 'H þðþçþìþãþ .3 Fúþ1þšþð 'H þ"þàþ·þŽþìþþ | |
| | | | | | þêþþþß % 1 8þçúþ þðþçþð .4 þÊþãþ—þŸþãþß ' [| |
| | | | | | DþŽþãþÚ % (þçþŸþ—þß .5 þ"úþþãúþ /þž | |
| | | | | | þêþŸþ— # þðþçþàþìþŸ þðþ .6 þðþçþðþ—þß 'H þðþ | |
| | | | | | þðþçþðþ—þß 'H þðþçþìþãþ .7 Eúþþàþìþ—þß ' Fþã Dþx þðþãúþ | |
| | | | | | þðþçþðþ—þß 'H þðþçþìþãþ .8 þ"úþþãúþþàþìþ—þß ' 9H 1þ 11þšþ | |
| | | | | | Fþã !þžþx /þ»þ÷ 'H Dþêþ .9 þðþçþìþãþß' (úþ 1 /þ—þß ' þðþçþ | |
| | | | | | þðþÓ (þ'þ³þß' FþžþÚ þð .10 þðþçþðþ—þß 'H þðþçþìþãþ | |
| | | | | | Eþêþžþ³ þ"þðþàþ—þšþãþ .11 þðþçþìþãþß' Eú | |

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| DþāþĒ 5 1þÓþĒþĒþ | | | | | | |
| | | | | | þòþçþøþ—þß 'H þòþçþĭþāþ Dþāþĭþß ' B Hþ³ D H | .1 |
| | | | | | þĒþā þòþçþøþ—þß 'H þò B Hþ³þß ' 9þŽþĵ H # H þ" þēþ—þž | .2 |
| | | | | | þòþçþøþ—þß 'H þòþçþĭþāþ DþāþĭþßþŽþ' þ' | .3 |
| | | | | | þòþçþøþ—þß 'H þòþçþĭþāþ þüþ'þøþ—þ³þā Dþāþĭþ | .4 |
| | | | | | þòþçþøþ—þß 'H þòþçþĭþāþ J /þŽþ»þ—þ×þû ' þĒþĵ Hþĭ /þā | .5 |
| | | | | | þüþāþĒ þòþß 1þÓ Hþþ þ '1þ | .6 |
| | | | | | þòþçþøþ—þß 'H þòþçþĭþāþ þòþß2þçþā Fþā þ"þ'ûþ1 | .7 |
| | | | | | þòþ' F H 7ûþþĒûþ Fûþ 0þß þòþçþĭþāþß ' þòþĭþŸ | .8 |
| | | | | | 6þÔþšþçþā 1þŸþ„þ' Hþß | .9 |
| | | | | | þðþàþĒ) / '1 /þŽþ× F þòþ×þŽþĒþ—þßþû þ"þā2 Dþāþĭþß | .10 |
| | | | | | Eûþþàþĭþ—þß ' þòþÓ þòþ» ' /ûþþŸ þüþš / þòþçþøþþ | .11 |
| | | | | | þðþàþĒ) / '1 /þŽþ× (ûþ1 /þ—þß 'H Eûþþàþĭþ— þòþçþøþ— | .12 |
| | | | | | þòþçþøþ—þß 'H þòþçþĭþāþ þòþ' 5þŽþš 9H 1þ· | .13 |

| 1ûp p"pØ) /p·p' | 1ûpp) /BpÓ |) //ûpp |) /BpÓ | BpÓ)) /p·p' |) 1pØpÓpß ' Epx |
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| | | | | | p"p³pÓpŽpçpã pðpàpË) / .14 Fpã pòpãûp /pŽpÛp÷ ' Eûpp Dpãpìpß 'H p |
| p"ûpp³ '1 /pß ' pžpã '1p'pß 'H | | | | | |
| | | | | | pòpçpìpãpß ' (ûp 1 /p—pß 'H .1 p"p'p³pŽpçpã p"ûppØûpp' 7p |
| | | | | | pòpçpØp—pß 'H pòpçpìpãpß ' .2 J /pß p"p |
| | | | | | pòpàpãpìpß ' Bûpp' 7p—pàpß .3 (pßpŽ 7pàpß 5p»p |
| | | | | | p"ûp 1 8pçpß ') /pŽpãpàpß .4 p"ûppàpãpìpß ') /pŽpãpà |
| | | | | | pðpß % Dpìp³p÷ ' Fpã Dp³ .5 (pìp»p |
| | | | | | EpiðpÓpß p"ûppÓpŽpç U 'H .6 ,pŽpì |
| | | | | | p"ûppãûppàpìp—pß ' DpçpŽp .7) /pŽpãpß ' EpiðÓ pðpàp |
| | | | | | pòpçpìpãpß ' (ûp 1 /p—pß 'H .8 p"ûppàp'pØp—p³pãpß ' H |
| p"ûpp³ûp 1 /p—pß ' p" | | | | | |
| | | | | | p"ûppËHpç Hpãp' pŽpçp—p .1 |
| | | | | | pŽpçpìpÿp-ûp H E '1p—pË ' .2 pŽpçp³pÓpç # |
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| | | | | | pòp—pß ' *pûpÛp-pãpß ' Dpç .4 (ûp 1 /p—pß ' |
| | | | | | p"pØûp 1 7 Fpã 1pçpÛp„p' H .5 |
| | | | | | pòpÓ pËpç '1 DpÛp-p' pŽpçç .6 2ûppãp—pß |

| 1ûpp p"pøp) /p·p' | 1ûpp) /BpÓ |) /ûppz |) /BpÓ | BpÓ γ) /p·t |) 1pøpÔpß ' | 1p Ep |
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| | | | | | Dp»pÓ DpÛ KpŽûppçpîpã pòp³ | .7 |
| | | | | | * ' /pÿp—p³pãpß ' pðpàpË 1 pòpçpîpãpß ' (ûp 1 /p—pß ' H pòpç | .8 |
| | | | | | pòpÓ pòpîpçpß ' H 1pãp÷ ' p"p'pà 7pß p | .9 |
| | | | | | p"ûp HpŽp³p—pã H p"ûppÓpŽ 2pŽpîpÿ J # E | .10 |
| | | | | | p"pçpãpŽpðpß ' *pŽp£pà 7p» 1 '1pã | .11 |
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| | | | | | Bûpp' 7p—pß ' !pŽpçp # E HpîpÔpã H pçpç | .13 |
| | | | | | (ûp 1 /p— 5 1pÓ H *pŽ 7pŽ p"ûppçpîpãpß ' p"p³p | .14 |
| p"ûpp—p£p—pß ' p"ûppçp'p | | | | | | |
| | | | | | Fûpp' p"ûppçpîpãpß ' p"p³p \$ pòpÿ Hpß HpçpÛp—pß ' 1 H | .1 |
| | | | | | pòpÓ) 1pÓ ' Hp—pã ,pŽpîpç /pçpË pŽpîpã ' /pçpîpã pòpàpãpîp | .2 |
| | | | | | /pçpË FpŽpãp÷ ' H p"pãpü³ 2pŽpîpÿ J | .3 |
| | | | | | p"ûppçpîpãpß ' p"p³p \$pãpß ' p"p'pà 7pß ' / | .4 |
| | | | | | p"ûppÔp» A 1pĩ p"ûppçpîpã pòpàpãpîpß ' Bûpp' 7 | .5 |
| | | | | | p"p'pà 7pß ' / ' /pË | 6 |

| 1ûp p"pø) /p·p | 1ûp) /BpÓ |) /ûpp |) /BpÓ |) /BpÓ) /p·p |) 1pøpÔpß ' Epx |
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| pòpËpŽpãp—pÿpû ' 9H | | | | | |
| | | | | | pËûppãpÿ pòpÓ Eûppàpìp— .1 *pŽp»p»pšp— pËûppãpÿ C pòpçpøp—pß 'H pòpçpìpã |
| | | | | | +pŽpçpù ' BpŽpεp—pß ' pč .2 p" Qûppç /p—pã pòpçpøp— |
| | | | | | pòpçpìpãpß ' (ûp 1 /p—pß 'H .3 +ûppε Fpã +pŽpçpùpß p"pã p"pε H 1 7pãpß ' |
| | | | | | B 7pŽpçpã FpË p"ûppçpìpãp .4 Eûppàpìp—pßpŽp' FpìpçpŽp pòpçpøp—pß 'H |
| | | | | | pòpÓ Dpš /p—p— p"ûppËp .5 Dpãpìpß ' B Hp³ pò |
| | | | | | Hpë Dpÿ 1pß ' 1p'p—pìp— .6 pòpë) #1pãpß ' QF #H , B) #1pãpß ' D Hp'pç Fpãûppε Dpãpìpß ' |
| | | | | | pŽpë 1 H / 2 2pìp— pžpëpŽpçp .7 Ep„pÛ |
| | | | | | 1 HpÛ 0pß ' pðpàpË *pŽp»p» .8 pòpãp³pÿpß ' Apüp—pšpù ' pŽpãpìpß |
| | | | | | pžpã '1p' Fpã pžpãpŽpç 1p' .9 DpçpÓp÷ ' Fpã pòpçpøp—p) #1pãpß ' |
| | | | | | D Hpε 1 H /ûp pòpËpŽpãpçp .10 pðp»pçp÷ 'H 1pÛ 0pß ' F |
| | | | | | pðpàpË F '1 /pŽpç pŽpãpìpù .11 pËpãp—pÿpãpß |

(3) Bp£pàpãpß '

Eûppàpìp—pß ' pËppàpÛpß ' p"pÿ 1 /pß 'H p"p—p³pß ' *pûpŽpÿpãpß 'H * '1ÿ
 (ûp 1 /p—pß 'H Eûppàpìp—pß ' *pŽp³p³ \$pã pòpÓ pòpËpŽpãp—pÿpû ' 9Hpçp
 pòpçpìpãpß '

| p"pÿ 1p>p- | p"p'p³ p"p'pŽp' | 7p³ Hÿ p"p'pŽp' | A '1p£ J1pŽÛÿ | * '1pøpÔpß ' (DpH)p—p | Ep /pçÿ |
|-------------------------------------|--------------------|--------------------|------------------|---|------------|
| pòpçpøp—pß 'H pòpçpìpãpß ' (DpH)p—p | | | | | |
| K' /pÿ | 82% | 4.08 | 1.18 | (ûp 1 /p—pß 'H Eûppàpìp—pßpŽp p"ûpp»pšp·pß ' pòpß Hûppã pË | 1 |
| ' /pÿ) | 87% | 4.34 | 0.81 | pðpàpË pòpçpøp—pß 'H pòpçpìp pçpç 'H 1ûppÛpÔp—H | 2 |
| ' /pÿ) | 84% | 4.18 | 0.71 | 1pšpÓ 1 /p»pã pòpçpøp—pß 'H Fûp1pšpõ 'H p"pã | 3 |
| ' /pÿ) | 81% | 4.07 | 0.84 | E '1p—p£ ')1 8pç pèûppß % 1 8p pËpãp—pÿ | 4 |
| p"pàû | 58% | 2.89 | 1.31 | pòp—p³ '1 / DpŽpãpÛ % (pçpÿp p"ûppã | 5 |
| p"pàû | 54% | 2.71 | 1.25 | Eûppàpìp—pãpß pèpÿp—' pòpçp pòpçpøp—pß 'H | 6 |
| p"pàû | 53% | 2.65 | 1.21 | pðpß % ,pŽp—p£ûp pòpçpøp—pß pòpãûp /pŽpÛp÷ ' Eûppàp | 7 |
| ' /pÿ p | 48% | 2.41 | 1.20 | IHp—p³pã Dp× # pòpçpøp—pß 'H I1pšp÷ ' p"ûppãûppàpìp— | 8 |
|)1û | 75% | 3.73 | 1.29 | Dpÿ ' Fpã !pŽp× /p»p÷ 'H Dp pòpçpøp—pß 'H pòpçpìpãpß | 9 |
| p"pà | 55% | 2.77 | 1.54 | pòp×pŽp£p—pß ' pòpÓ (p'p³pß ' pòpçpøp—pß 'H pòpç | 10 |

| p"pÿ 1p>p- | p"p'p³ p"p'pŽp' | 7p³ Hf p"p'pŽp' | A '1p£ J1pŽûf | * '1pØpÔpß ' 'E Eûppàlp—pßpŽp' pòp×pŽp£p—pß pòpç | Eþ /pçf |
|------------------|--------------------|--------------------|------------------|---|------------|
|)1û | 71% | 3.57 | 1.22 | Eûppàlp—pßpŽp' pòp×pŽp£p—pß pòpç | 1 1 |
| p" 7p³ | 68% | 3.40 | 0.55 | D Hp÷ ' Dpžpā | |
| DpāpĒ 51pòpçpžpó | | | | | |
| K' /pÿ | 85% | 4.27 | 0.90 | pŽp» 1pÓ pòpçpØp—pß 'H pòpç Dpālpß ' B Hp³ | 1 |
| K' /pÿ | 82% | 4.10 | 0.95 | p"úppā Húppß ')pŽûpp£pß ' pĒpā pēp—pŽpÿpŽûpp—p£ 'H | 2 |
| K' /pÿ | 80% | 3.98 | 0.93 | p"úppßpüppØp—p³ (úpppppß ' pß 'E Dpālpß | 3 |
| K' /pÿ | 80% | 3.98 | 1.07 | Fpā # pòpçpØp—pß 'H pòpçpīpā püpp'Øp—p³pā Dp | 4 |
| K' /pÿ | 80% | 3.99 | 0.98 | pòpÓ EpēpŽp³úp pòpçpØp—pß 'H /pāp'pāpß J /pŽp»p— | 5 |
|)1û | 79% | 3.93 | 1.04 | '1pŪp'pā püppāpĒ pòpß 1p | 6 |
|)1û | 71% | 3.56 | 0.94 | D Hp»p£pßpŽp' pòpçpØp—pß 'H p pòpß2pçpā Fpā | 7 |
|)1û | 74% | 3.72 | 1.11 | 1p # pēpß FpŽpŪ pòp' F H 7úp pòpçpīpāpß 'H | 8 |
| p"pā | 57% | 2.86 | 1.30 | 6pÔpšpçpā 1pÿp,ß' Hpß | 9 |
|)1û | 79% | 3.97 | 1.08 | * '1pŽpīpāpßpŽp' EpŽpāpßpù ' p Dpālpß ' B Hp³p' I | 1 0 |
| K' /pÿ | 82% | 4.12 | 0.92 | (úp 1 /p—pß 'H Eûppàlp—pß ' pð ' /úppÿ püppš / pð | 1 1 |
| K' /pÿ | 86% | 4.31 | 0.81 | Fpā pòpĒ ' /p' % 1pŽpì 8 % pðpā pòpçpØp—pß 'H pòpçpīp | 1 2 |
| K' /pÿ | 81% | 4.06 | 0.92 | pðpāpĒ pòpçpØp—pß 'H pòpçpīp pòp' 5pŽpš 9H | 1 3 |
|)1û | 78% | 3.88 | 1.13 | Fpāpā pòpç '1p× # p"p³pÓpŽpĒpā Dpālpß 'H p"p³ '1 /pß ' +úpp£ | 1 4 |
|)1û | 78% | 3.91 | 0.52 | pòpçpŽp'pß ' Dpžp | |

| p"pÿ 1p>p- | p"p'p³ p"p'pŽb | 7p³ H p"p'pŽb | A '1p£ J1pŽù | * '1pØpÔpß ' 'pŽp | Ep /pç |
|------------------------------|-------------------|------------------|-----------------|---|-----------|
| p"ûpp³ '1 /pß ' pžbā: +pßpžp | | | | | |
| K' /pÿ | 81% | 4.03 | 1.02 | pðpàpË pòpçpØp—pß 'H pòpçpìpā p"p'p³pžpçpā p"ûp | 1 |
| K' /pÿ | 85% | 4.23 | 0.84 | p"pÓ 1pìpāpß ' pòpçpØp—pß 'H pò J /p | 2 |
|)1ù | 77% | 3.86 | 1.02 | Hpè pžpā pËpā pòpàpāpìpß ' Bù (pßpž 7pàp | 3 |
| p" 7p³ | 69% | 3.44 | 1.16 | *p× Hpß ' pðpàpË p"ûp 1 8pçpß ') p"ûppàpāpìpß ') | 4 |
|)1ù | 77% | 3.83 | 1.18 | (pìp»p÷ ' pðpß % Dpìp³p÷ ' Fpā | 5 |
|)1ù | 72% | 3.60 | 1.21 | ,pžpìpçpāpß ' EpìpÔpß p"ûppÓp | 6 |
|)1ù | 71% | 3.53 | 1.18 | pòp—pß ') /pçpžp³pāpß ' p"ûppā) /pžpāpß ' Ep | 7 |
|)1ù | 76% | 3.81 | 1.13 | +pžpçpù ' *pžpÿpžp£ pòpçpìpāpß p"ûppàp'pØp— | 8 |
|)1ù | 76% | 3.79 | 0.53 | +pßpžp>pß ' Dpžp | |
| p"ûpp³ûp 1 /pËpß '1 pç | | | | | |
| K' /pÿ | 81% | 4.04 | 1.04 | p"ûppË Hpç Hpāp' pžpçp—p | 1 |
| K' /pÿ | 80% | 4.00 | 1.10 | pðpàpË pžpçpìpÿp-ûp H E '1p—p pžpçp³pÔpç | 2 |
| K' /pÿ | 84% | 4.19 | 1.02 | 9 ' /p'pù 'H 1 H 7p—pß 'H +p | 3 |
| K' /pÿ | 83% | 4.13 | 1.03 | pžpçpìpÿ 'Hp— pòp—pß ' *pûpÛp (ûp 1 /p— | 4 |
| K' /pÿ | 82% | 4.11 | 1.08 | p"pØûp 1 7 Fpā 1p>pÛp„p' H | 5 |
| K' /pÿ | 82% | 4.10 | 1.03 | p"pßpžp£ pòpÓ pËp<'1 DpÛp-p' 2ûppāp— | 6 |
|)1ù | 75% | 3.73 | 1.19 | pòp³ '1 / Dp»pÓ DpÛ pòpçpìp | 7 |
|)1ù | 79% | 3.94 | 1.11 | pòp—pß ' * ' /pÿp—p³pāpß ' pðpā pòpçpØp—pß 'H pòpçpìpāpß ' | 8 |
| p" 7p³ | 66% | 3.28 | 1.26 | pËpā pèpàpāpžpìp— pòpÓ pòpìpç p"p'p | 9 |
|)1ù | 75% | 3.74 | 1.18 | /pçpË p"ûp Hpžp³p—pā H p"ûppÓ | 10 |

| п"пŸ 1п>п- | п"п'п³ п"п'пŽп' | 7п³ HŸ п"п'пŽп' | A '1п£ J1пŽùŸ | * '1пØпÓпß ' /pçŸ | Ep /pçŸ |
|---------------|--------------------|--------------------|------------------|---|------------|
| | | | | пòççØп— | |
|)1ùŸ | 73% | 3.65 | 1.26 | DùппÐп-п— пòпÓ Dп§ /п—п— Dпãпìпß ' B HŸ | 5 |
|)1ùŸ | 73% | 3.67 | 1.29 | B2 1пß ' (п³пÛ FпË D H \$п³пãпß Dпãпìпß ' B Hп³ пòпÓ) #1пãпß ' | 6 |
|)1ùŸ | 74% | 3.72 | 1.06 | J /ùппàпØп—пß ' пŽпë 1 H / 22пìп Ep | 7 |
|)1ùŸ | 75% | 3.76 | 1.06 | +пŽпççù ' H 1 HпÛ 0пß ' пðпàпË пŽпãпìпß пòп³пÓпççß ' H пð | 8 |
|)1ùпп | 79% | 3.96 | 0.87 | Eùппàпìп—пß ' пŽпã '1п' Fпã пŽ C1пŽп-п— F # DпçпÓп÷ ' Fпã пëùпп | 9 |
|)1ùпп | 76% | 3.81 | 0.97 | D Hп£ 1 H /ùп пòпËпŽпãп—пŸп пðп>пçç÷ ' H 1пÛ 0пß ' F | 10 |
| ' /пŸ) | 86% | 4.31 | 1.07 | п"ùппãпçç— пðпàпË F '1 /пŽп× пËпãп—пŸ | 11 |
|)1ùпп | 75% | 3.76 | 0.63 | 3 /пŽп³пß ' DпŽпŸп | |
|)1ùпп | 74% | 3.70 | 0.42 | п"ùппàпÛпп"ùппàпÛ | |

. 5) п"п'пŽпŸп—п³пüпß п"пŸ1 / пðŸ

þ"þãþãþãþã '4) Ðþþþþã : (

An- Najah National University
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Agendered Analysis of Technical and Vocational Training and Education in Palestine

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Supervised By
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Nablus, Palestine.

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Abstract

This study aimed to recognize the gendered analysis of technical and vocational training and education in West Bank and Gaza Strip.

The study followed the descriptive analytical method, because it is appropriate to the nature of this study, by qualitative and quantitative tools, such as the interview and the questionnaire. The study population consisted of all students of government vocational schools, vocational training centers and technical government colleges in the West Bank and Gaza Strip, they reached to (8206) for the year (2015), the students were distributed to (14) government vocational schools, (8) technical government colleges and (12) vocational training centers in the West Bank and Gaza Strip. The study sample (433) students, were selected by a stratified random manner to vocational training institutions in the West Bank and Gaza Strip, and to the interview tool a sample (15) the was selected sample of fifteen of vocational institutions principals' and deans, distributed between the West Bank and Gaza Strip.

The interview results showed that, the institutions principals' and deans believe that the specializations and programs offered for females are appropriate, and the demand for Beautation and sewing specializations are

still great, this demand linked with the culture of the society, which hinders females to be upon new aspects.

The principal's of the professional institutions have no objection in teaching and training without being as a main course, but as a form of one lesson or a unit.

The questionnaire results showed that gendered analysis of technical and vocational training and education from students point of view, for the study domains was among medium and large, percentages for response were (65.7%) between domains machines infrastructure, (78.22%) for the second sector, creating job opportunities, so it was big in comparison with the common rate of the whole sections.

The results showed that there are no statistically significant differences at the level of significance ($\alpha = 0.05$) between the students responses about gendered analysis of technical and vocational training and education in West Bank and Gaza Strip, according to the six sectors, on the total score of the questionnaire paragraphs depending on (Vocational Institution Type, and the governorate) variables, and there are statistically significant differences at the level of significance ($\alpha = 0.05$) between the students responses about gendered analysis of technical and vocational training and education in West Bank and Gaza Strip, according to the responses of females and males students about the situation of technical and vocational education and training according to (Gender) variable, for the benefit of male students.

According to the study findings, the researcher recommended, the necessity of curriculum and training programs developing to be suitable for gender, to change the stereotype of women's work in the vocational fields, in addition to holding awareness courses in gender for principals and deans of the vocational institutions and encourage them to transfer this awareness to the students.