



# Market Labor Study for the Agriculture Sector



**PROJECT: RESILIENCE AND ECONOMIC GROWTH IN GAZA STRIP  
IN THE AGRICULTURAL SECTOR 2023-2020**

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**SUBMITTED TO: AGRICULTURAL DEVELOPMENT ASSOCIATION (PARC)**

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## LIST OF ACRONYMS

GDP	Gross Domestic Product
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GTC	Gaza Training Center
GS	Gaza Strip
INGOs	International Non-Governmental Organization
IR	Islamic Relief
MoA	Ministry of Agriculture
MoL	Ministry of Labor
MoNE	Ministry of National Economy
NGO	Non-Governmental Organization
PARC	Agriculture Development Association
PCBS	Palestinian Central Bureau of Statistics
PFIU	Palestinian Food Industries Union
PS	Private Sector
TVET	Technical and Vocational Education and Training
UCAS	University College for Applied Sciences

## EXECUTIVE SUMMARY

The Gaza Strip has been suffering from different agents that have brought its economy to ruin, the most alarming one being unemployment. In 2020, unemployment levels have reached an unprecedented rate of over %45. Although there are many factors that increased the severity of unemployment, there is one in particular that should be recognized: the mismatch between education and the labor market, or what is known as the 'skill gap', especially when it comes to the agriculture sector. Although the agriculture sector has long been involved in the Palestinian GDP and has provided a cushion against the volatility of the market, there has not been enough attention directed towards its development as its share in the economy stands between %4 to %5. Furthermore, due to stigma and distortions in the labor market, vocational training has been receiving very little attention from donors, the government, people and the PS. From our interactions with experts in the field, we realized that there is potential to contain the high unemployment levels and build a stronger, more stable economy. We saw that we have to build on the attempts of INGOs to promote TVET as the pillar of change.

## CHAPTER ONE: INTRODUCTION AND METHODOLOGY

### 1.1 Study objectives

PARC is implementing a three-year project called «Resilience and Economic Growth in the Gaza Strip in the Agricultural Sector, 2023-2020» that aims to improve the livelihood of youth and farmers in the GS through enhancing their chances to access the labour market. The project is specifically aimed to consolidate the productive activities in the GS by shifting towards a market approach and sustainable employment opportunities. The intervention will be executed in all governorates of the Gaza Strip.

Through the project's Theory of Change, the project is aiming at its first stages to assess the agriculture labour market's needs through conducting a labour market study. This study will offer recommendations that will become the basis for the implementation of different activities. Thus, the findings and results of the study will contribute to forming a complete and a detailed understanding of the nature of the agriculture labour market. The obtained results can direct the attention of PARC toward the different segments of the agriculture labour market and the nature of these segments; their requirements, needs and related statistics.

The current report's main objectives are to

- Identify the agriculture labour market's demand and supply levels.
- Identify the nature and type of employment demanded in the agriculture labour market, taking in consideration age and gender.
- Provide illustrations, supported with primary and secondary data (secondary data should be referenced by official data), regarding the processing of employment in the agriculture sector. Details include, but not limited to, wage levels, prospects of improvement and development (evidence-based), unforeseen opportunities and how can youth and farmers contribute to filling them.
- Provide an overview, supported with clear evidence, of the agriculture labour market trends.
- Assess the economic, social, and technical drivers for the agriculture labour market.
- Identify the needed skills and competencies required of youth and farmers from the business owners' perspective.
- Shed light on the role of training institutions and TVET service providers in improving the skills of youth and farmers in the agriculture market.

- Identify the optional entrepreneurship opportunities in the agricultural sectors.
- Identify skill deficiencies that may impose risks on future employment and economic Growth in the agriculture sector.

## 1.2 Scope of work

To ensure the proper implementation of the assignment and to effectively respond to its objectives, the consultant will work on the following:

1. Identifying the nature of agriculture labour market including:
  - Agriculture Labour market's trends.
  - Agriculture Labour market's supply and demand status as well as needs.
  - Agriculture Labour market's enabling environment.
  - Agriculture Labour market's opportunities & threats.
  - Employment demanded in the market.
2. Identifying economic, social and technical drivers for the agriculture labour market.
3. Identifying the set of skills needed by the agriculture labour market's participants, with a specific focus on youth and farmers, and highlighting the gaps in skills provision. Skills should, at least, be classified according to the following levels:
  - Employability skills.
  - Soft skills.
  - Market system skills.
  - Access to market skills.
  - Entrepreneurship skills.
4. Identifying the main sectors and subsectors that demand agriculture labor currently in a prospective view.
5. Developing a skill gaps' map and an analysis matrix that identifies the main areas of capacity building interventions, while considering variable needs to meet market compatible skills.
6. Develop a matchmaking mapping tool to match the adequate number and qualities of potential employees with the corresponding employers who are willing to engage actively in the proposed employment programs.

This component also involves identifying the role of training institutions and TVET service providers in improving the skills of youth and farmers in the agriculture market.

The study should consider the results based on the policy, systematic, institutional, operational, and beneficiary levels.

## 1.3 Tasks/Deliverables

The main tasks and, accordingly deliverables, of the project are:

- A desk review report showing the consultant's understanding of the study, including an indication of the main focus areas that the consultant is planning to undertake in the study.
- Approved data collection tools.
- An Inception report including the final summary of the desk review report, data collection tools, and updated methodology.
- Stakeholders' mapping list
- Raw data, and data entry sheets.
- Market Labor Study with annexes.

## 1.4 Modified Approach and Methodology

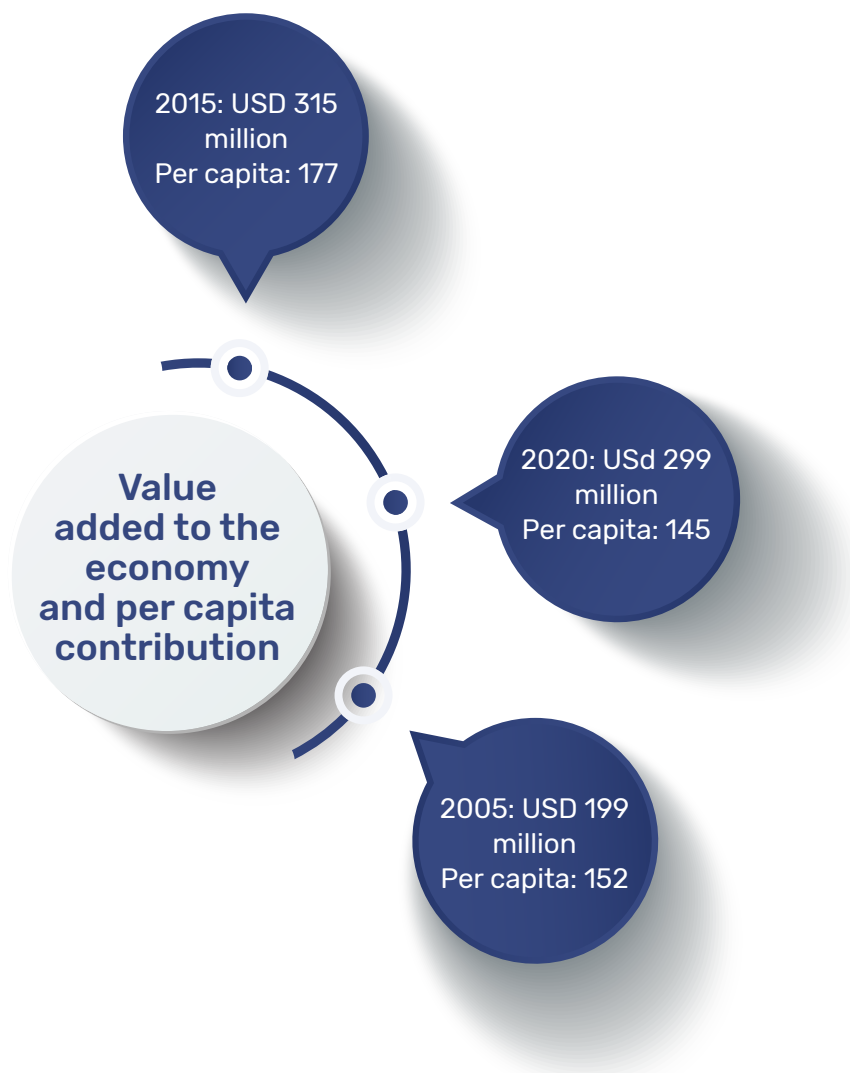
The consultant team implemented the assignment through a multi-phased and goal-oriented approach, using a mix of tools and information sources that enriched the study. We have conducted rigorous research on the topic to find the most suitable and adhering literature on the topic matter. We mainly used publications from NGOs and INGOs (such as ARIJ, GIZ, Oxfam and many more) that have a decorated history in the area of development including agriculture development. We have also conducted field research that included agriculture graduates and public and private sector actors. Through the specific surveys and interviews, we were able to attain a realistic appraisal of the agricultural labor market. Check annex 1.

## 1.5 Literature Review

Reviewing relevant studies and previous literature showed that although several studies have tackled the issue of labour market and the skill gap, most of the published reports and studies were general in their theme and very few have addressed the agricultural labour market and the need to match supplied skills with the needs of the employing subsectors. In fact, most studies were more focused on skills related to ICT services and manufacturing sectors. The section below will attempt to summarize relevant findings of available literature and highlight any relevance to the subject of this report when possible.

Palestine is a country that has been blessed with properties auspicious to flourishing agriculture. However, due to poor practices and policies, during the period between 2005 and 2015, the contribution of the agriculture sector to Gaza's GDP fluctuated between %5.6 and %8.5, dwindling to %5.7 in 2015 . The latest Palestinian Central Bureau of Statistics (PCBS) reports indicate that the contribution of the agriculture sector to Gaza's GDP in 2020 was about %12. This percentage contribution does not necessary mean or translate to higher contribution of the sector in gross domestic product in absolute or relative terms. For example, the value added of the sector in the Gaza Strip for the years 2020 ,2015 ,2005 is 315 ,199, and 299 USD million respectively, which, for purposes of comparison, means that the agricultural sector contribution per capita has decreased over the years starting from 152 in 2005 to 177 in 2015 to 145 in 2020. The sector's ability to employ workers has also been decreasing, while other sectors proved to have stronger pulling factors (mainly higher and sustainable wages) of labour such as the services and construction sectors. Regardless of the fact the sector in the Gaza Strip has been struggling and shrinking, it has proven to be a last resort measure to absorb labor during economically challenging times.

Value of agricultural production in the Gaza Strip – season 2015/2014, MoA 2017  
at constant prices: 2015 is the base year



The agriculture labour market has stagnated over the years due to multiple hiccups, the main one being the rift between the skills that educational institutions instill in their graduates and the skills that the market requires. The vocational and educational institutions need to have their curriculums reformed to match the desire of the PS to hire more talent. As such, agriculture technical and vocational training should become a focal destination to be funded and supported.

In general, it can be safely concluded that there is a scarcity in resources and literature directly addressing the agricultural labour market whether in Palestine, in general, or in the Gaza Strip, in particular. Within the little available literature, there is an agreement that despite the utmost importance of the agricultural sector, there has been a diminishing contribution whether to GDP contribution or to employment capacity. Nonetheless, there is a consensus among studies

and reports on the following findings:

- The agriculture sector is an employment pushing sector to services and manufacturing sectors in times of economic growth.
- The agriculture sector is an employment pulling sector and employer of last resort in times of economic decline and shrinkage.

- The sector is considered labour intensive in nature of tasks (less relying on technology and more on manual labour) but also, it is relatively labour intensive (Labor extensive is when there is a relatively large area of land per worker).
- Agricultural activities extend all year round, but the agricultural sector shows employment seasonality due to peaks in planting and harvesting periods.
- The sector relies more on skilled and semi-skilled labor. Therefore, the issue of raising the skills of agricultural labor is rarely raised, except for business-related skills such as farm management, marketing and negotiation techniques.

## 1.6 Obstacles and challenges faced during the study:

The team has faced some challenges during the preparation of the study summarized as follows:

1. Restrictions imposed due to the COVID19- and the repeated weekly closures, which made the field research and interviewing require more time.
2. In a few cases we were met by hesitance to cooperate by some institutions and personalities of whom the team has requested information or interviews.
3. The confliction in some information provided by various bodies, in addition to the absence of official information regarding the number of workers, graduates, and seasonal working opportunities among other statistics.
4. Faulty bureaucracy that lacks specific bodies that can be consulted to collect information about the food processing production units. Most of the consulted parties are informal, unorganized, and unregistered work.
5. The short functioning cycle for some of the units, they start, go through specific stages of development then end, unless for some units that molded into a successful and sustainable formal status.
6. The surveyed agricultural graduates, who are the main target group of the online survey, provided responses that were not very accurate in some instances causing some discrepancies in data, which required further validation using other data collection and validation methods.
7. The scarcity of references and resources, especially in the study subject particularly in the Gaza strip.
8. Lack of up-to-date information about the subject of the study at the secondary resources level. Consequently, the available information may be outdated.

## CHAPTER TWO: BACKGROUND AND GENERAL OVERVIEW

### 2.1 General economic context and Situation Analysis

#### Brief background

Overview:

The Palestinian economy has been suffering from a series of setbacks and declines in growth rates due to several structural imbalances and distortions, combined with high dependency on the Israeli economy. Despite the unilateral Israeli withdrawal from Gaza in 2005, the population of GS still suffers from Israeli restrictive measures, particularly in movement of people and goods. Moreover, the economy of the GS has been witnessing even more severe restrictions resulting from the repercussions of Israeli aggressions and Israeli imposed blockade, which have caused several episodes of contraction over the last decade and a half. The features of this deterioration are reflected in the indicators of the gross domestic product, labour market, foreign trade, and public finance among other macroeconomic indicators. It is evident that



volatility and weakness in the levels of economic activity have reached unprecedented levels, and unemployment rates have reached record and alarming numbers. The continuing political and economic division between the WB and the GS, the continuation of the siege and partial closures of the trade crossings and political tensions in the Gaza Strip have all contributed towards its diminishing economy. They have affected the performance of the PS and weakened its ability to fill the employment and investment deficit.

The humanitarian situation in the GS is becoming increasingly fragile in all sectors. The socio-economic fabric is disintegrating due to the cumulative impact of 14 years of sea, land and air blockade and 13 years of an energy crisis. The protracted continuing crisis and the deteriorating conditions have left the economy on the verge of complete collapse with poverty rate soaring to %53 and food insecurity to %68 . About %79 of the population in Gaza is reliant on assistance from government or non-government sources<sup>5</sup>.

### Macroeconomic indicators:

The Macroeconomic indicators clearly point to modest economic growth rates and to the severe structural distortions and significant variations between the economies of the WB and the GS.

### GDP And GDP Per Capita

GDP (Billion Dollars)	Palestine	GS	WB
2010	11,082.4	2,586.3	8,496.1
2019	15,829.0	2,830.2	12,998.8
% Increase	-	9%	53%

### GDP

The GDP of the GS is only %21.7 of the WB’s although its population is %70 of that of the WB’s. That leads us to believe that the unproportionate decrease in the GS’s GDP is largely due to

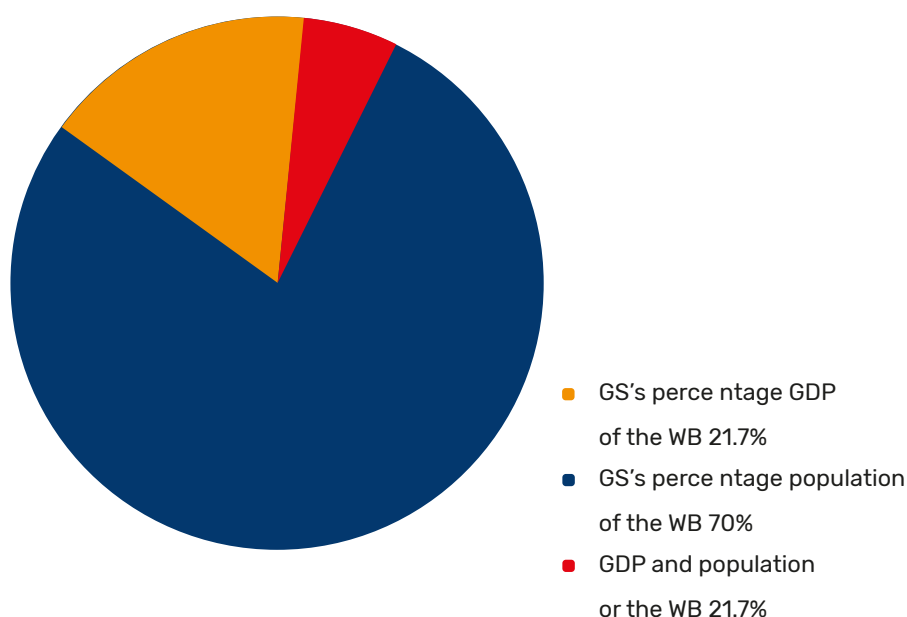
“The Palestinian Economy: Macroeconomic and Trade policymaking under Occupation.” The Palestinian Economy: Macroeconomic and Trade Policymaking under Occupation, United Nations Conference on Trade and Development , 2012, [unctad.org/en/PublicationsLibrary/gdsapp2011d1\\_en.pdf](http://unctad.org/en/PublicationsLibrary/gdsapp2011d1_en.pdf).

UNOCHA (2018): Opt Humanitarian Fund: Annual Report 2018, <https://www.unocha.org/sites/unocha/files/OPT20%20HF20%20Annual20%20Report202018.pdf>

Economic Monitoring Report to the Ad Hoc Liaison Committee World Bank September 2018 ,27; <http://documents1.worldbank.org/curated/en/413851537281565349/pdf/-129986REVISED-World-Bank-Sept-2018-AHLC-Report-final.pdf>

other structural and circumstantial, unfavorable economic factors.

The fact is that the GDP increased only by %9 over the last ten years in the GS and increased by %53 in the WB over the same period, and that the current GDP per capita of USD 1461.6 in the GS versus USD 4802.5 in the WB despite an increase of %89 in the population of the GS over the last 20 years is indicative of the magnitude of structural and circumstantial, unfavorable economic factors. Comparably, Israel’s GDP per capita in 2019 was USD 42,209<sup>6</sup>.



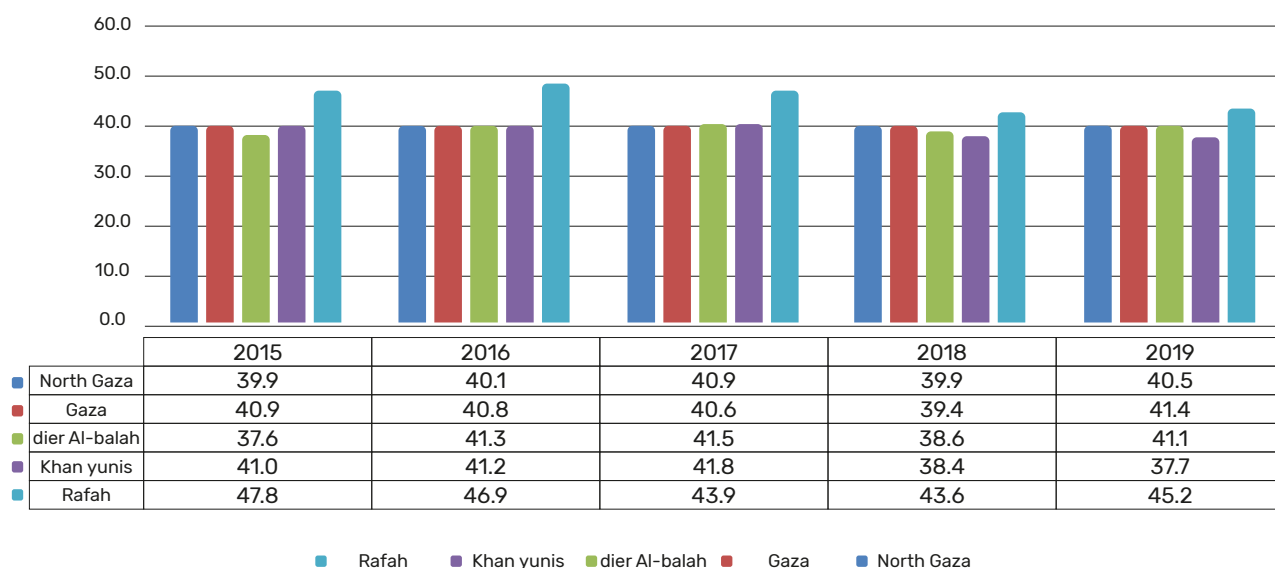
#### Unemployment:

According to PCBS, the GS during the first quarter of 2019 witnessed an unemployment rate of %46.3; however, during the second and third quarters it witnessed rates of %46.7 and %45.1 respectively, and finally closing the fourth quarter with a %42.7. During 2020, the average unemployment rate stood at around %45.1. The first quarter of 2020 witnessed an unemployment rate of %45.5; however, during the second and third quarters it witnessed higher rates of %49.1 and %48.6 respectively, and finally closing the fourth quarter with a %43.1. The average unemployment rate stood at around %46.6 .

The initial labour force survey results for 2020 showed that the labour force participation rate in the GS was %33 decreasing from %62.3) %40.9 for males and %19.2 for females) during the same period in 2019. Moreover, the results indicated that the labour force participation rate in WB decreased from %74.4) %46 for males and %17.4 for females) in 2019 to %44 for individuals aged 15 years and above for the year 2020 .

<sup>6</sup>OECD (2021), Gross domestic product (GDP) (indicator). doi: 10.1787/dc2f7aec-en (Accessed on 19th February 2021)

## Labor Force Participation Rate in GS by Governorate, 2019-2015



## Situation Analysis

### Agriculture sector:

The contribution of the agricultural sector to the GDP in Palestine has been decreasing over the past 50 years. From the 1970s to the 1980s, its contribution wended down from %36 to about %25. At the beginning of the 1990s, the ratio was about %13 and declined to %8.2 in the year 2000, reached %6.1 in 2009, and stood at %6.9 in 2019. Agricultural activities contributed about %11.8 and %12 of the GDP for the GS for the years 2019 and 2020, respectively.

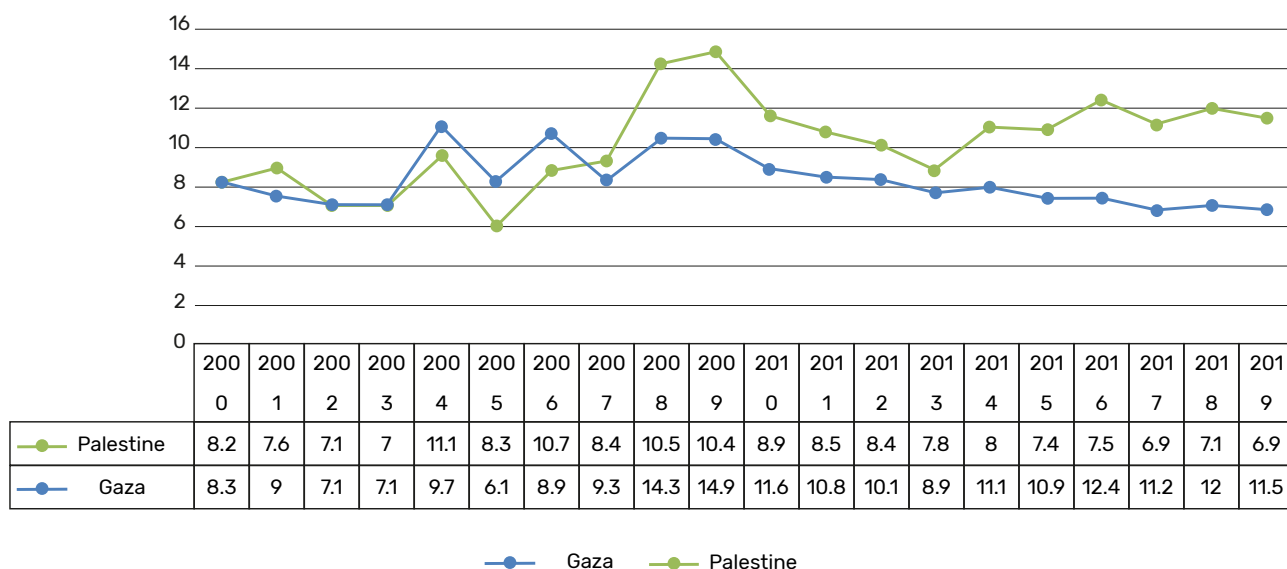
The sector's contribution to GDP in Palestine was around USD 1.1 billion and USD 1 billion for the years 2019 and 2020, respectively. Correspondingly, the contribution of it in the GS was USD 336 million and USD 298.6 million for the same years . Whereas the size of Cultivated area in the GS has dropped from 183,090 dunum in 1998 to 123,361 in 2019 .

"The Palestinian Economy: Macroeconomic and Trade Policymaking under Occupation." The Palestinian Economy: Macroeconomic and Trade Policymaking under Occupation, United Nations Conference on Trade and Development , 2012, [unctad.org/en/PublicationsLibrary/gdsapp2011d1\\_en.pdf](http://unctad.org/en/PublicationsLibrary/gdsapp2011d1_en.pdf).

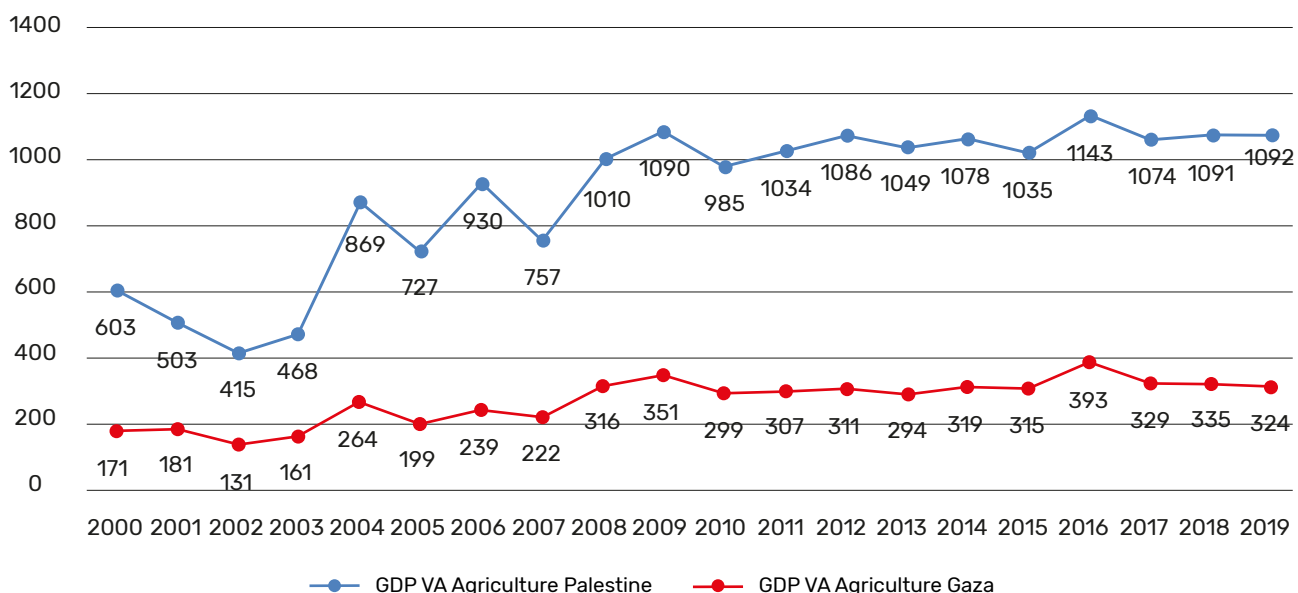
PCBS: Palestinian Labour Force Survey 2019 - Annual Report; <http://www.pcbs.gov.ps/Downloads/ZIP/-2515w.zip>

Palestinian Central Bureau of Statistics PCBS, The Labour Force Survey Results 2020, PCBS, [http://www.pcbs.gov.ps/portals/\\_pcbs/PressRelease/Press\\_En\\_-2021-2-23LF-en.doc](http://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_En_-2021-2-23LF-en.doc)

## The Percentage of Agriculture Contribution to GDP in Palestine and Gaza



## The Value-Added Agriculture Contribution in GDP in Palestine and Gaza in (Million USD)



It is noted that the GDP value added of agricultural activities in the Gaza strip is %42 of that of the WB, despite the fact that Gaza's agricultural area of constitutes only eleven percent of the West Bank's agricultural land. This can be contributed to agricultural intensification; changes in the cultivated areas between intensive irrigated cultivation and rainfed agriculture; and variations in the value of cash crops planted in rainfed agricultural land .

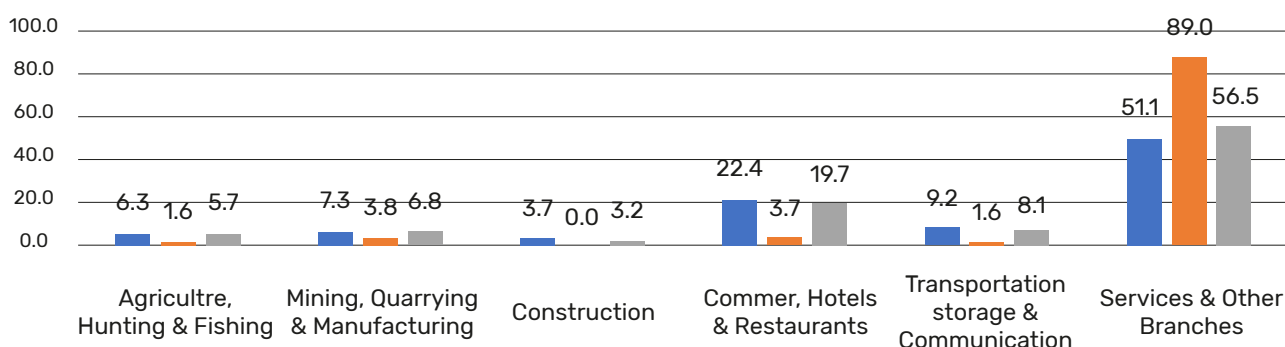
Country Profile, FAO, <http://www.fao.org/3/CA0348EN/ca0348en.pdf>

Palestinian Ministry of Agriculture, 2019. Agricultural Atlas of Gaza Strip, 2019. Gaza - Palestine

## 2.2 Employment in the agriculture sector

During 2020 in the GS, only %5.7 of employed individuals have worked in the Agricultural sector. However, %56.5 have worked in the other sectors, especially in the services sector, while %20 have worked in the commerce, hotels and restaurants activity. The main field of employment for females was the services sector, which employed about %89 of females. Commerce, hotels and restaurants sector provided job opportunities for about %3.7 of females in the GS, while the manufacturing sector employed %3.8.

### Percentage Distribution of Employed Individuals from Gaza Strip by Economic Activity, 2020



It is noteworthy that, in the GS, the unemployment rate for those with basic education was %39, compared to %49 for those with more than 13 years of education. That is an indication of the significant increase in unemployment among graduates in general. On the other hand,

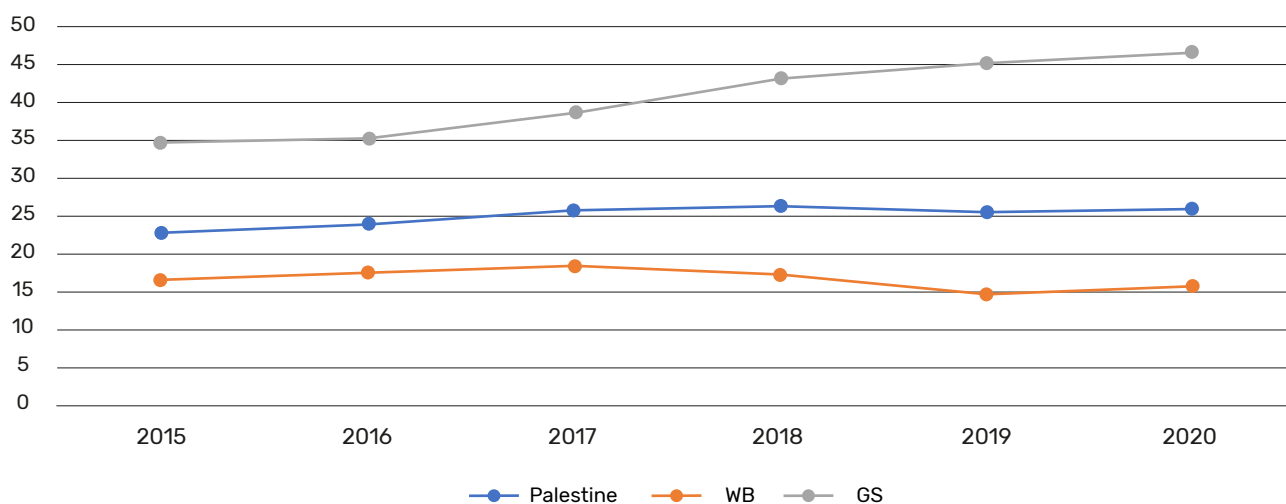
we found that unemployment among women was %68, while it was %40 for men. In the GS, the unemployment rate was %42.1) %46.6 for males and %63.6 for females).

Unemployment among youth:

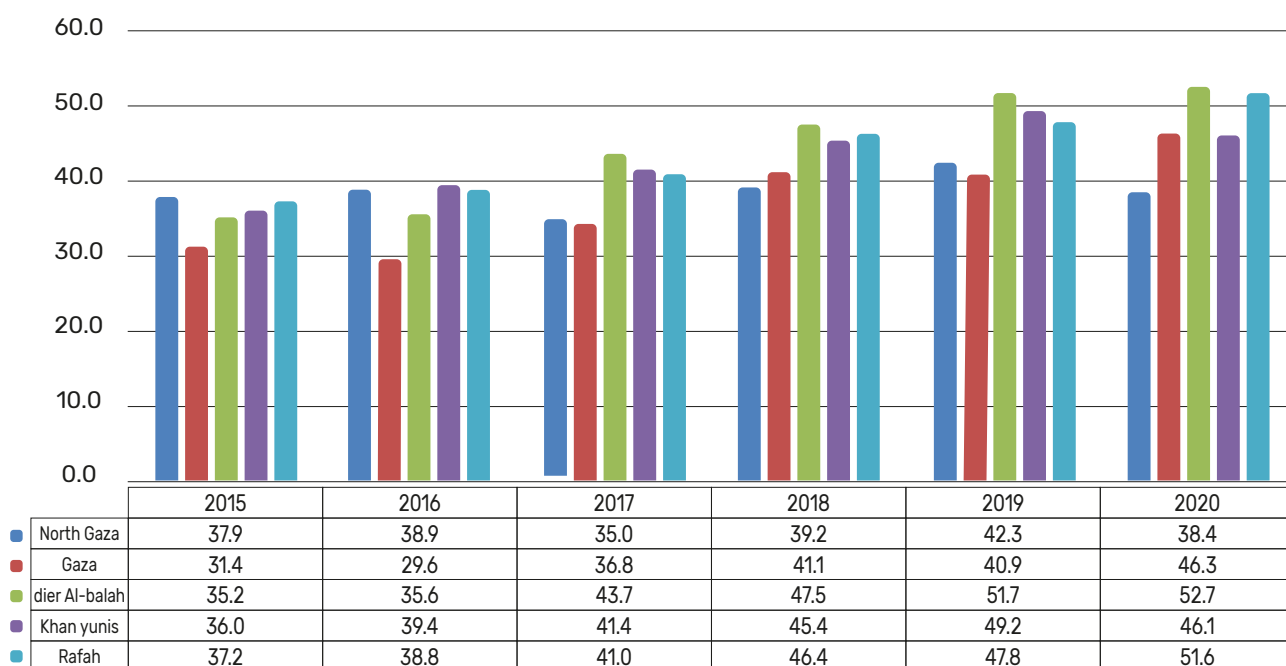
In the GS, the unemployment rate among youth aged 24-15 years was %66.3) %71.6 for males and %92.0 for females), while the unemployment among those aged 34-25 years was %50.1) %56.5 for males and %76.4 for females). Comparatively, in the WB the unemployment rate among youth aged 24-15 years was %23.6.3) %28.1 for males and %54.9 for females), while the unemployment among those aged 34-25 years was %13.3.1) %18.2 for males and %35.5 for females).

A persistent slow economic growth has played a significant role in keeping youth unemployment high. Young people, experience worse labor market outcomes than others. The reason behind youth disadvantage can be traced back to their lower-than-average human capital. This may be because they either graduate with degrees and specialization that have lower demand in labour markets and/or they miss other key components of human capital, namely general and job-specific work experience.

## Revised Unemployment Rate 2020-2015



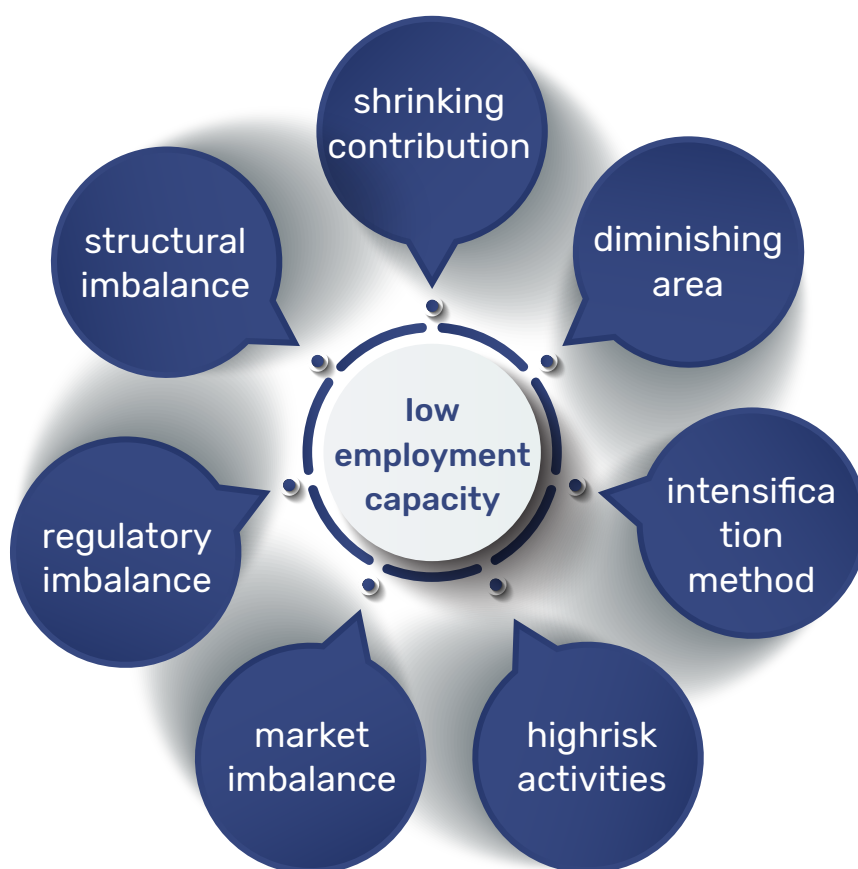
## Revised Unemployment Rate in Gaza Strip by Governorate, 2020-2015



It can be noted from the above figure that the unemployment rate is lowest in the Northern governorates where agricultural activities dominate, followed by the Gaza governorate that has the biggest services sector.

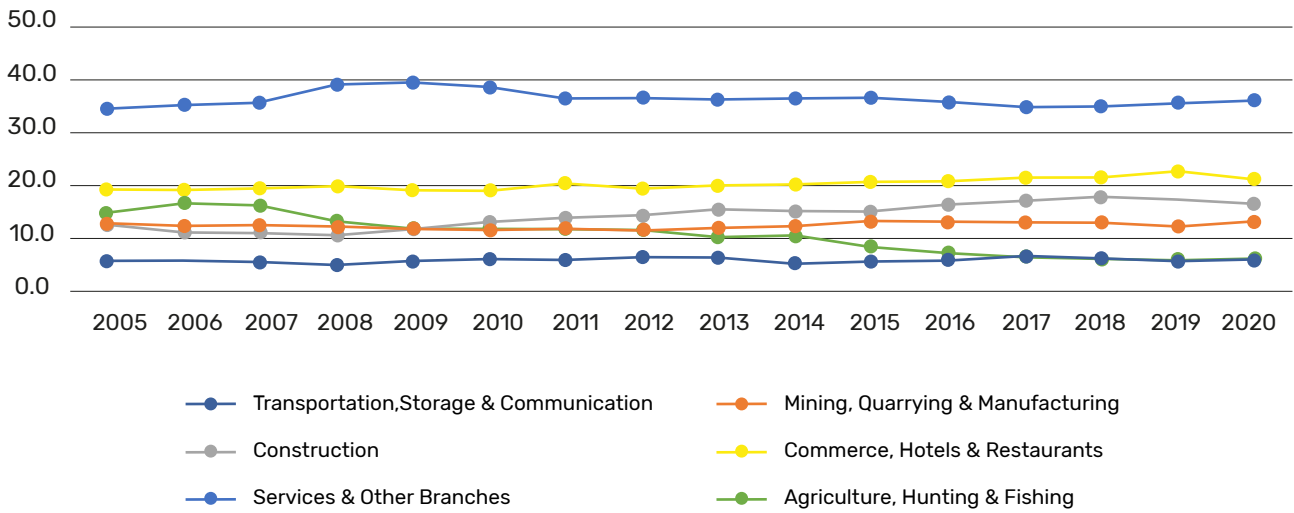
Nonetheless, it must be noted that in general, the employment capacity of the agricultural sector is relatively low, not only because of the shrinking economic contribution of the sector but, also, because of the structural, regulatory and market imbalances; distortions and failures. Furthermore, the sector faces a diminishing agricultural area, agricultural intensification methods

and a high risk associated with its activities. Such risks are price fluctuations and increased vulnerability to natural events and disasters (particularly the hydrological, climatological and meteorological events).

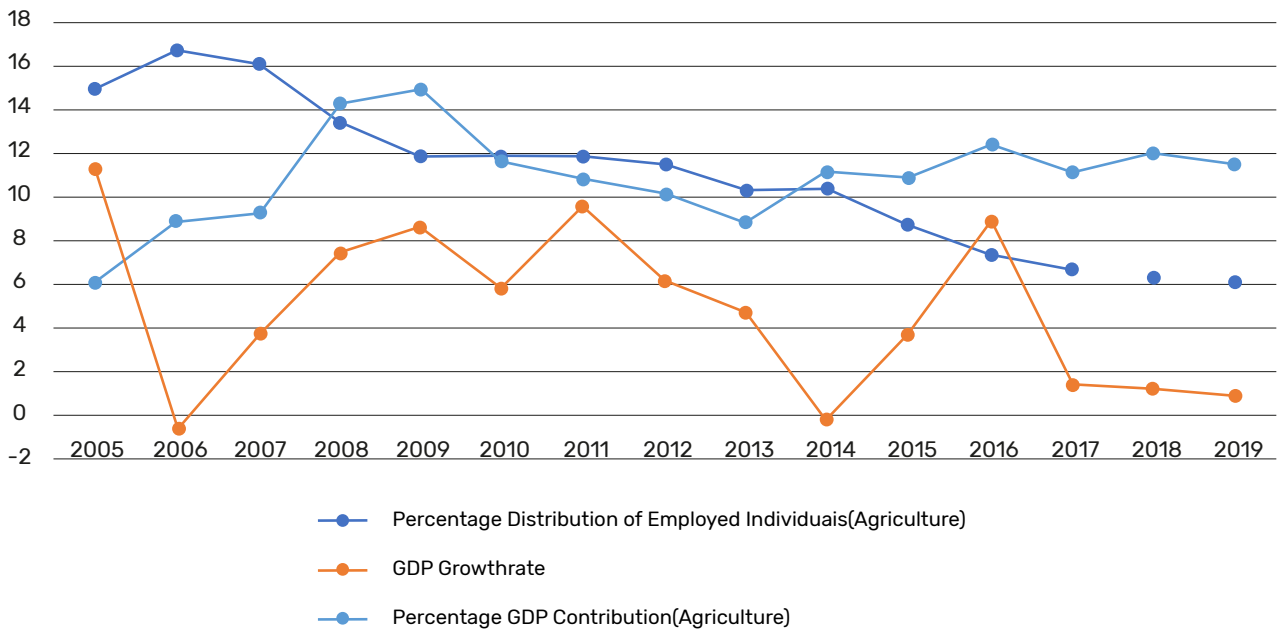


The below figure clearly demonstrates that the service sector generates more employment than any other sector; it has the highest number of sub-sector and is relatively labour intensive. Furthermore, there seems an inverse correlation between employment in the construction sector and the agriculture sector. Hence, as the construction sector witnesses a boom, it recruits and pulls labour from the agriculture sector, while the opposite is true (as the sector shrinks in activity the agricultural sector shows a clear tendency to absorb labour thus increasing its percentage share in employment).

## Percentage Distribution of Employed Individuals from Palestine by Economic Sector Correlation, 2020-2005



## Percentage Distribution of Employed Individuals from Gaza Strip in Agricultural Sector and Correlation with GDP growth, 2019-2005



The above figure confirms the fact that as GDP growth rate increases the percentage distribution of employed individuals by the agriculture sector decreases. That can be explained by the fact that GDP growth is usually due to growth in sectors other than agricultural sector, and that agricultural sector has almost stable employment capacity and that its growth is relatively slow.



## 2.4 Women and Youth in the Agriculture sector

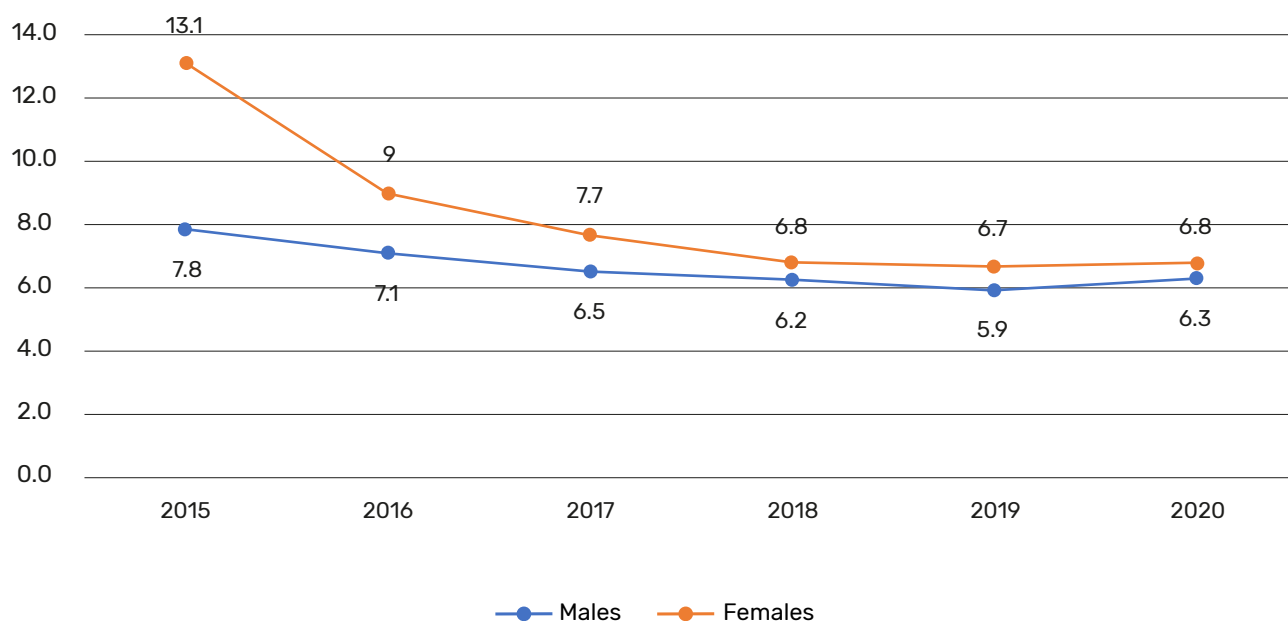
### Women in the Agriculture sector

Although women supply about %87 of the labour input in livestock production and %54 in plant production, they make only %6.8 of total females employed in the agriculture sector in Palestine, %8.1 in the WB and %1.9 in the GS. However, most of women's labour is in the informal sector (home-based), thus their contribution to the agriculture sector is much higher than what is officially reported.



Female agricultural workers face numerous difficulties such as the conservative social traditions, inadequate ownership of agricultural resources such as land, weak marketing facilities, low participation in agricultural cooperatives, weak agricultural extension services and lack of female extension agents. Findings of our survey show that female graduates were only about %17-10 of total agricultural graduates, only 23 female graduates (out of 37 graduates) found a job within six years from graduation. 2 out of the 23 females found jobs in non-agriculture sectors.

## Percentage employment in Agriculture sector by Gender in Palestine 2015-2020



The above chart demonstrates the diminishing contribution of the agricultural sector as a woman employing sector in Palestine over the last 5 years; the contribution shrank by almost %50 from 2015 to 2020.

The tables below show that the service sector is a pulling sector for increasing female participation as the percentage of female workers in the sector has been steadily increasing over the last 5 years. Meanwhile, table 2 shows that male participation has been increasing in the construction sector, particularly inside Israel and Israeli settlement, at the expense of participation in other sectors.

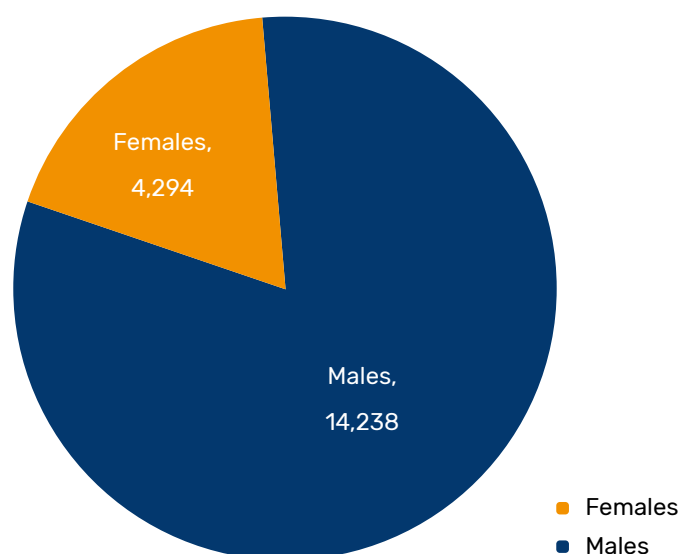
## Percentage Distribution of Employed Individuals Aged 15 Years and Above from Palestine by Sex and Economic Activity, 2020-2015

Sex and Economic Activity	2020	2019	2018	2017	2016
Males					
Agriculture, Hunting & Fishing	2020	2019	2018	2017	2016
Mining, Quarrying & Manufacturing	6.3	5.9	6.2	6.5	7.1
Construction	14.2	13.3	13.8	13.5	13.7
Commerce, Hotels & Restaurants	19.8	20.6	20.9	20.0	19.3
Transportation, Storage & Communication	23.5	24.7	23.6	23.3	22.6
Services & Other Branches	6.8	6.6	6.9	7.3	7.1
Total	100	100	100	100	100
Females					
Agriculture, Hunting & Fishing	6.8	6.7	6.8	7.7	9.0
Mining, Quarrying & Manufacturing	7.2	6.9	9.0	10.7	10.9
Construction	0.6	0.5	0.3	0.9	0.6
Commerce, Hotels & Restaurants	9.0	11.1	11.0	11.9	11.9
Transportation, Storage & Communication	2.8	1.7	2.2	2.4	1.9
Services & Other Branches	73.6	73.1	70.7	66.4	65.7

## Percentage Distribution of Employed Individuals Aged 15 Years and Above from Palestine by Sex, Economic Activity and Place of Work, 2020

Sex and Economic Activity	Place of Work			
	Total	Israel and Settlements	Gaza Strip	West Bank
Males				
Agriculture, Hunting & Fishing	6.3	5.7	6.3	6.4
Mining, Quarrying & Manufacturing	14.2	14.9	7.2	16.8
Construction	19.8	59.2	3.7	16.2
Commerce, Hotels & Restaurants	23.5	12.4	22.5	26.7
Transportation, Storage & Communication	6.8	2.7	9.3	6.8
Services & Other Branches	29.4	5.1	51.0	27.1
Total	100	100	100	100
Females				
Agriculture, Hunting & Fishing	6.8	15.3	1.9	8.1
Mining, Quarrying & Manufacturing	7.2	17.3	3.8	8.0
Construction	0.6	5.9	0.0	0.7
Commerce, Hotels & Restaurants	9.0	24.5	3.7	10.3
Transportation, Storage & Communication	2.8	0.0	1.6	3.1
Services & Other Branches	73.6	37.0	89.0	69.8
Total	100	100	100	100

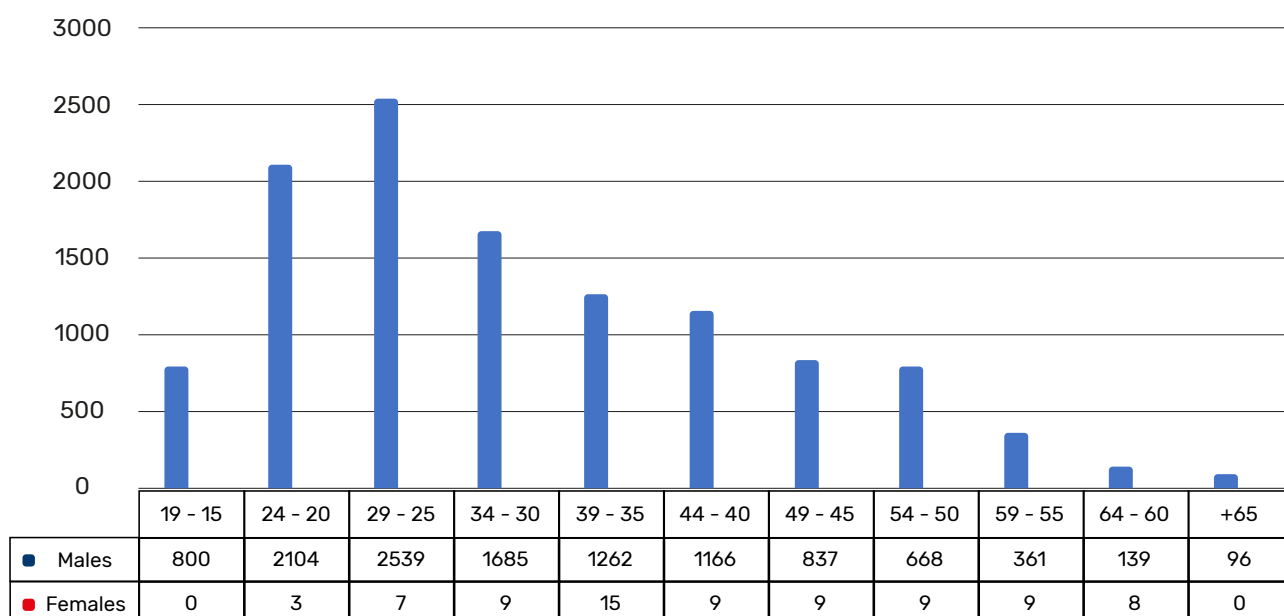
## Number of workers in Agricultural sector by gender for year 2020



### Youth in the agricultural sector:

According to the findings of the 2017 PCBS' census, the 29-25 age group is the largest contributor to male employment in the agriculture sector, followed by the 24-20 age group. In females, however, the 39-35 is the largest single age group employed in the agriculture sector, while the above 40 group is considered larger if accumulated rather than segregated as the figure below shows. It shall be noted that the official number of formal female employees is statistically insignificant.

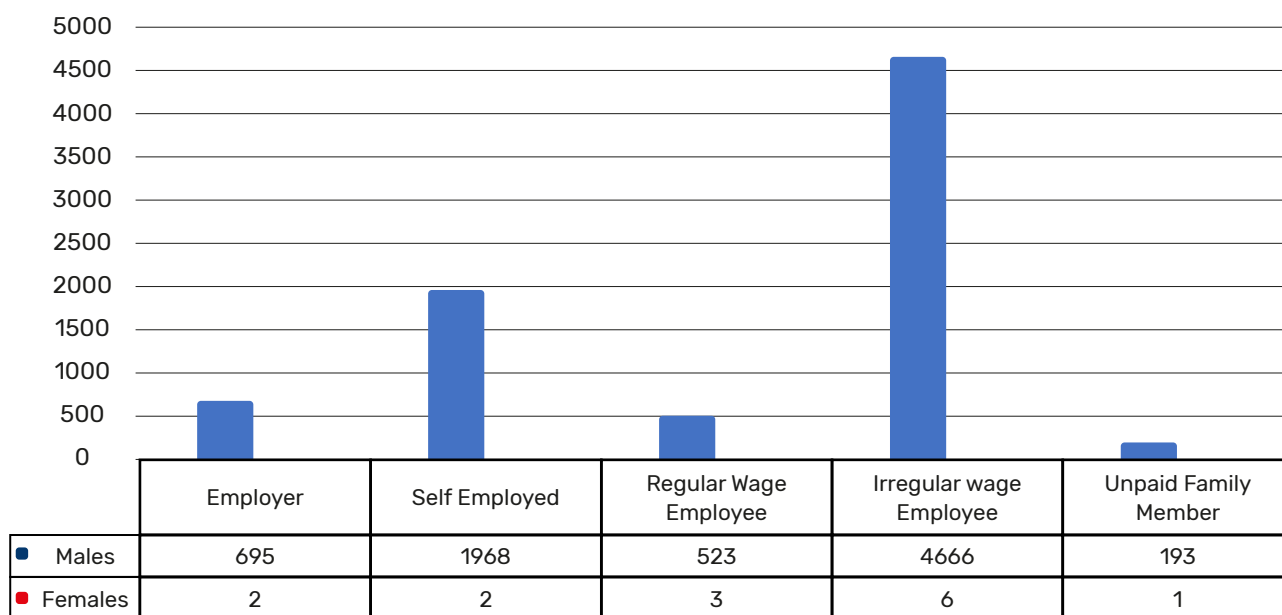
## Employed in Agriculture Sector by Age Group



### Employed Heads of Private Palestinian Households in Agricultural Sector:

A similar male predominant pattern is found in the heads of families that are employed in the agricultural sector in the GS, where irregular wage male employees constitute about %58 followed by the self-employed representing about %24. Again, female representation is insignificant to report.

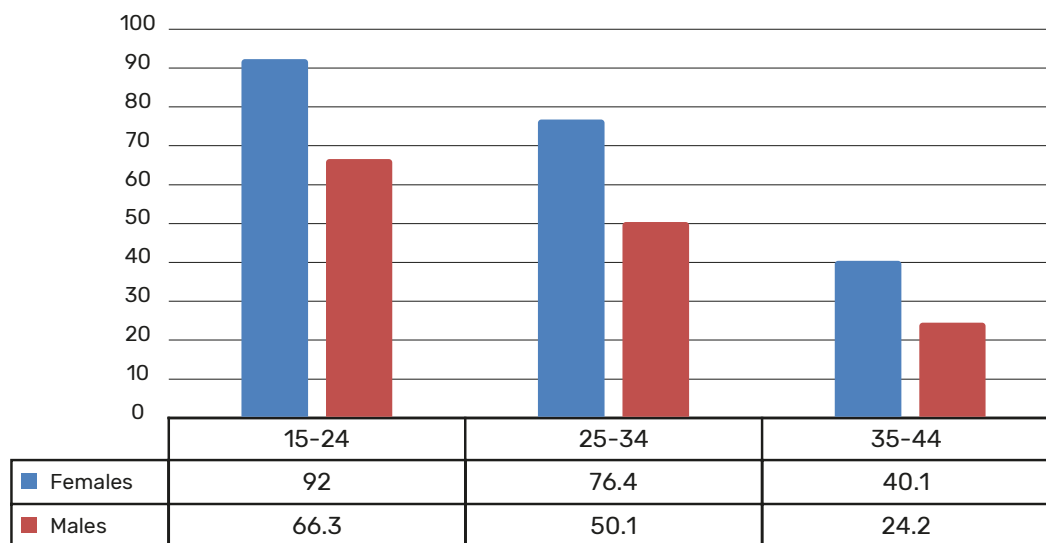
## Employed Heads of Private Palestinian Households in Agricultural Sector in Gaza Strip by Employment Status, 2017



According to the PCBS' labour force survey of %92 ;2020 and %76.4 of females in the -15 24 and 34-25 age group are unemployed, respectively. A significant indicator of the serious unemployment issue among the youth in the GS is that %66.3 and %50.1 of males in the 24-15 and 40-25 age groups, respectively, are unemployed.

The initial published results of the labour force survey for 2020, tracing the impact of the coronavirus pandemic on the labour market, indicates that the number of employed persons in Palestine decreased by %5, from 877 thousand employed persons in 2019 to 830 thousand employed people in 2020, and the number of employed persons in Israel and settlements decreased from about 133 thousand in 2019 to 125 thousand employed persons in 2020. The decrease in the GS constituted %1.5 and decrease in the WB constituted around %1.1 during the same period. Moreover, the unemployment rate among agriculture graduates is %37.3 and %16.8 for females and males, respectively, while the general unemployment rate among agriculture graduates in the GS is %50.1 and %76.4 for youth graduates aged (29-19) .

## Percentage Distribution of Individuals Aged 15 Years and Above in Gaza Strip by Sex, Age with unemployment status, 2020.

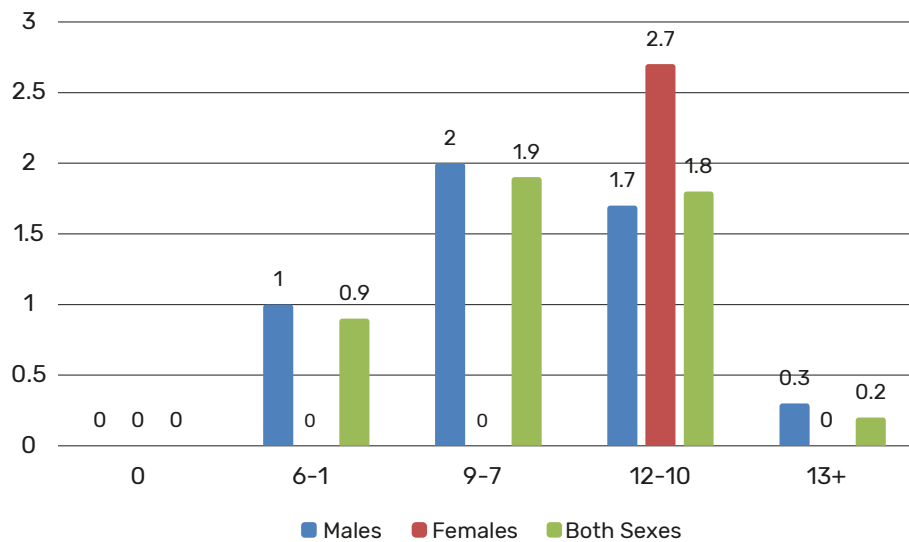


## Unemployment rate according to sector and gender 2017 Census

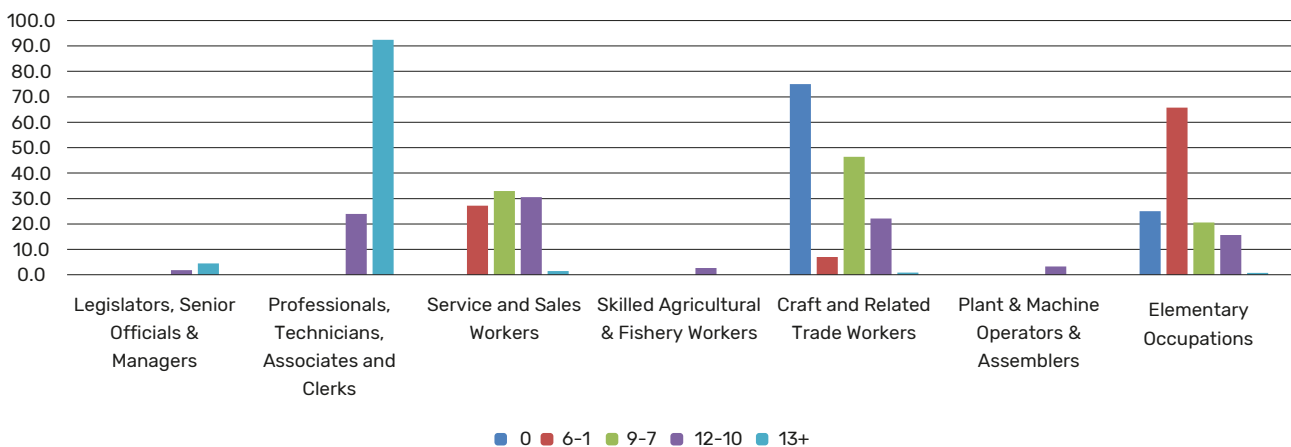
According to the 2017 PCBS' Census, the unemployment rate among agricultural graduates is %37.3 and %16.8 for females and males respectively. While the general unemployment rate among agricultural graduates in Gaza strip is %37.4, which increased to %50.1 as indicated above.

The graphs below shows that the agriculture sector, comparatively has low conduciveness for employment, with highest employability is for males that have 9-7 years of schooling and females that have 12-0 years of schooling, and very low employment attractiveness for those who have more than 13 years of schooling (i.e., diploma and higher certificates). This coincides with the study findings that the agriculture sector is currently a sector that is most conducive for unskilled labor rather than skilled labour and university graduates.

## Percentage Distribution of Employed Individuals from Gaza Strip employed as Skilled Agricultural & Fishery Workers by Years of Schooling, 2020



## Percentage Distribution of Female Employed Individuals from Gaza Strip by Occupation and Years of Schooling, 2020



## CHAPTER THREE: AGRICULTURAL LABOUR MARKET

### 3.1 Labor supply in the agriculture sector

#### Higher Education

According to the 2017 census, 4,046 individuals have completed Associate Diploma and above in agricultural sciences in Palestine, 1,458 of which are in the Gaza strip, 740) %50) of whom are 47 years old and above.

There is a clear shortage in agriculture educational preparatory institutions; there are one agriculture secondary school, one bachelor's degree program, three diploma programs, and one center for TVET.

There are 1338 students enrolled in higher education institutions in agriculture related programs. Only 205 (fifteen percent) are enrolled in Al-Azhar University, the only university in the Gaza Strip that has a bachelor's degree program in Gaza city. There is one agricultural secondary school in Gaza with an average of 70-65 graduates per year.



### Bachelor's Degree

Agricultural engineers fall under the umbrella of the Agriculture Engineer's Association. Only Al-Azhar University offers a bachelor's degree in agriculture; it is considered the main supplier of agronomists in the Gaza Strip. There is a lack in competent cadre and a fear of an unstable demand for specializations.

### Diploma Programs

#### University College for Applied Sciences (UCAS)

UCAS provides a diploma in agriculture titled <Agronomist assistant> The two-year program is affiliated with the University Colleague for Applied Sciences. It was inaugurated in 2012; it works to qualify students in the field of plant production, animal production, and fisheries.

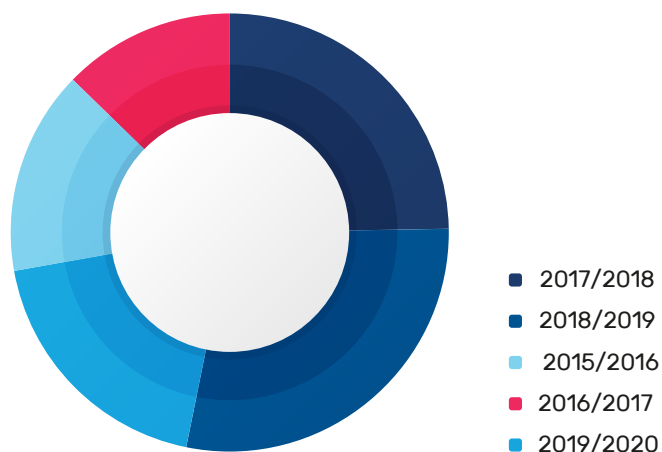
#### Al-Azhar university, Gaza

Al-Azhar University in Gaza inaugurated a diploma program in agriculture in 2017. Since its inauguration, ten students have graduated from the diploma program; only one was a female graduate. The graduates are generally specialized in agriculture sciences. Only one of them was a woman.

#### Palestine Technical College

Palestine Technical College is offering a diploma in <Smart Agriculture technology> to increase the graduate's opportunities of penetrating the labour market. It was newly inaugurated in 2020/2019, thus there are no graduates from its offered specialization until now.

## Number of graduates from Al-Azhar University 2020-2015



Institution	Degree offered	Major	Sub-specialization	No. of enrolled students (2019)	Average annual graduates	Employment opportunities
Al-Azhar University	Bachelor	Agricultural sciences Veterinary medicine	Department of Plant Production and Protection	204 Males/ 18 Females	40	Government NGO Nurseries Input suppliers
			Department of Animal and Poultry Production			Government NGO Livestock farms Input suppliers
			Department of Food Technology			Government NGO Factories Labs
			General			All the above
	Diploma		10 since 2017	3	All the above	
	Masters		1 Male / 1 female	1		
Palestine Technical College	Diploma	Food processing	Food processing	26 Males / 22 Females	15	Government NGO Factories Labs Health facilities
University College for Applied Sciences (UCAS)	Diploma	Agricultural sciences	Agricultural sciences	20	10	Government NGO Farms Nurseries Input suppliers
Gaza Community/ Training College	Diploma	Food processing	Food processing	50	25	Factories Labs Health facilities
Hani Naeem	Secondary education (agricultural stream)	Agriculture	Agriculture	170	70	Farms Nurseries

### TVET and Secondary Education

The Hani Na'im Agricultural Secondary School in Beit Hanoun is the only agriculture secondary school in the Gaza strip. The school was established in 1952, and has three main specializations: animal production, plant production, and food processing.

The Gaza Community/Training College (GTC) offers a two-year degree in food processing technology. The GTC is the only UNRWA center that provides vocational training services within

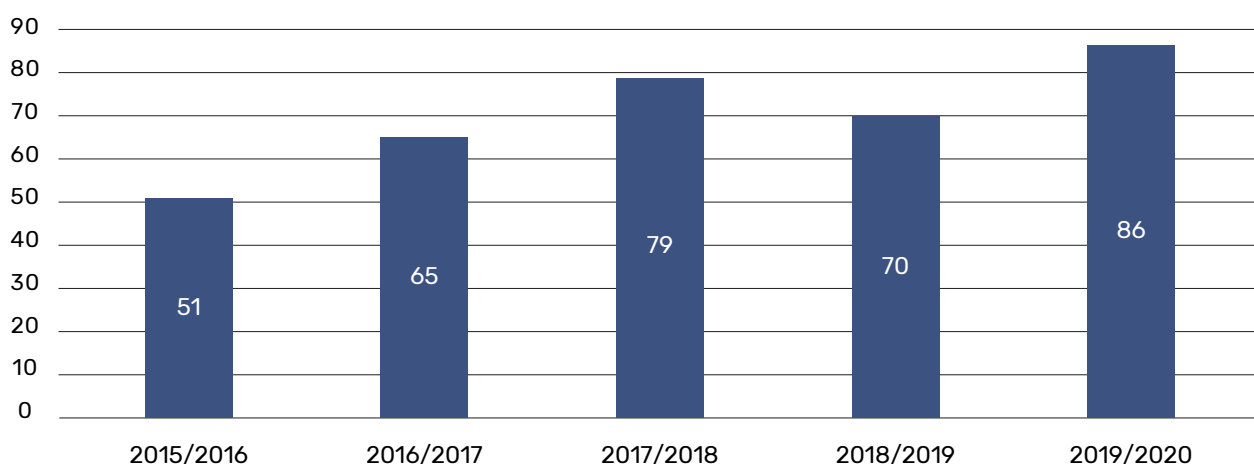
the scope of food processing technologies. Students choose to enroll at the GTC because of the good employment opportunity and the financially aided study.

Food processing is the only sub specialization/sector that is considered part of TVET education in the Gaza Strip. But other agriculture sub-sectors such as plant and animal production need enhanced TVET graduates with skills that match market and employers' requirements, say researchers.

ATVET can be categorized as formal, non-formal, or informal learning. ATVET has the potential to be demand-driven, responding to the current needs of both employers and employees in

the changing field of agriculture; the combination of agricultural value chain growth and workforce development will provide numerous opportunities.

### Number of students enrolled in Bait-Hanon agriculture school (-2015 2020)



There is compelling and strong evidence to support the finding of the study, that the agricultural markets need various ATVET skills which are missing or scarce. Such skills, if acquired by graduates, can greatly enhance their employment opportunities while at the same time can make a positive impact on the profitability, competitiveness, and quality of the agriculture sector's production and operations. ATVET has the potential to be demand-driven, responding to the current needs of both employers and employees in the changing field of agriculture; the combination of agricultural value chain growth and workforce development will provide numerous opportunities.

This study proposes that a much broader set of ATVET skills is required to transform the agriculture sector in the Gaza Strip. The relevant professions can be grouped into three categories:

1. Core professions: include those that are directly related to the agricultural value chain. These may vary in degree of specialization because innovations, and the introduction of new technologies, may require highly specialized and skilled labor beyond the production level (e.g., post-harvest chain including processing and storage technology, logistics, retailing industry).

2. Support professions: required to ensure the functionality of the core professions at different stages of the agricultural value chain.
3. Cross-sectoral professions: not directly related to the agriculture sector but are required to ensure the functionality of the value chain as a whole.



Given the current emphasis on value chains as a path to agricultural and rural development, there is a great opportunity for ATVET to play an integral role in training individuals for a wide range of agriculture-related jobs. New, specific skills are increasingly necessary for agriculture-related jobs as shall be outlined in the technical skills section.

Finally, opportunities exist for ATVET to systematically support entrepreneurial activity among small-scale producers themselves, by providing basic business and management training that is traditionally incorporated into ATVET programs.

#### Postgraduate and Training Services

According to the study and based on the opinions of experts in the field and graduates, the training and capacity development programs are limited. Although there are many scattered training opportunities provided by different actors in the agriculture sector, the efforts are not well-designed, systemized, or sustainable; the available training is either provided by the PS or local civil society organizations.

#### Training through Civil Society Organizations

The only program that is renewable and provides well-designed training programs is the 'Agriculture Engineers training program' implemented by PARC; it has been going on for 25 years. As one can imagine, the number of applicants is three times more than the capacity of the program. In the survey results, it is found that %33 of the currently employed graduates got the training. In the interview with the Beit Hanoun school representative, he stated that they are organizing a short-term course for their students in cooperation with related civil society organizations.

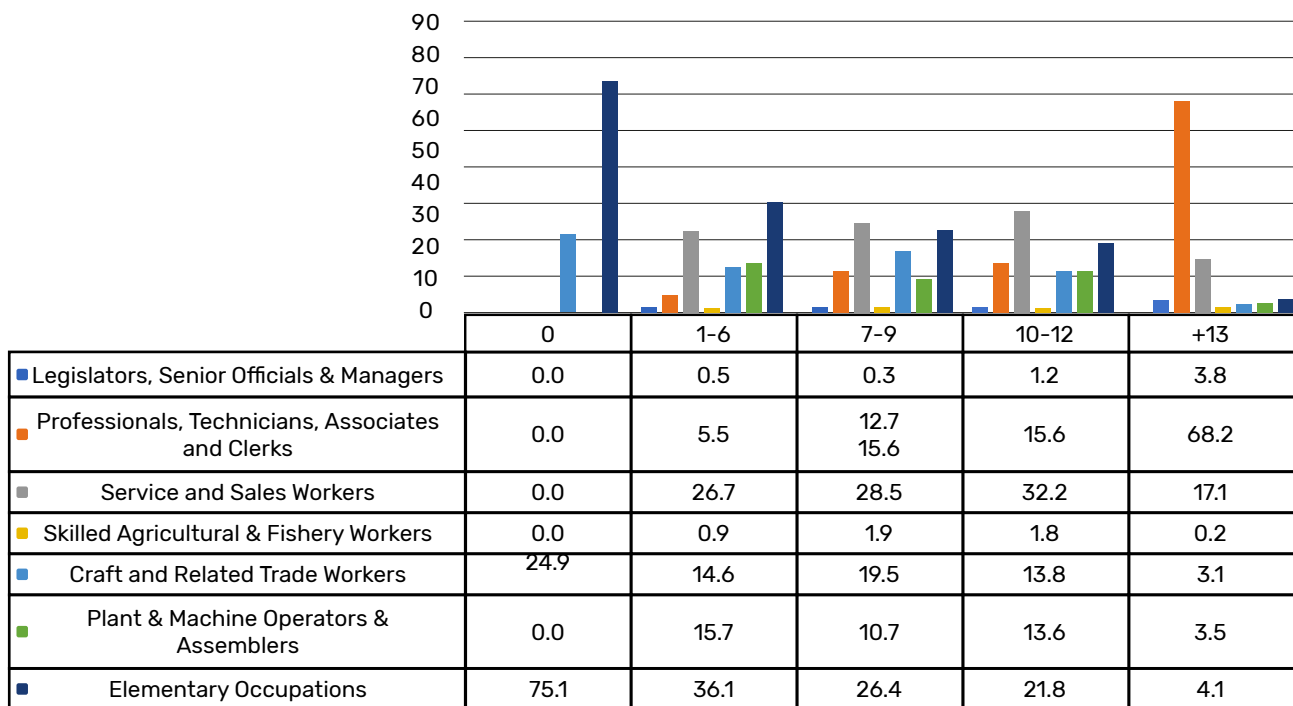
#### Training through the private sector

The training in the PS is almost entirely conducted through internship or job placement programs, where the graduates get a short-term employment opportunity in a PS company. In the employment period, the company provides the graduate with a training opportunity through the shadowing approach to an experienced employee. After the period of internship/placement is over, the owner of the private company may sustain the job based on their needs, financial capacity, and the performance of the trainee.

### 3.2 Agriculture graduates labour market (Demand)

The scope of work for agriculture graduates is varying and there are no reliable references or records in that regard. However, according to the analysis of the SSI and some records available in agriculture associations and academic institutions, in addition to the results of the surveys with graduates and the PS firms, it has been found that, for the bachelor's degree graduates, the public sector is the main employer, especially the Ministry of Agriculture and the Ministry of Education. The PS comes in second, followed by the local and international NGOs that work in humanitarian assistance and development. Some of the graduates are entrepreneurs and self-employed. In 20/2019, the MoA recruited forty agronomists within the ministry's different departments, while in our SSI with the main three NGOs concerned with agriculture in the Gaza strip (PARC, UAWC, and MA'AN) they annually recruit from 20-10 agronomist/technician each.

### Percentage Distribution of Employed Individuals Aged 15 Years and Above from Gaza Strip by Sex, Occupation and Years of Schooling, 2020



Although the secondary school TVET education is relatively old compared to the new diploma programs, both programs and modes of education rely on general technical education rather than specific specialties. Most of the TVET graduates have difficulties in finding postgraduate training or employment opportunities, which pushes some of them to further pursue full undergraduate education because of non-specialization.

Therefore, specializing in areas required in the labor market, and there is an evident demand for, enhances their chances. Such specializations include:

- Nurseries technician and plant (vegetables, fruits, and trees) grafting, modern propagation techniques.
- Designing, installing, and maintaining greenhouses, including modern controlled and automated greenhouses.
- Protected cultivation technicians.
- Irrigation network technician.
- Operating incubators and egg hatching equipment.
- Designing and installing semi-closed and closed system poultry farms, including modern controlled and automated semi-closed farms.
- Artificial insemination techniques.
- Early disease detection diagnosis and treatment.
- Production of new alternative fodders such as Silage.
- Olive presses technicians.
- Food processing and technologies such as developing food mixtures and formulas, including safe food ingredients, additives, and colors.
- Designing, supervising, and managing food processing production lines; flow management according to acceptable PSI and ISO standards.
- Quality control and quality assurance of food processing and production entities.
- Check annex 3 for details about specializations.

### 3.3 Economic, social, and technical drivers for the agriculture labor market

In this section, the social, economic, and technical drivers of the agriculture market are summarized based on the analysis of the SSIs that have been conducted by several experts in the agriculture market.

#### Economic Drivers:

- Income and purchasing power: This driver is linked to the economic and political situation in general as it has a direct impact on the status of the different sectors.
- Investment & funding: the size of investment and funding is vital in developing the agriculture sector. Increasing investment and financing impacts the development of the agriculture sector and creates more jobs and opportunities. This needs to be linked with solid policies to encourage investment and financing.
- Economic policies: the existence and the application of work-inducing economic policies.
- Export and marketing: linked to the policies and political situation. Unfortunately, the various restrictions are hindering the PS from being developed and more active in creating jobs. New market opening has been the main challenge facing the PS according to the survey results.
- The labour market of the agriculture sector is directly proportional to the size and value of economic activities performed within the sector among other detrimental factors. The economic activities are concentrated in the core agricultural and agribusiness production and other supporting and related activities.

#### Social Drivers:

- Family business and labour: this was confirmed in the PS survey, as it was noticed that most of the PS is a family business and hence, the priority in employments and recruitment is for the family members even if they are not fit to the vacant positions.
- The norms and the culture: these are mainly affecting women engagement and integration in the labor market.
- Awareness: the awareness of the local community of the importance of the agriculture sector as one of the pillars to the national economy.
- 
- Social drivers have a major impact on the agricultural sector and particularly on its employability and its employment attractiveness, this is further fortified by the fact that the sector is one of the most traditional economic sectors that are characterized by lack of governance, control and the widespread of informal and family-based employment. Addressing social drivers can significantly support the sector in its growth.

#### Technical Drivers

- The new technologies and innovation: considering the special economic and political situation in the Gaza strip, paired with noticing the rapid growth and development in the agriculture sector techniques and technologies around the world, it has become essential to keep up with these developments to become more effective and efficient in agriculture business.
- Exposure to advanced training and agricultural practices: the ability to compete and survive among a stressing environment; the training and advanced practices enable the agriculture sector to be more efficient; hence, able to grow and create opportunities.

- Quality and prices of local products: the investment in developing the quality of products in the Gaza Strip will be met with trust and confidence of the local products; hence, more growth, from an expert's perspective.
- Agriculture policies: as a main driver to the agriculture sector, this includes different policies at different levels including the protection of local products and compensation funds.
- Research and development: the investment of both the public and private sectors in research and development and the existence of special labs for these purposes.
- The public-private partnership: an important driver in harmonizing and support the growth of the agriculture sector.

Technical-driven transformation is the key and predominant feature of developing agricultural sector that has paramount effect on sectors labour characteristic and level of engagement as well as on the sector's productivity and competitiveness, paying adequate attention to technical drivers can greatly address current challenges, access restriction and quality issues that presents as sectorial bottlenecks for growth and development. Engaging more semi-skilled and skilled labour is very much reliant on technology driver promoting tools that promise to rationalize processes and enhance efficiency, productivity, distribution, and access.

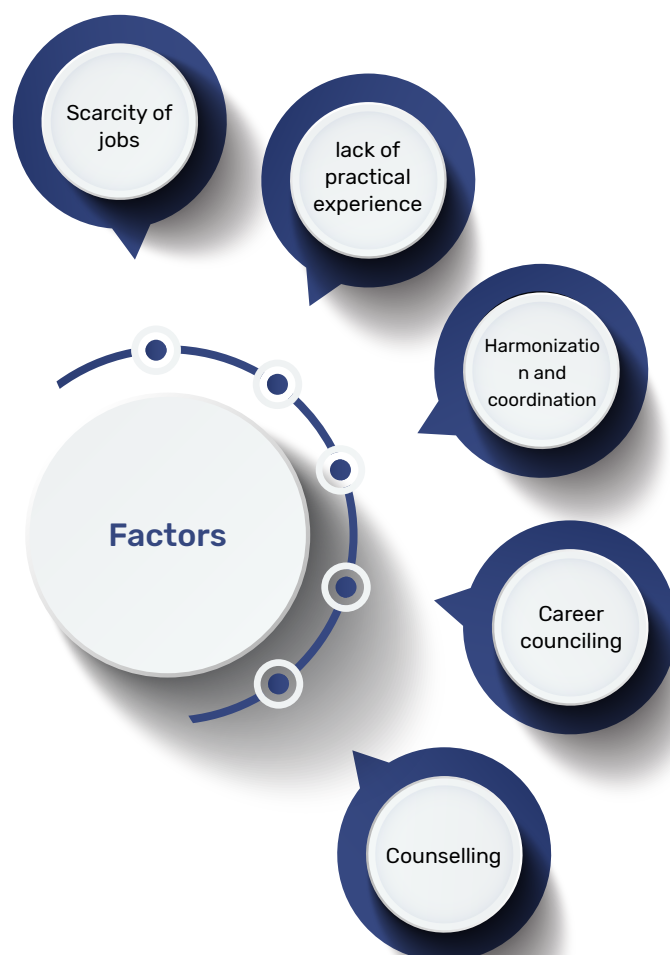




Drivers	Economic	Social	Technical
Sub-drivers	<ul style="list-style-type: none"> <li>•Income and purchasing power</li> <li>•Investment &amp; Funding</li> <li>•Economic policies</li> <li>•Export and marketing</li> </ul>	<ul style="list-style-type: none"> <li>•Family business and labour.</li> <li>•The norms and the culture.</li> <li>•Awareness</li> </ul>	<ul style="list-style-type: none"> <li>•The new technologies and innovation.</li> <li>•Exposure to advanced training and agricultural practices.</li> <li>•Quality and prices of local products.</li> <li>•Agriculture policies.</li> <li>•Research and development.</li> <li>•The public-private partnership.</li> </ul>
Elaboration	<p>Are drivers that affect supply and demand of sector's products and services including factors affecting change in supply/demand and/or quantity demanded and supplied</p> <p>Increase in consumers income.</p> <p>Changing Tastes or Preferences.</p> <p>Changes in the Composition of the Population.</p> <p>changes in the prices of related goods such as substitutes or complements.</p> <p>Changes in Expectations about Future Prices or Other Factors that affect demand.</p> <p>Change in production cost.</p> <p>Changing Tastes or Preferences.</p> <p>Changes in the Composition of the Population.</p> <p>changes in the prices of related goods such as substitutes or complements.</p> <p>Changes in Expectations about future prices or other factors that affect supply.</p>	<p>Social drivers are social structures, institutions, and agency, grounded in social norms and values, that determine directions and processes of change.</p> <p>Social structures are entrenched patterns of stratification and difference, related, for example, to class, gender, ethnicity, religion and location.</p> <p>Institutions are the "rules of the game"—formal (laws) and informal (norms)—that shape the behavior of people and organizations in predictable ways.</p> <p>Agency is the capacity of individuals and groups to make their own choices and influence decision-making processes that affect their lives.</p> <p>Social norms and values, which vary in different contexts, may include respect for human rights and dignity, meanings of identity and citizenship; commitment to social justice and equality; tolerance; and respect for diversity and the environment.</p>	<p>Technical drivers are drivers that affect main production processes and supporting functions and are related to inherent production functions, supporting services, and enabling environment, which includes use of technology and innovations, advanced training and practices, Research and development, quality standards and control measures, prevailing policies, and structural public private partnerships.</p>
Expert opinion	<p>The labour market of the agriculture sector is directly proportional to the size and value of economic activities performed within the sector among other detrimental factors. The economic activities are concentrated in the core agricultural and agribusiness production and other supporting and related activities.</p>	<p>Social drivers have a major impact on the agricultural sector and particularly on its employability and its employment attractiveness, this is further fortified by the fact that the sector is one of the most traditional economic sectors that are characterized by lack of governance, control and the widespread of informal and family-based employment.</p> <p>Addressing social drivers can significantly support the sector in its growth.</p>	<p>Technology-driven transformation is they key and predominant feature of developing agricultural sector that has paramount effect on sectors labour characteristic and level of engagement as well as on the sector's productivity and competitiveness, paying adequate attention to technic drivers can greatly address current challenges, access restriction and quality issues that presents as sectorial bottlenecks for growth and development. Engaging more semi-skilled and skilled labour is very much reliant on technology driver promoting tools that promise to rationalize processes and enhance efficiency, productivity, distribution, and access.</p>

### 3.4 Factors affecting the employability and contribute to the skill gap in the agriculture labor market.

Several factors affect employability in the agriculture sector. In this section, we are trying to summarize and analyze the impediments and challenges facing the agriculture sector based on the gathered data from the different actors including experts, the PS, NGOs, and graduates.



#### Scarcity of Job Opportunities

Scarcity in job opportunities in the agriculture sector is the most serious challenge facing the graduates based on the confirmation of %50 of the surveyed graduates. This is, also, confirmed by the experts who see that the economic situation in Palestine is unable to generate enough jobs. This is attributed to several reasons, the core of the issues being the complicated, unfavorable political situation. For instance, the economic consequences of the occupation, division, military escalations, continuous blockade, together with the restrictions imposed by the Israeli side on imports, exports and the inputs have undermined the development of the PS and its ability to create jobs. In fact, the agriculture sector has been facing serious impediments of growth that seriously crippled its ability to generate higher employment levels. In our opinion, the services sector pulling much of the agricultural labour, particularly the semi-skilled and skilled labour, along with other factors such as insufficient public investment for agricultural development, inadequate access to credit, inadequate infrastructure, government's poor agriculture-related marketing policies, inadequate quality control policies and measures and

low return from agriculture are all responsible for the fall in agricultural employment.



### Lack of practical experience and weak technical and personal skills

There is a consensus from graduates, employers and experts that there is a lack in the practical skills of the graduates in the labour market. %29 of the surveyed graduates/employees stated that the lack of practical experience is a challenge for employability in the agriculture sector; this includes both personal and technical skills, which the study revealed to be the most demanded skills to meet the employment market requirements. Employers usually have recruiting difficulties due to a shortage in skills in candidates, this contributes to lower employability, as businesses and HR managers hesitate to recruit new employees and this must be addressed through efforts to invest in employee training, hiring from more diverse pools of talent and collaborating with educational institutions. Lack of technical and practical skills is a multifactorial challenge that has to do with the inadequate educational curriculum alignment with labour market needs, old and outdated industry practices, limited investment in modernization of technologies, assets

and practices, as well as the absence of enough research and development in the agricultural field.

## Harmonization and coordination between the active actor in the agriculture labour market

The PS representatives stated that there are no coordination mechanisms in place with academic or TEVT institutions. According to the PFIU, coordination exists just when universities need to facilitate practical training to their students as a request for fulfillment of degree credits prior to graduation. Experts believe a lack of coordination and cooperation between agriculture actors is one of the factors most responsible for skills gaps and duplication of efforts. On the other hand, only academic institutions stated that there is continuous coordination with PS actors to keep the pace with the market, although feedback from PS entities suggest otherwise. The PS productive entities and industries seem to be always ahead of educational institutions particularly in terms of vocational and technical skills, partially because most of inputs, assets and technologies used are imported from more developed countries.

## Career counselling centers at the academic institutions

Those centers further the educational mission of the college or university by helping students in developing, evaluating and pursuing career goals, through helping them acquire knowledge and skills necessary to make lifelong career decisions. Based on the questionnaire conducted in our study, there is limited provision of such services in the academic institutions, which affects the students' skills and knowledge for their next career stage. The study revealed that %39 of the graduates received at least one counselling session from their academic institution while %61 did not receive any. When looking at the existence of counselling services based on the education level, we found that %66 of the bachelor's degree graduates did not receive any counselling services. The table below clarifies the provided counselling services according to the level of education.

## The Distribution Of Graduate Who Received Counselling Services According To Degree

Degree/Received counselling services	No/ %		Yes/ %		Total
Bachelor's degree	101	66%	53	34%	154
Secondary school	17	52%	16	48%	33
Diploma	16	48%	17	48%	33
Master	1	100%	0	0%	1
Total	135		86		221

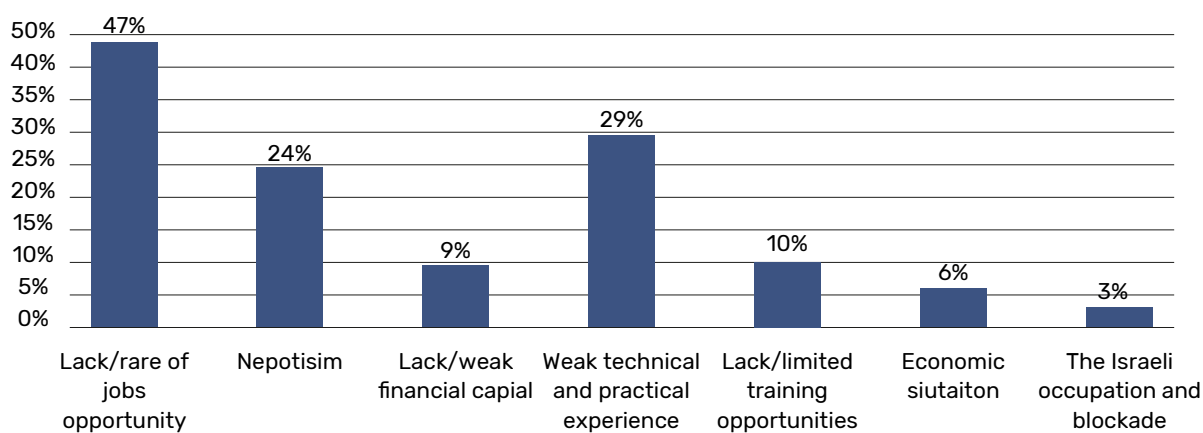
### Neptotism and unequal opportunities

According to the FGD, the graduates see that social relationships are playing an important factor in facilitating access to job, rather than merit. %24 of the graduates/employees believe that nepotism is one of the challenges facing the graduates in penetrating the market and finding jobs.

### The factors affecting graduates' access to labour market

The figure below summarizing the factors affecting the graduates in the agriculture labour market that intersect with the factors analyzed above in the section and in the findings chapter.

## Factors affecting graduates' access to market (graduates' perspective)



## 3.5 Entrepreneurship in the Agriculture sector

Entrepreneurship has become a global interest; it is associated with the economic development and well-being of societies and entrepreneurs are the source of economic growth. Palestine, the GS in particular, needs more new enterprises and more entrepreneurs. The GS suffers from a high unemployment rate, a high poverty rate and a stagnant economy. Thus, entrepreneurship can be the driver for growth and development as it translates into an increasing number of start-ups, which will likely provide more and better jobs.

Given the high instability and the increased associated risks, Gazans are reluctant to take up opportunities of self-employment and entrepreneurial activities. This result corresponds with the findings of this study. It may be attributed to the high failure rates among business initiatives and the dominant preference among Gaza's citizens, especially graduates, to seek jobs in public or private sectors.

As has been illustrated in the context analysis, Palestine is suffering from one of the highest unemployment rates around the world along with deteriorating political and economic conditions. Due to the compounded challenges, employment in the public sector is limited and work in the PS is scarce. Therefore, the promising alternative for graduates is to have their own initiatives and start their own business.

Those figures of the current context and situation led many Palestinian entities, civil and

educational, as well as international NGOs to allocate more funding towards businesses that can create job opportunities for the unemployed youth and graduates. They, also, launched programs that aim at creating jobs and had entrepreneurial projects receive their share of this youth-oriented support. The desk review indicated that the sector of entrepreneurship and business startups is still relatively new in Palestine.

To advance and promote the entrepreneurship spirit and opportunities, an entrepreneurship enabling environment must be in place. The enabling environment encompasses policies, actions and agenda to amplify support for creative entrepreneurs and create what is called an 'entrepreneurial ecosystem'. The ecosystem starts from the education system and extends to every aspect of the business enabling environment. In the agriculture sector, entrepreneurship is particularly challenging for a multitude of reasons, some of which are the profile of traditional agricultural farmer, the relatively high startup cost, the concentration of agricultural activities in rural areas and the monopolistic practices of some of the main input suppliers. The most important aspects to foster an entrepreneurship enabling environment are having the relevant authorities imply protective measures for startups and ensure that they have access to required resources such as knowledge, finance and other forms of support, particularly market-oriented support.

The increasing national interest in entrepreneurship in the GS resulted in the inauguration of several initiatives that encouraged entrepreneurs and created the necessary environment. Now, there is about 12 incubators and accelerators working in the GS, however, the entire entrepreneurship system still suffers from different challenges and is still maturing.

Agribusiness incubators are a relatively recent innovation in developing countries. Hence, most incubators and accelerators in the GS are traditional ICT and business incubators, without a fully mature model of agribusiness incubator in the GS. There are some initiatives to build and operate agribusiness incubators and projects. According to the SSI, University College for Applied Sciences Technology incubators (UCASTI) started the first initiative in 2011 in partnership with Oxfam. Many continues are currently running projects that encourage entrepreneurs and provide them with technical and financial support; more than 40 agribusiness start-ups have been supported through UCASTI. Furthermore, PARC business accelerator became more active in the GS recently and is running projects to support entrepreneurs. In addition to MA'AN development center that supported about 100 start-ups, %50 of which were women. However, there is still a lack in accurate data about the number of incubated and supported start-ups in the GS because incubators supporting agribusiness are sometimes not specialized in the Agri-sector.

Considering the discussion of SSI with the relevant stakeholders, they confirmed that within our context, entrepreneurship becomes more imperative. Additional efforts should be exerted in developing a suitable business model. There is a need of a study to analyze the experience of supporting agribusiness entrepreneurs and start-ups, to come up with the learned lessons, then feed them into the development of a successful support model.

The study team discussed youth and entrepreneurship in details with the experts and different stakeholders through the SSI. The discussion has captured the different aspects, the opportunities, the challenges, the role of academic institutions and the related policies.

## The potential & opportunities:

- There is a high potential and opportunities for entrepreneurship in the GS due to the limited and scarce available opportunities either in the public sector or PS.
- The existence of business incubators that provides a range of services for entrepreneurship including technical and financial support.
- There is a special ministry to care about entrepreneurs, the Ministry of Entrepreneurship.
- There is a need for entrepreneurship projects to expedite and facilities work in the agriculture sector, increase production efficiency, address challenges and obstacles, market-driven, and introducing new technologies.
- The strategic intervention with entrepreneurship project should be long-term and extends to 5-4 years in order to reach maturity and stability.
- There is a wide range of potential entrepreneurship ideas including: introducing new technologies, environmentally friendly inputs, introducing new varieties, modern and advanced agricultural technologies, innovative utilization of water and power, green power, horizontal expansion of rewarding crops, supporting services for production and marketing, and digital marketing.
- Much work is needed to incentivize and encourage entrepreneurs.

## Challenges:

- The economic and political situation in terms of the blockade, the weak purchasing power, and the Israeli control over the crossings and the trading processes in and out of Gaza.
- Marketing challenges within the limited market and the complicated restrictions on the importation and exportation of goods in the Gaza strip.
- Weak/limited financial support and access to finance schemes. The high fluctuations in prices because of the weak/absence of supporting policies.
- Climate change and technical challenges in terms of water salinity and soil degradation.
- Relatively weak capabilities and experience in supporting entrepreneurs and entrepreneurship ideas.
- Investing risks and the willingness of investors to invest in the entrepreneurs ideas because of the volatile economic and political situation.
- Limited innovative initiative and entrepreneurial ideas as youth become less encouraged and motivated because of the challenging surrounding environment.
- Weak enabling environment and the policies and procedures that support and encouraging entrepreneurship. A special law is absent to support entrepreneurship.
- The traditional education system did not support building entrepreneurial skills and mindsets.

## The role of academic institutions:

in the SSI interviews with Al-Azhar University, UCAS and Hani Naem School, we discussed how the academic institutions support entrepreneurship.

- In Al-Azhar, they are supporting the entrepreneurs through promoting their ideas with the funding organizations and inducting facilities and workshops for different projects that support entrepreneurship.
- In UCAS, entrepreneurship courses are a university requirement for all students (exceed 6000 students), there is also an existing UCAS technology incubator that supports and develops entrepreneurial ideas. Furthermore, the college conducts entrepreneurship boot camps and workshops.
- In Hani Naem Secondary School: they support entrepreneurship through integrating

entrepreneurship courses in their curriculum, they link graduates with local NGOs and with funding organizations, and they provide short courses to build on their entrepreneurship skills, similar to what has been implemented with Islamic Relief, Enable and GIZ.

The study has identified the following themes with highest potential for Entrepreneurship opportunities in the sector:

#### Plant production

Plant production or crop cultivation is the series of activities aiming at production of crops and yields whether cash crop or otherwise, plant production include production of food crops as well as other crops that can be used in industries not related to food such as textile. In Gaza strip plant production has a value of USD 248,099,267 and accounts for about %55 of total

agricultural production, most grown crops are cash crops that are exclusively grown as food both for humans and animals.

This theme has been facing numerous challenges for the past two to three decades in particular issues related to low productivity, cost of production, and the use of traditional and slow introduction of modern cultivation techniques despite evident absence in related necessary skills.

Beside supporting entrepreneurship and business-enabling environment, the government must pass policies and regulation to allow for the promotion of areas of interventions that are related to quality standards, guidelines of pre-harvest, harvest and post-harvest practices. Such policies and regulations will create space for entrepreneurship opportunities to offer new and innovative solutions, products and services.

- Desalination and treatment of irrigation water.
  - Poor water quality in Gaza affects agricultural production, as the high salinity of the groundwater affects the growth of crops, where many farmers have had to abandon traditional crops such as strawberries, cucumbers, and tomatoes in favor of more salt-tolerant crops.
  - The continuing increase in salinity of water pumped from groundwater wells to meet irrigation demands in the Gaza Strip, which mainly due to over extraction and the resulting sea water intrusion, is evident for example the Chloride CL content of wells located in the western part of the Gaza Strip along the shoreline reached to more than 12,000 mg/l. Generally, the Cl increase rate ranges from 150 mg/l to more than 2500 mg/l based on behavior of Cl increase trends.
  - Although different crops can tolerate different levels of salinity and respond differently to the quality of water with which they are irrigated, and that crop salinity tolerance is affected by other factors other than the level of salinity measurements in water. The effect of water salinity on crops is largely associated with yield reductions. The water salinity of farming and agricultural activities can extend beyond reduced volumes of production to increased direct and indirect costs incurred by farmers either to mitigate the effects of salinity, replace water sources, change crop type, or abandon plant production altogether.
  - The economic cost of increased water salinity on farming and agriculture is evident. The major economic cost of salinity is the reduced income to farmers caused by the reduced yield. The economic costs differ from one country to another and are influenced largely



- by the cost of farmer inputs vs the profit they can make in the seasons with average rainfall or with plantation of crops solely reliant on irrigation. This usually brings a much lower return to farmers, but the inputs are fewer, so farming may still be viable. Farmers have many other expenses on the farm and are always living
- close to the margin of profit or loss, and a small decrease in yield or an enforced change in land use may have devastating economic consequences. Consistent losses to salinity as a result of climate change or rising water tables may mean that cropping is impossible, and the land usage reverts to pasture production, using salt-tolerant grasses, planting other species, or averting agriculture activities and converting agricultural land to non-agricultural uses and thus reducing the size of arable land.
  - Water desalination and softening solutions will greatly help the farming sector, and has huge potential as a desalination industry that can employ and engage hundreds of youths.
- Integrated Pest Management (IPM) Tactics including Cultural, Physical, Genetic, Biological and Chemical methods.
    - Integrated Pest Management offers control methods based on biological pest control but also includes chemical pest control with selective materials, such as those pesticides which only destroy the targeted pests and keep any harm caused to beneficial insects or the environment to an absolute minimum.
    - Demand exists for safe and organic agricultural produce with increasingly smaller traces of pesticides and even zero amounts. The highest demand for this product has been registered in export markets such as Europe, USA. IPM is also essential in production of safe products for human consumption as well as practices that do not have the soil or ground water by leaving harmful chemical traces.
    - This area of intervention has great potential for entrepreneurship opportunities, given the fact that the traditional pesticides are very expensive and costly for the farmers as well as that the consumer is more aware now of the need for safe agricultural products.
  - Automated Computerized greenhouses.
  - Controlled-environment agriculture (CEA).
  - Cultivation using biological control methods.
  - The use of wastewater in the cultivation and production of green fodder plants
  - Modern technologies in fruit and vegetable nurseries.
  - Modern technologies in safe and good agricultural practices.
  - Intensive agriculture techniques.
  - Hydroponics and aquaponics.
  - The introduction of new varieties (more resistant to disease, climate change and increased salinity with high productivity and suitable for manufacturing processes).
  - The production of organic fertilizers.
  - Flower and medicinal herbs production.
  - Soil sterilization using safe methods and techniques.
  - Breeding new species of honeybees and using modern technologies for honey production.
  - Development of nutrient solutions for isolated cultivation.
  - Use of Microorganisms to increase soil fertility.
  - Mixed cropping, polyculture/intercropping/ Multiple cropping.
  - Recycling and compost production.

### Post-harvest practices:

The field of postharvest practices addresses issues of handling, transportation and temperature control for crops after harvest. Good postharvest handling is critical to reducing postharvest losses of fresh produce, to maintain quality, preserve nutrient content, and earn higher prices at market.

The main challenge facing this theme is the absence of clear guidelines on recommended post-harvest practices specially for vegetables and herbs and the fact that distribution channels are dominated by street vendors, public markets and carts, which mostly rely on informal market practices that are currently in use. There is also a lack of technical experience and expertise in this area.

- Development of the sorting, grading, and packaging sector.
  - Youth have a great potential to work in this theme which contributes to reducing unemployment by enhancing income earning opportunities, and by providing time-saving processed foods, reduced wastage during storage and reduces food and income losses for farmers.
  - One of the biggest problems concerning implementation of sound post-harvest practices is absence of standardization and quality control, which in turn is directly connected to the lack of personnel with suitable qualification and experience. There is a big scope for youth and entrepreneurs to engage in such activities with minimal capital requirements. In addition, there is a need for technical assistance, capacity building in and training to equip entrepreneurs with sufficient knowledge and practical skills.
- Development of preservation methods (pickles).
- Low costs storage techniques using modern methods, refrigerated transport and reliance on alternative energy.

### Animal Production:

Livestock production constitutes a very important component of agricultural production, a contribution that goes beyond direct food production to include multipurpose uses, such as skins, fibres and fertilizer, as well as capital accumulation. Livestock production is an integral part of Palestine's agricultural sector, and is of economic and social importance both at the household and national levels. Livestock in Palestine is dominated by cattle, poultry, sheep, goats, beekeeping and fishes. It provides the main source of income and food security for thousands of Palestinian households and production entities. In Gaza strip plant production has a value of USD 193,404,081 and accounts for about %43 of total agricultural production.

In recent years, the livestock sector in Palestine has been facing severe difficulties in securing necessary production inputs and technical support. On top of these challenges is access restriction, the high cost of imported commercial fodder as a replacement, recurrent drought, and the outbreak of animal diseases have created obstacles for developing the livestock sector. In particular, climate change has and will have multiple impacts on livestock, from heat stress to livestock diseases to feed quality and availability.

Youth and entrepreneurs have a significant opportunity to innovate new technologies, practices, services, products and activities and that increase agricultural production and food security and contribute to the improvement of production and facilitate the process of custom-tailored marketing. In line with local conditions, developing and using modern agricultural technology

in plant, animal and water production to facilitate agricultural activity and achieve optimal utilization of resources in agricultural productivity.

- Developing food mixtures and formulas including safe food Ingredients, additives & colors.
  - Nearly all animal feed, which constitute %70 to %85 of the total production costs, are imported from Israel through local middlemen. Feed supply is insufficient both in quality and quantity. The continuous rise of fodder prices in recent years has increased the cost of production and forced farmers to use lower quality feed for animals (e.g., lower quality protein mixture). As a result of the high dependence on imported inputs, productivity and quality declined.
  - To establish a vibrant and profitable livestock sector, priorities are to improve the livestock productivity by increasing the quality and quantity of livestock products, enhancing the breeding and feeding management practices, strengthening veterinary and extension services, preventing and controlling the animal disease, empowering farmers, and linking the farmers to the market. Opportunities within this theme include:
    - Promote the adoption of alternatives in forage nutrient
    - Promote supplementary feeding with concentrate mixtures rich in protein
    - Utilization of agricultural by-products, e.g. animal (fishmeal) or crop residues
    - Provide technical assistance to local feed mills to improve quality and quantity of feed produced
    - Enhance farmer knowledge of efficient and effective feeding practices through training
    - Increase the supply of seeds through development of resource centres (seed bank) designed for seed assessing production, testing and certification
    - Encourage feed cropping using treated waste water
    - Establishing a slaughterhouse with typical specifications and a high production capacity.
      - Standardize operating procedures and establish quality assurance guidelines
      - Establish meat and dairy processing facilities
      - Improve the slaughterhouses conditions, registration and biosafety
      - Improve slaughterhouses services
      - Improve dairy and meat firm's products quality and varieties
- Chilled and frozen storage in broiler chickens supply chain.
- Development and management of closed poultry farms.
- Cultivation of new green fodder varieties with high nutritional value.
- Utilizing the food processing waste in manufacturing fodder mixtures.
- The development of high-quality fodder (silage).
- Production of organic chicken.

#### Food processing Industry:

Food processing is the transformation of raw ingredients, by physical or chemical means into food, or of food into other forms. The Food processing combines raw food ingredients to produce marketable food products that can be easily prepared and served by the consumer.

The Palestinian food industry is a key manufacturing sector whose activity affects economic indicators such as the GDP, employment and foreign trade. This industry is closely entangled with the agricultural sector as a source of raw materials. Therefore, a growth in one sector(s) is likely to induce prosperity in the other.

The sector has been historically challenged by fierce competition by foreign imported products like Israeli and other foreign products, which for long proved to be very competitive especially in

terms of quality. Foreign competition and lack of protection policy have resulted in small market share for national and local products further limiting the ability of the industry to grow and invest to develop their operation and update their production lines. The competition, nonetheless, was a double-edged sword instigating the local industries to upgrade and develop their products to come near foreign competitors and competing products. In many sub-sectors the Palestinian food processing industry is proving to be competitive and able to match local consumers demand and export to regional markets.

The food processing value chain is one of the most appealing sectors for entrepreneurship opportunities providing solutions, products, services and supporting functions for the agribusiness industry.

- Storage of seasonal fruits and vegetables.
  - This can help reduce price instability and seasonal marketing by ensuring that products are sold as end products or as raw material over an extended period of the year. This area requires extensive development and can greatly enhance sectors competitiveness and create job opportunities along the value chain as long as the entire market system.
- Manufacturing of products suitable for sensitive and vulnerable groups.
  - People with health conditions (acute and chronic) require a special diet that is usually imported and costly. As patients' awareness is rising, their demand for special diet is increasing, which creates a niche market specially for people with chronic and autoimmune diseases.
- New food production and processing technologies.
- Using natural and safe means and methods for preserving vegetable and fruit products.
- The use of renewable energy in production and industrial establishments.
- Energy efficient production technologies.

Fish farming:

- Ornamental fish production.
- Aquatic fish farming.

### 3.6 Enabling environment for youth entrepreneurs

To have successful entrepreneurial initiatives, there must be a supporting enabling environment. In the interview with the official structure (the Ministry of Agriculture (MoA), the Ministry of National Economy (MoNE), and the Ministry of Labor (MoL), the experts and representatives of local NGOs and academic institution), we found that there are some encouraging policies and procedures in place that still need much work and to be enhanced and improved.

- The MoNE agreed with some incubators in the GS on some practical procedures to support entrepreneurs, including postponing the formal registration and fees' payment until the success of the start-ups, which provides encouragement to them. Some have been supported through 'Public Authority for Investment Promotion' in the ministry. Experts have indicated that this is a good step but a more comprehensive and holistic strategy is needed.
- Inactive role of the Ministry of entrepreneurship in the Gaza Strip.
- There are continuous coordination and joint committees formed between the MoA and

the MoNE to monitor and protect the growth rate in the agriculture sector.

- There is a policy to protect local products in place such as controlling the imports.
- The Ministry of labor is providing logistic support for entrepreneurial ideas through funding organizations.
- There is a lack of coordination between the active actors in entrepreneurship that results in repetition and duplication of effort. Access to finance is a challenge for entrepreneurs due to the complicated condition and requirements of the financial institutions and banking systems.

Policy issues:

- Advocate towards activating the supervision of the Palestinian government and the Higher Council for Innovation and Excellence on the incubators and their work.
- Encouraging or setting up coordination mechanisms between the active actor in entrepreneurship to avoid repetition and duplications.
- A comprehensive and holistic strategy to support entrepreneurship under the umbrella of MoE.
- Facilitate access to finance, through advocate towards more affordable services by the financial institution that encourages entrepreneurs' access to finance.

## CHAPTER FOUR: FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

### 4.1 The employees/graduates and the labor market:

Employees/graduates characteristics:

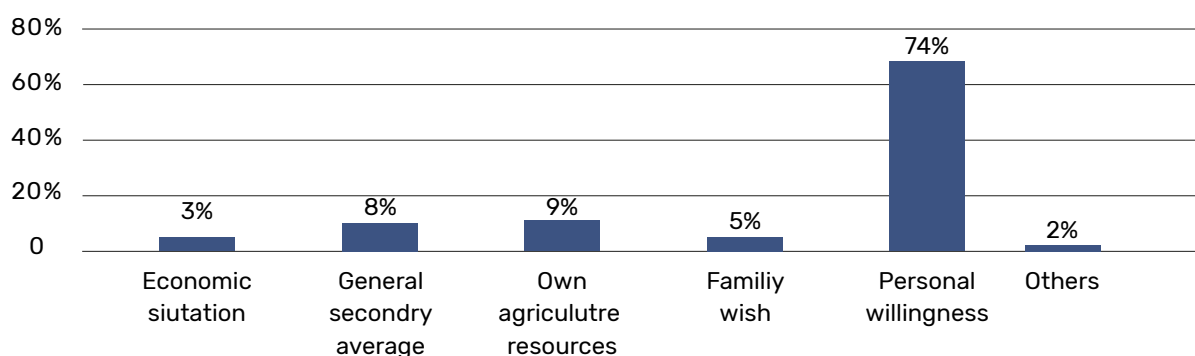
The questionnaire of employees/graduates was filled by 233 people. Of the filled, 22 were excluded because of duplication, contradicting information, or incompleteness.

Only %17 of the respondents are females, %69 of the respondents are bachelor's degree holders, while %33 are diploma holders and %33 are secondary school graduates. %46 of the respondents are within the age category (30-25 years), only %8 are less than 20 years old. %36 of the respondents are from the North governorate and only %6 are from Rafah governorate. A detailed characteristics analysis of the sample is enclosed in annex (2).

What is the reason you studied agriculture?

We found that %74 of the Employees/graduates studied agriculture because of a personal desire, which aligns with the reason why many of the secondary school graduates enrolled in bachelor and diploma programs.

### The Reason why graduates studied Agriculture?



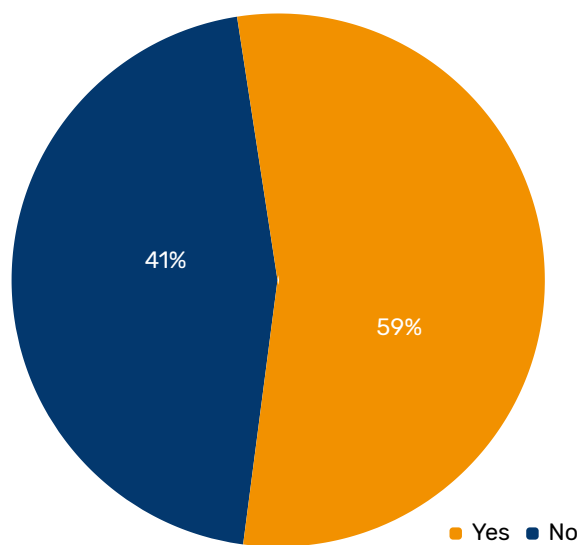
Did you work after graduating? What is/was the scope of work?

After graduation, %41 found a job while %59 never worked after graduation. %63 who found a job opportunity after graduation worked within one year of graduation, while %33 took them from 2 to 11 years to find a job. %89 of the graduates found a job in the agriculture sector while %11 worked in other sectors.

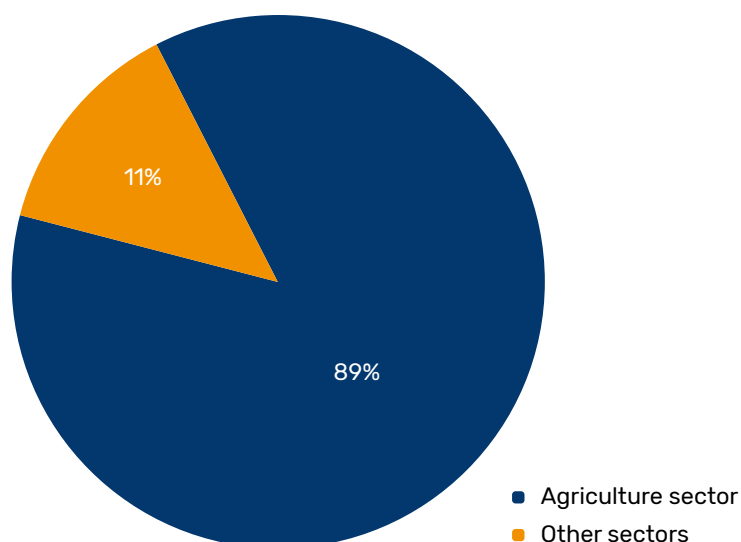
This is confirmed through the FGD, that due to all the challenges facing the agriculture labour market, graduates had to compromise their aspirations to find a job in any other sector. Did you work after graduating? What is/was the scope of work?

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### Did you work after graduation?



## Scope of work after graduation?



Considering the gender issue, the analysis revealed that %70 of women graduates found a job after graduation compared to %46 of males who found a job after graduating.

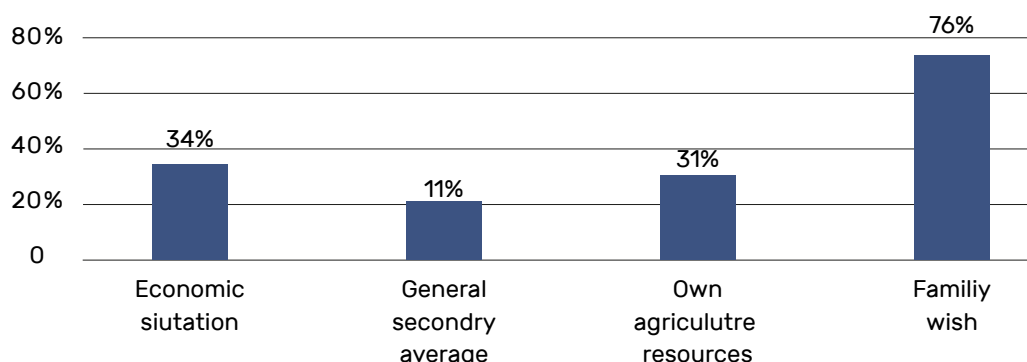
## The distribution of graduates who worked after graduation

Gender/work	No	%	Yes	%	Total
Female	11	30%	26	70%	37
Male	84	46%	100	54%	184
Total	95	43%	126	57%	221

### Why did you not get a job?

More than %70 of the graduates who did not get a job stated that the reason was of a social and political nature (unequal opportunities -Nepotism-, weak or absent social relations and limited/rare job opportunities) while only about %30 believe that their weak competences hindered their opportunities to get a job.

## Why did you not get a job?

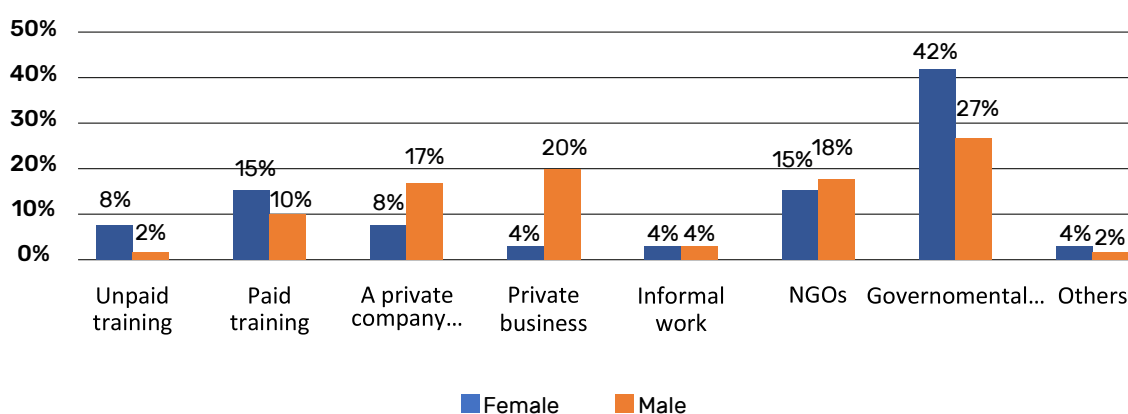


There is a consensus from graduates, employers and experts that a gap in the technical and personal skills exists at the same time that there exists a limited number of job opportunities. Graduates confirm through the FGD that there are social factors such as nepotism and social relations that affect their opportunities in getting a job.

### Who was your employer after graduation?

The highest percentage of graduates (%30) have been employed in governmental organizations, followed by %17 that have been employed in local NGOs and another %17 have started their own business. The percentage distribution according to gender showed that governmental organizations are the main employer for women graduates (%42); only %4 of the women graduates started their own business compared to %20 of the men. It shall be noted that the number of women graduates is much less than the men's, thus, the %40 is not indicative of the actual employment placement. Because the competition among men is higher, more are forced to look outside of the scope of their collegial study and start their own business. The table below distributes the graduates according to employer and gender.

## Graduate's employer according to gender



In the FGD with UCASTI, all the attendees who worked before, have worked in short-term jobs



either by UNDP job creation programs or by local NGOs.

#### Linking the employer and scope of work

When linking the employer and the scope of work (agriculture sector or other sectors), we can see that the percentages do not vastly differ. Governmental organizations employed %30 and NGOs employed %20 of the graduates; private businesses employed %15 because some graduates went to other sectors. In the FGD, the graduates stated that due to the lack of available opportunity and difficulties in finding jobs in the agriculture sector, they moved towards other sectors to generate income, some even integrated in the family business, outside the agribusiness. As mentioned earlier, experts see those graduates, sometimes, are forced to work outside their specialization and in a job that is far from agriculture because they need to generate income and they were unable to penetrate the agriculture labour market or the opportunities they found is unsuitable.

### The distribution of graduates according to employer and sector of work

Employer/Sector	Agriculture sector	%	Other sectors	%	Total
Unpaid training	4	4%	0	0%	4
Paid training	12	12%	2	8%	14
A private company owned by others	13	13%	6	24%	19
Private business	15	15%	6	24%	21
Informal work	1	1%	4	16%	5
NGOs	21	21%	1	4%	22
Governmental organization	32	32%	6	24%	38
Others	3	3%	0	0%	3
Total	101	100%	25	100%	126

#### Reasons for leaving jobs

According to the data gathered, only %12 of the graduates sustained their first job, while the remaining %88 did not. The figure below clarifies the reasons for leaving.

## Graduates reasons for leaving work

Reason for leaving work	Number	%
Resignation	7	6%
The wages are not appropriate	17	15%
The treatment was not good	12	11%
End of training/job placement/creating jobs project	41	37%
The willingness of the business owner	14	13%
Found better job	3	3%
Other	29	26%

We can see from the table above, that %37 of the graduates left their jobs because their employment project or paid training project came to an end. This can justify the drop in the number of graduates who are currently working (figure 23).

This is consistent with the FGD, as most of the employed graduates were employed through short-term projects and became unemployed as soon as it ended, while a small portion of the FGD attendees worked in another sector. Also, in the FGD, graduates stated that business owners were looking for skilled workers rather than graduates so they pay them less. Moreover, the priority of business owners is to employ their sons and relatives. This was also highlighted by the MoL regarding the wages, when they confirmed that there are no fair payouts in the different sectors in the GS, including the agriculture sector, and there is no commitment to the minimum wage law by the business owners. Unemployment is also attributed to the seasonality of work in the sector.

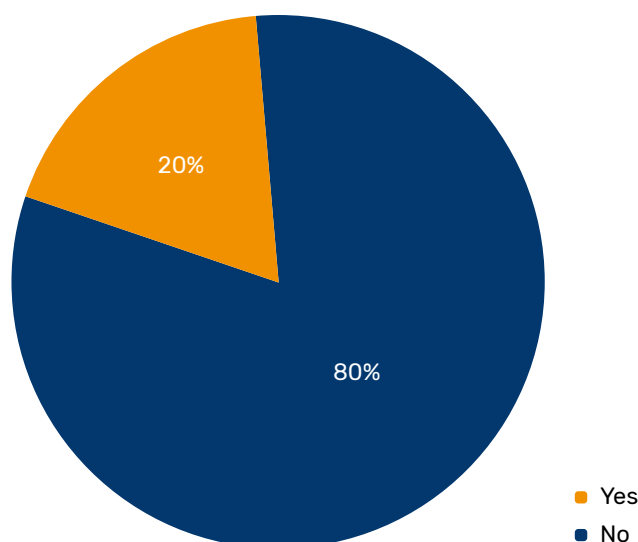
### 4.2 Current situation of the employees/graduates

In this section, the findings of the current situation of the employees/graduates are presented and analyzed in terms of the employment percentage, the employers, the training and capacity building opportunities and the entrepreneurial and start-up support.

Are you currently employed?

Currently, %81 of graduates are not working while only %19 are active in the labour force.

## Are currently employed?



When comparing these results (%80 not working) with the results of who got a job after graduation (%57), we can see a big gap. %37 of the graduates have been employed within a short-term job creation program, then became unemployed after the project was done. This is raising the issue of the poor effectiveness of matching between the graduates and employers' needs.

According to gender, we found that %76 of female graduates are not working now, compared to %30 who have not worked after graduation, which means that only %24 of female graduates sustained their jobs. It must be noted that many have worked in short-term jobs. On the other hand, among male graduates, %46 did not work after graduation compared to %80 that are currently not working. Experts attributed this drop to the lack of efficiency and effectiveness of the job creation program and the poor effective matching between graduates and employers.

## The distribution of graduates who are working now according to gender

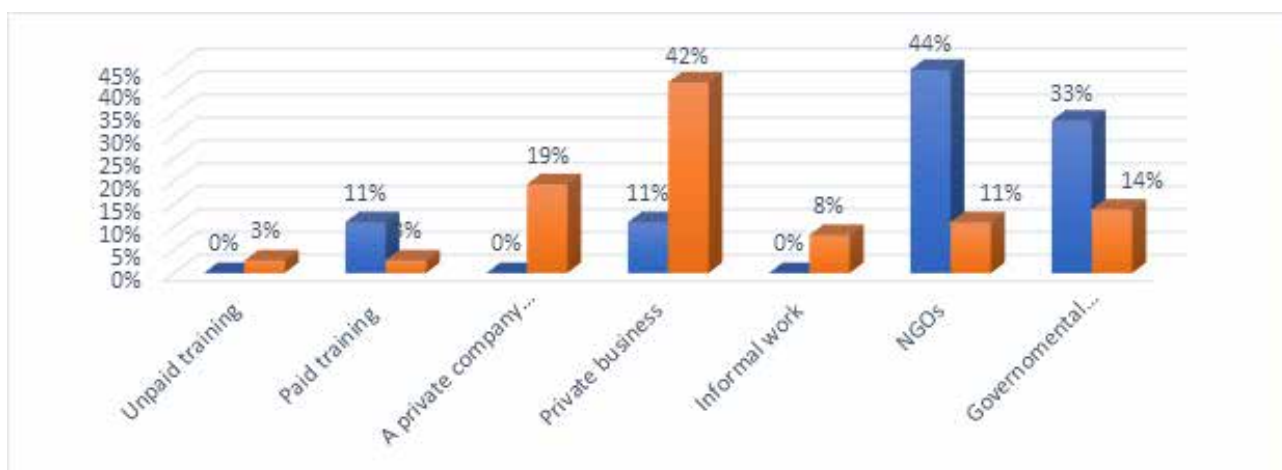
Gender/Working now	No	Yes	Total
Female	76%	24%	37
Male	80%	20%	184
Total	80%	20%	221

### Current employer of the employees

On average, %33 of the currently employed graduates are working in their own business, %19 are working in local NGOs and %19 working in governmental organizations. According to gender, more than %80 of working female graduates are working either in NGOs or governmental organizations compared to %25 of male graduates working in these organizations. This is linked to the socio-economic context of women, and their families, who see in governmental and NGOs a more trusted and safer environment for women.

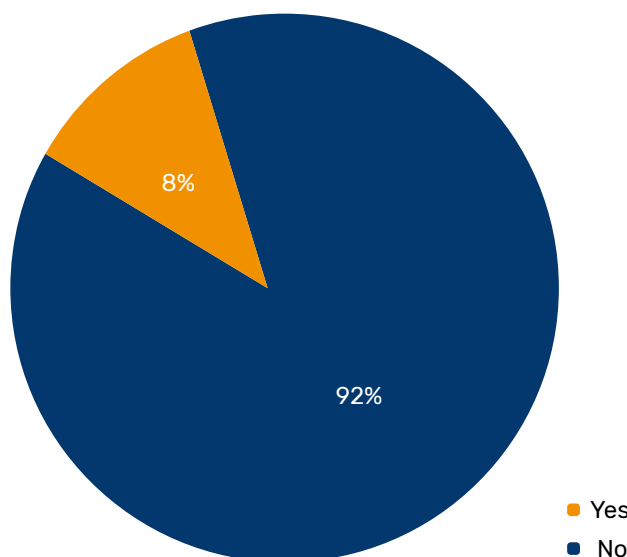
The results below show that private business is trending in the agriculture labour market, according to the FGDs and SSI. That is due to the lack of available opportunities in the labour market and at the same time the increasing interest of donors, local and international NGOs in supporting entrepreneurship and start-ups in the agriculture sector.

### Currently working graduates according to employer and gender



### Entrepreneurship and start-ups support and development?

### Did you get financial support to start your own business



Only %8 got financial support to start their own business through local incubators and accelerators. The average financial start per project is USD 4,500. Out of the 18 graduates, 10 are currently working in their business.

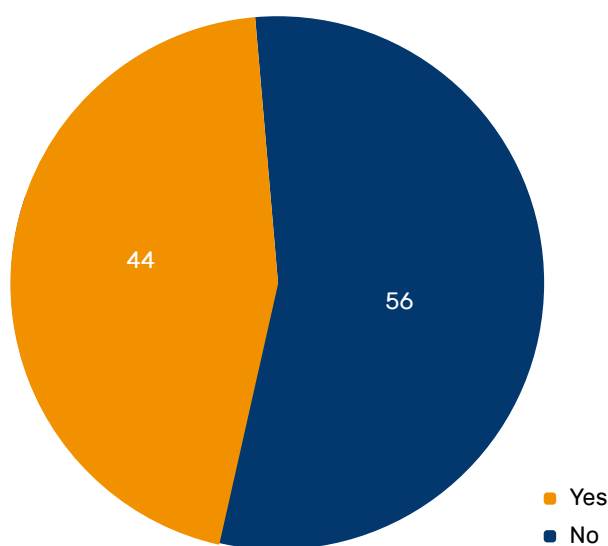
The organizations who provided the financial support includes, Oxfam, UCASTI, GIZ, ICRC, IR, PARC, and MA'AN.

Experts confirmed that there is a growing interest in entrepreneurship and start-up development; donors and local and international NGOs are more interested in supporting the growth of the sector. In the FGD with the graduates, it was noticeable that most of the attendees feel that starting their own business is the best opportunity, but they are lacking the capital to start their business. More is elaborated in section 3.6.

Did you get preparatory training for the labor market?

### Did you get preparatory training after graduation?

%56 of the graduates/employees have received preparatory training for the labour market while %44 did not receive any. When analyzing the training subjects, we found they varied between the technical, personal and management skills, with more focus on the technical aspects. The span of the different training programs is short and are focused on specific subjects, except for some graduates who have been integrated into PARC's training programs, mainly Luxembourg and Go-professional programs, that are well-structured and contribute to bridging the gaps of graduates' competencies and skills.



To what extent have you benefited from the training you received?

In general, there is good feedback from graduates about the training received after graduation. As we can see below, about half of them stated that the training was good; %15 stated that it was excellent. Only %3 stated that it was useless and had no benefit in terms of skills and knowledge.

## The graduate's feedback about the training they have received.

What do you think about received training	Total	%
It is good in general. I do not think that it increased my ability to be engaged in the labor market	18	15%
Good. Improved my skills and professional capacity and my ability to compete in the local market	66	54%
Did not add anything to me	4	3%
Excellent. Improved my competences and helped me in getting a job	35	28%
Total	123	100%

### 4.3 Education and the skill gap in the agriculture labour market

Although unemployment levels grew significantly during the protracted crisis in the GS, which meant the existence of a large pool of available labour, the skills shortage, reported by business owners, was significant and the skill gap has been growing. In an interview with the PFIU, it was confirmed that in the GS, we still have a weak educational system and curricula that do not meet the labour market needs, despite the previous efforts towards developing them, which were not completed as clarified by PFIU. On the other hand, we observed the rapid growth of participation in higher education, which will not ensure the employability of graduates if the economy cannot absorb and use their skills.

The final decisions in the agriculture labour market are made by PS business owners; the role of the public sector and civil society organizations is in matching through skill anticipation. Better matching between skills' supply and demand has positive effects not only on individuals but also on society. Based on the different study tools used with the different stakeholders, all of them acknowledged that there is a skill gap in the agriculture market between the available and needed/requested skills. According to our analysis of the questionnaires for PS companies, it is revealed that more than half of the business owners face challenges in obtaining the needed skills and competencies from the labour market. Matching between supply and demand is at the core of achieving growth and development. Consequently, setting policies that harmonize with the labour market needs in a way that achieves an efficient match is of high importance to Palestine, especially the GS.

Specializations are similar in the available agricultural education opportunities, as they tend to be general (i.e., plant production, animal production) with some additional specialization in food processing. In the interviews with and questionnaires filled by a sample of agricultural business owners and employers of agronomists, we confirmed that they are not satisfied with the level of technical and personal competencies of graduates from the different universities when they interview them for work. Also, they confirmed that they are interested in personal skills and

competences and the ability to communicate and learn.

According to the questionnaire results from PS representatives, they are focusing on personal and social competencies as much as the technical, without detracting from the technical knowledge and skills. They emphasized on personal skills that are essential to building trust and relationships with customers and clarified that they are aware of the skill gap at the technical level that, to some extent, can be bridged with intensive training; this was validated by the experts. The interviewers confirm that there is a big gap between what universities produce and what the market needs. The gap is more in the technical and personal skills and

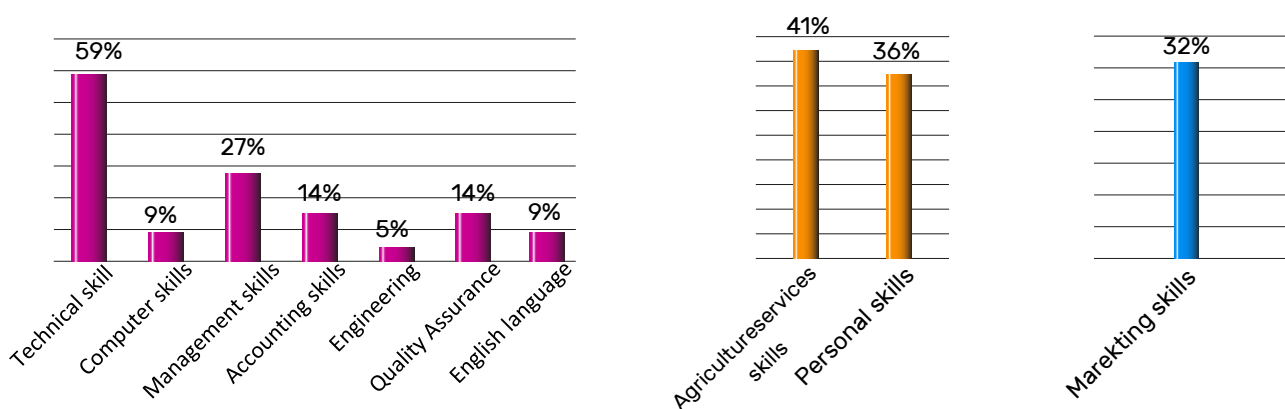
competencies rather than the lack of specializations in the university. Some of the interviewees stated that “the current curricula in the agriculture colleges are not in line with the development in the market”. Also, as confirmed by the PFUI, there was an effort in Al-Azhar university to develop curricula, but it was halted and the plan to finalize developing the curricula never came to fruition.

However, the findings illustrate a gap in perception among employees, experts, and representatives of educational institutions. The representatives of educational institutions believe that they have an updated curriculum that is in line with the market needs of skill and competence, while the employers and experts do not have much faith in the skills of graduates especially in specific areas at the personal and entrepreneurial levels. %30 of the graduates expressed that their weak technical capacities and lack of practical education and experience hinders them from being engaged in the labour market.

#### 4.4 The needed skills in the labour market.

The majority of the PS representatives (%60) stated that there are specific technical skills still needed in the market and %45 expressed that there is a need for agriculture support service skills, mainly in labelling and packaging, and their related technical issues. All the PS representatives believe that there is still a need for at least one of the related personal, management and marketing skills mentioned below.

#### The needed skills and competences from PS perspective



On the other hand, the graduates stated that there are different technical skills needed in the labour market within the agricultural subsectors; plant production, animal production, and

food processing are the most needed skills, respectively. While there is an important need for project management and sales and marketing skills that represents %37 ,%45 of the graduates' responses, respectively. The table below shows the needed skills in the labour market from graduates' perspective.

### Needed skills in the labor market from graduates' perspective.

Skills Category	Requested skills in the labor market from a graduate's perspective	%
Market system and technical skills	Plant production skills	67%
	Animal production skills	58%
	Food processing skills	42%
	Veterinarian and extension skills	34%
	Aquaculture skills	24%
	Irrigation/fertilization skills	32%
	Science and food technologies skills	26%
	Quality control/labs	29%
	Grafting skills	19%
	Project Management skills	45%
Access to market skills	Sales and Marketing skills	37%
Other skills	Other skills	4%

From the PS' representatives' point of view, the professional technical skills are the highest missing skills with %45, followed by the agriculture support services skills with %27. In retrospect, the sales and marketing, management, and personal skills constitute %60 of the missing skills in the labour market.



## The missing skills from PS perspective

Skills category	Missing skills	%
Market system and technical skills	Quality assurance	24%
	Technical skills	32%
	Management skills	26%
	Agriculture services	29%
	Computer Skills	19%
	English skills	45%
Soft skills	Personal skills	37%
Access to market skills	Sales and Marketing	4%

Most of the employees/graduates (%66) stated that 'Searching/Applying for jobs' is the most needed skill, while %44 of the employees/graduates expressed that both technical and management skills are of the same paramount importance. With some grouping, we can see that the personal related skills are the most needed skills from the graduates' point of view to get a job or to be engaged in the labour market.

## Needed skills to enter the labor market (graduates/employees' perspective)

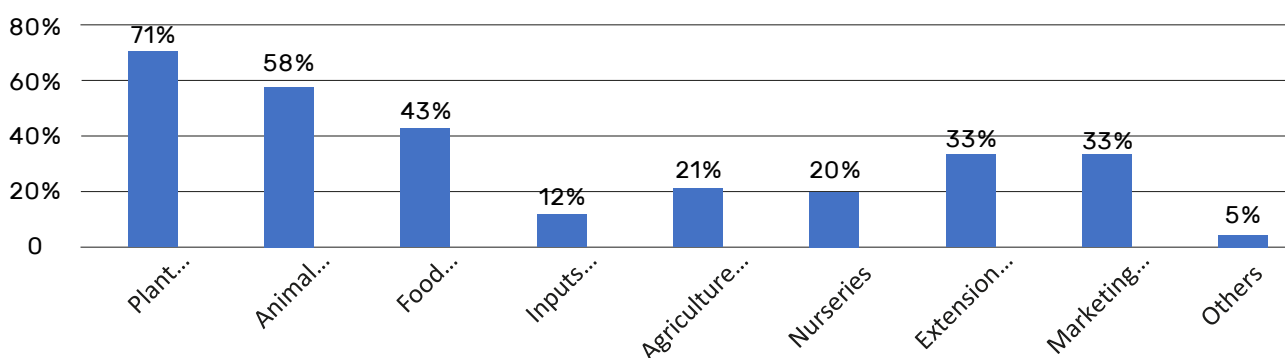


#### 4.5 The potential of agriculture subsectors:

%58 ,%71 and %43 of the employees/graduates stated that the highest agriculture sub-sectors with employability potential are plant production, animal production, and food processing, respectively. These are the three specializations being taught in the university and it is considered, to some extent, the umbrella for other subsectors. Another %33 stated the extension services and marketing services are potential subsectors for youth and graduates.

Please note that these results are in line with the employees/graduates' perspective on the needed skills where the top three were skills related to the three subsectors mentioned below.

#### Potential Agriculture subsector (Employees/Graduates point of view)



#### 4.6 Private sector attitudes towards job placement and job creation programs

Part of the questionnaire filled by the PS has examined to what extent PS representatives were willing to employ graduates who are equipped with needed skills and competencies. The results showed there were good intentions from the PS towards graduates and their integration in the labour market, here is a summary about the results:

The willingness to employ graduates

%77 of the interviewed representatives expressed their willingness to employ new graduates if they were equipped with the required skills. The ones who did not ask for employees attributed that to the volatile and difficult economic situation and actual need.

Number of graduates they are willing to employ

They expressed their need to employ 75 people from different specialization, beyond a pure agriculture specialization. The table below clarifies the requested labor according to the job title.

#### Private sector needs of employees.

No.	Job title	Number	%
1	Storekeeper	2	3%
2	Food processing	7	9%
3	Processing labor	16	21%

4	Technicians	12	16%
5	Accounting	4	5%
6	Plant production agronomist	8	11%
7	Marketing and Design	9	12%
8	Veterinarian	1	1%
9	Quality assurance	3	4%
10	Labors	14	18%
Total	Total	76	100%

#### Contribution to salaries

%65 expressed their willingness and ability to contribute to the salaries of placed graduates within PS facilities.

#### Sustaining jobs

%65 expressed their willingness to sustain the created jobs beyond project or support time.

### 4.7 Matching matrix between the private sector and the needed jobs.

Based on the questionnaire filled by the PS representative, a matrix has been developed to map the different PS according to their scope of work and needed jobs. The table below summarize the matching:

PS scope of work/needed jobs	Labors	Quality assurance	Veterinarian	Marketing and Design	Plant production	Accounting	Technicians	Processing labor	Food processing	Storekeeper
Processing and marketing	3	3		2		2	3	16	7	1
Nurseries and Trading				1	8	1	5			
Olive presses							4			
Animal Production			1							
Agriculture services				6						1
Production and marketing	11					1				
Total	14	3	1	9	8	4	12	16	7	2

This matrix is for the sample PS who filled the questionnaires within this study; we recommend for similar assignment to have an in-depth mapping for active PS in the agriculture sector and a short assessment can be conducted to identify the needed jobs for better matching mechanism. The mapping of the PS could be through, PARC database and previous working experience, coordination with PFIU, Chamber of Commerce, or through advertisement. The matching process is the most significant factor in the success and the job placement process.

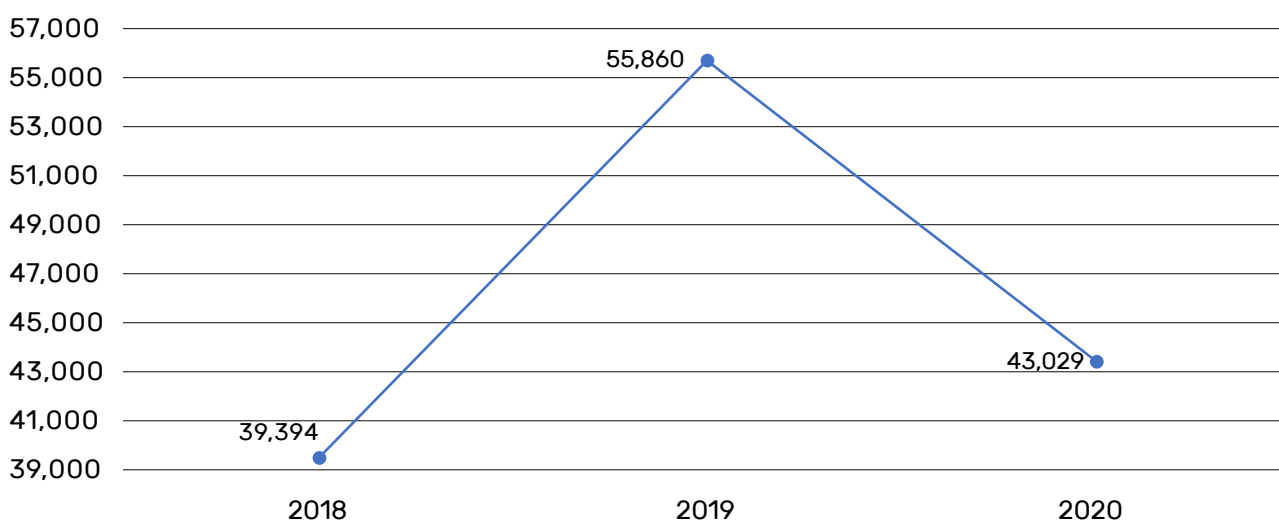
#### 4.8 Impact of COVID19- on the agriculture sector and labour market

The COVID19- pandemic has changed the economic situation in Palestine and its effects have reverberated to changes at the social level as well. Some sectors, particularly tourism, were severely affected by the total lockdown to the extent that most of the establishments either temporarily closed or halted major operations.

Most economic activities witnessed a noticeable decline in the value added during 2020 compared to 2019. Agricultural livelihoods have been affected as there has been a shortage of basic agricultural production inputs at the local level. The Ministry of Agriculture in Gaza estimates that the sector lost over USD 2.7 million in March 2020 alone.

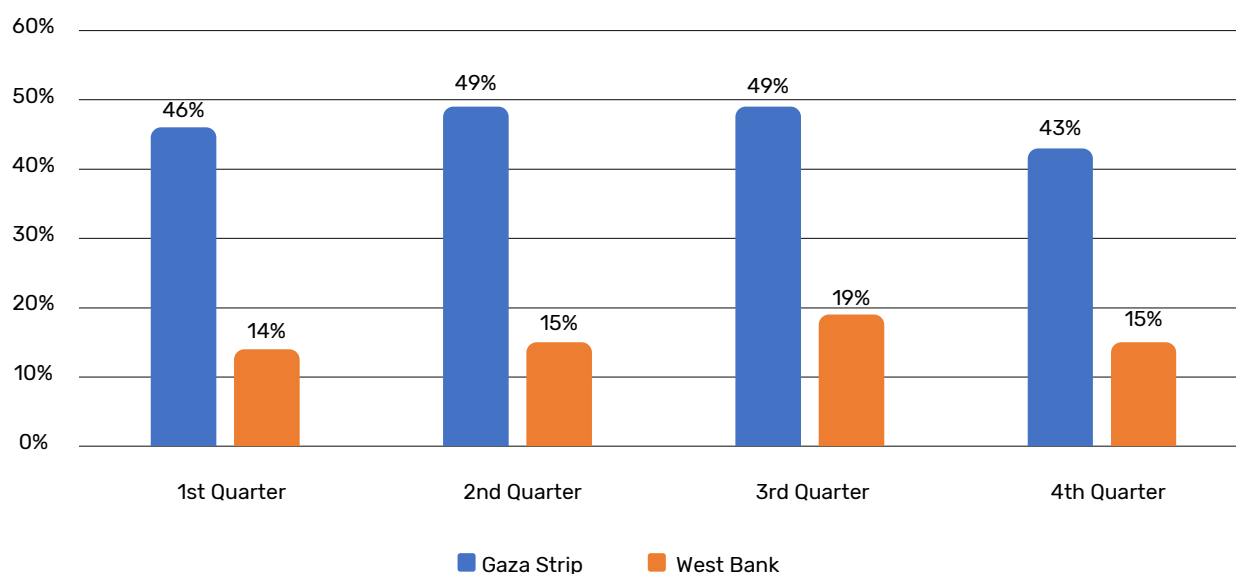
As the figure below depicts, the volume of agricultural exports witnessed a decline of %23 compared to the previous year of 2019, although it witnessed a growth of %40 between 2018 and 2019.

#### Agricultural Exports from Gaza Strip 2020-2018 (Tons)



The agricultural sector is vital to the economy, that an %11 loss of its value added to the GDP cannot be underestimated in its repercussions on other economic sectors along its value chain. One of the major negative impacts of the crisis is the loss of job opportunities and the increase of unemployment levels within the sector, given that it employs about %4.7 of all employed individuals in the GS.

## Unemployment Rate



In the preceding year of 2019, the revised unemployment rate in the GS was %39.5) %45.1 for males and %63.7 for females). The revised unemployment rate among youth aged 24-15 years was %62.7) %67.4 for males and %85.6 for females).

### Agriculture Sector – Key Figures

The agriculture sector in the Gaza Strip contributed %11.5 to GDP for year 2019 and employed %4.7 of total workforce, while at the same time contributing to agricultural exports of USD 40 million, and imports of USD 383 million. The sector provided an average daily wage of NIS 20.7 to its workers.

The table below illustrates the mechanism by which the agriculture sector was negatively affected by the COVID19- pandemic from an economic and market-based perspective.

COVID19- outbreaks: immediate constraints	Consequences	Specific effects on food systems
<ul style="list-style-type: none"> <li>Economic relationships/markets operate with unprecedented limitations due to health risks and uncertainties.</li> <li>Reduced economic activities.</li> <li>Job losses.</li> <li>Drop in household purchasing power.</li> </ul>	<ul style="list-style-type: none"> <li>Reduced food consumption and higher food insecurity levels.</li> <li>Purchasing power erosion.</li> </ul>	<ul style="list-style-type: none"> <li>Higher levels of vulnerability and food insecurity.</li> </ul>

Ochaopt, COVID19- Emergency Situation Report, 20 – 14) 5 April 2020). <https://www.ochaopt.org/content/covid-19-emergency-situation-report5->

Weakening demand for agri-food products.

Reduced supply of domestically produced agri-food products.

Potential risk of food unavailability.

Widening gap between farm gate and consumer prices.

Higher cost of inputs.

Reduced margins for farming/agricultural production.

Agricultural economic activities began to recover gradually after the government's COVID19-measures were relaxed. Food production and processing, bakeries and groceries were exempted from lockdown measures. The reopening of markets is prone to be interrupted at any time as movement restrictions and lockdown measures are expected to be re-imposed in response to the second wave of the virus.

In an effort to sustain production and secure availability of fresh products, additional government actions included the following:

- In Gaza, the MoA distributed fodder and fertilizers to farmers and poultry (broilers) breeders with a total value of USD 1 million.
- Local authorities provided cash assistance to poor families in immediate response to the COVID19- crisis. The MoSD distributed a one-time immediate cash payments of a USD 100 to 10,000 poor families in the GS.

The overall funding requirements for the implementation of the COVID19- Inter-Agency Response Plan for the oPt until the end of 2020 stands at nearly USD 78 million. OCHA says this has helped in mitigating the effect of COVID19- on the agriculture sector, ensuring the continued functioning of food production and supply chains, reactivating investment and restoring operating capital. In the GS, 11 local and international organizations have provided food security assistance to some 121,319 beneficiaries, in addition to the 254,962 beneficiaries that were provided with In-Kind/Food Cash Based transfers (CBT) through the WFP.

## 4.9 Advocacy Issues needed in the agricultural sector

This section will focus on advocacy issues which are needed at the sector.

- **Wage rates**  
Daily wage rates in the agriculture sector are among the lowest in comparison to other economic sectors and the PS' employers do not abide by any minimum wage regulation. That needs to be addressed and wage rates must increase for unskilled and semi-skilled workers in the sector.
- **Employment contracts**  
Most workers in the sector are informal workers with no contractual arrangements. That jeopardizes their rights, such as compensation rights, benefits and end of service rewards. This issue must be strictly regulated by proper legislation and regulations and monitored regularly by labor offices.
- **Health insurance**  
The registration and coverage by a health insurance dedicated for low-income labour must be mandatory for all workforce in the sector.

- Life and disability/injury insurance  
Workers in the agriculture sector are subject to occupational hazards yet they are not covered by life and disability/injury insurance. An inclusive insurance coverage for them must be enacted to protect them in case of injury.
- Taxes  
Implement and reactivate the VAT refund and reimbursement for all agricultural inputs bought for production purposes, which shall greatly help in the reduction of production costs and increase the diminishing profit margin of farmers.
- Mandatory employment of agricultural engineers  
All agricultural inputs companies and outlets must employ at least one agricultural engineer throughout the working day (one for each shift), to provide the necessary extension and advisory services and oversee and monitor sales of inputs to farmers as per prevailing rules and regulations.  
All food processing factories and large-scale units must employ a number of food processing graduates. Employment -number and expertise- must be consistent with the entity's size and area of operations.
- Palestinian Disaster Risk Reduction and Insurance Fund (PADRRIF)  
the role and function of the fund must be supported to cover all losses incurred by farmers either due to unfavorable weather conditions, disasters, wars or heavy losses due to price fluctuations. The insurance fund must be utilized to limit the effect of short and medium-term price fluctuations on farmers' income.
- Palestinian Agricultural Credit Institution PACI  
the role and function of the institution must be supported to contribute to the agriculture development process efficiently, through providing the necessary funding to agricultural activities and enhance farmers' income and raise their standard of living. Furthermore, to provide funds and loans on concessional terms for different categories, especially small farmers, women, fresh graduates, and pioneer farmers.
- Organizing production practices within the sector  
Agricultural stabilization and support measures must be taken to raise farm income and ensure a stable and sustainable production. In this regard, attention must be given to both production and consumption considerations by adjusting the supply of agricultural commodities as closely as possible to demand.  
In some seasons/years, a price floor that denies the market price from falling below a sustainable level must be enforced.  
Advocate for nonprice agricultural stabilization and support measures (i.e., measures which do not directly influence prices but attempt to raise farm incomes by reducing costs or raising productivity). Such non-price measures include agricultural research, education and extension, government services for controlling diseases and pests of crops and livestock, assistance to improve farm buildings, tax refunds and measures to improve agrarian structures. Those are among the most suitable means to increasing the efficiency and competitiveness of agriculture.  
Investing in information infrastructure to improve market transparency and facilitate

clear and stable laws and legal frameworks. That will allow insurance companies to provide targeted insurance and safety nets against crop failures, droughts and other catastrophes.

When necessary, production quotas must be imposed to avoid burdensome surpluses that can cause excessive fluctuations in agricultural prices and incomes, and to increase the efficiency and competitiveness of agricultural products.

## Conclusion and recommendations

The following was concluded:

1. There is a consensus among the different stakeholders on the factual existence of a gap between the available and the required skills and competencies.
2. Lack of harmonization and coordination between active actors of the market system.
3. Weak matching schemes between the PS and graduates has affected graduate's employability and job sustainability.
4. The representative body of the agriculture graduates did not have an up-to-date database on the agriculture labor market due to sub-par information gathering and dissemination.
5. There is growing potential for the entrepreneurial spirit in the agriculture sector.
6. Stereotypes to women employability in the farming sector still exist.
7. Women are more accepted as employees in the food processing sector.
8. Small and medium size firms of the PS lack human resources development, knowledge, and skills gap identification.

## Recommendations:

Based on the conclusion, below is a summary for the study team recommendations:

1. Skills development
  - Skills development programs should be market-driven.
  - Government sectorial strategies must be used as a guideline for sector development and capacity building of anticipated workforce.
  - The PS should be engaged in the skills development process.
  - Focus should be distributed on the soft, personal, and technical skills (technical skills; project management skills; sales, promoting, and marketing skills; entrepreneurship skills; language skills; personal and management skills: leadership, team working, and communication skills; writing skills; presentation skills; creative thinking skills).
  - Intensive and detailed study about the root causes of the skill gap issue.
  - Technical skills are of paramount importance in driving the sector to become more productive and competitive.
2. Enabling environment
  - Advocating towards activation of the coordination bodies in the entrepreneurial scene including the Ministry of Entrepreneurship.
  - Clear policies and incentives to the entrepreneurs, this includes registration fees and VAT exemption.
  - Advocate towards the application of the policies and procedures that support and protect locally produced products.
  - Facilitate the establishment and activation of affordable access to financial schemes.
  - Activating the public-private partnership to provide more opportunities for the youth.



- Clear governmental policies to support the harmonization between the supply and demand.
3. Coordination and cooperation
    - Facilitate discussion platforms between the educational institutions and employers to overcome the skill gap, with the involvement of active actors such as official structure, PFIU, NGO, and INGOs.
  4. Education
    - Activating career counselling centers in the academic institutions.
    - Develop curricula and integrate new courses such as job searching and entrepreneurship.
    - Coordination and cooperation with the PS and other actors in the local market.
  5. Entrepreneurship
    - Incorporate entrepreneurship education into the academic curriculum.
    - Promote women entrepreneurs.
    - Mobilize and support policies and funding for entrepreneurs.
    - Encourage cooperation and coordination between active actors in entrepreneurship to avoid repetition and duplication.
    - Advocate for the supervision of the Palestinian government and the Higher Council for Innovation and Excellence on the incubators and their work.
  6. TVET programs
    - TVET programs in the Gaza strip; (only one secondary school and training center) should be increased for its important role in filling the skill gaps.
    - Support TVET programs in terms of curricula development and infrastructure development.
  7. Matching model in job placement
    - Effective matching between the graduates and the employer is essential for the success of the job placement and increases the sustainability opportunities.
    - Matching should be based on the needs and interests of both sides.
    - Proper mapping and assessment of employers is important.
  8. Quality standards and policy reforms
    - Develop a national control system to control and assure that the agricultural process practices are conducting in a good way to ensure food safety, workers' safety and environment safety. Or to continue enabling the PALGAP system that is already being developed by PSI and other international NGOs. Moreover, to develop a certification scheme in Palestine (including GS) that is applicable with small cost regarding the agricultural practices «Code of conduct» guaranteeing high quality and sustainable practices for agricultural products at the national level. While the Global GAP Standards is internationally recognized, it is a high-cost certificate with requirements highly unattainable by small-scale producers.
    - Encourage farmers and agricultural institutions to apply the Quality management systems or the good agricultural practices systems by providing privileges for the certified ones.
    - Establishment of qualified laboratories with proper equipment to conduct critical laboratories tests, especially in the field of residue of pesticides, chemical substance

- detection and chromatography tests. Also, to enable the inspection and control of imported pesticides, drugs and other chemicals quality
- Gather the forces and resources to raise the awareness of food industries firms about the importance of applying quality management systems and conduct works perfectly as quality standards requires, for the improvement of the firm's productivity, thus improvement of profitability margins and competitiveness of the firm products in local and global markets.
  - Gather the forces and resources to enhance and improve the food industries firms, factories capacity and knowledge to adopt the applications of quality standards.

### Summary of study main findings:

- The Palestinian economy, in general, has been suffering from a series of setbacks and declines in growth rates due to several structural imbalances and distortions combined with high dependency on the Israeli economy.
- The economy of the Gaza strip has been witnessing even more severe restrictions resulting from the repercussions of Israeli aggressions over a decade and sixteen years of Israeli imposed blockade.
- The features of this deterioration are reflected in the indicators of the gross domestic product, labor market, foreign trade, and public finance among other macroeconomic indicators.

### Employment and employability in the agriculture sector

- In the GS, only %5.7 of employed individuals worked in the agriculture sector, whereas %56.5 of employed individuals worked in the other sectors, especially the services sector, in 2020.

### Unemployment among youth:

- The unemployment rate among the Gazan youth aged 24-15 years was %66.3) %71.6 for males and %92 for females) and %56.5 to those aged %50.1) 34-25 for males and %76.4 for females). Those percentages are much higher than their contemporaries in the WB. The geographic exclusion, among other factors.
- The employment capacity of the agriculture sector is relatively low not only because of the shrinking economic contribution of the sector to the overall GDP but, also, because of the structural, regulatory and market imbalances; distortions; and failures.
- Furthermore, the sector faces a diminishing agricultural area, agricultural intensification methods, and the high risk associated with the agricultural activities, such as price fluctuations, increased vulnerability to natural events and disasters particularly the hydrological, climatological and meteorological events.
- The service sector generates more employment than any other sector being a sector that has the highest number of sub-sector and a sector that is relatively labour intensive in many of its sub sectors.
- There is an inverse correlation between employment in the construction sector and the agricultural sector. Meaning that as the construction sectors witnesses a boom it recruits and pulls labour from the agricultural sector, while as the sector shrinks in activity the agriculture sector shows a clear tendency to absorb labour from the construction sector and thus its percentage share in employment increases.

### Women in the Agriculture sector:

- Females employed in the agriculture sector are %6.8 of total female employed in Palestine, %8.1 in the WB and %1.9 in the GS.
- The agriculture sector is mostly dominated by paid male workers. However, most of women's labour in the informal sector remains hidden, thus their contribution to the agriculture sector in the form of home-based activities is much higher than what is officially reported.
- Female agricultural workers face numerous setbacks and they make only about %17-10 of total agricultural graduates at the highest estimations.

### Youth in the agricultural sector:

- According to the findings of 2017 PCBS' census, the 29-25 age group is the largest contributor to male employment in the agriculture sector followed by the 24-20 age group. In females the 39-35 is the largest single female age group in employed females in the agriculture sector.
- According to the PCBS 2017 Census, the unemployment rate among agricultural graduates is %37.3 and %16.8 for females and males respectively. While the general unemployment rate among agricultural graduates in the GS is %37.4, which increased to %50.1.
- The sector comparatively has low conduciveness for employment, with highest employability is for males that have 9-7 years of schooling and females that have 12-10 years of schooling, and very low employment attractiveness for those who have more than 13 years of schooling (i.e., diploma and higher certificates).

### Employability characteristics

- The agriculture sector is currently a sector that is most conducive for unskilled labor rather than skilled labour and university graduates.
- The agriculture sector is an employment pushing sector to services and manufacturing sectors in times of economic growth.
- The agriculture sector is an employment pulling sector and employer of last resort in times of economic decline and shrinkage.
- The sector is considered labour intensive in nature of tasks (less relying on technology and more on manual labour) is relatively labour extensive (Labor extensive is when there is a relatively large area of land per worker).
- Agricultural activities extend all year round, but the agricultural sector shows employment seasonality due to peaks in planting and harvesting periods.
- The sector relies more on skilled and semi-skilled labor, therefore the issue of raising the skills of agricultural labor is rarely raised with the exception of business-related skills such as farm management, marketing and negotiation techniques.

### Labour supply in the agriculture sector

- According to the 2017 census, 4,046 individuals have completed associate Diploma and Above in agricultural sciences in Palestine, of which 1,458 are in the GS, 740) %50) of whom are 47 years old and above.
- According to the Ministry of Higher Education , there are 1338 students enrolled in higher education institutions in agriculture related programs including veterinary medical sciences. Only %15) 205) are enrolled in Al-Azhar University, the only university in the GS that has a bachelor's degree program in Gaza city.
- Every year, there are 360 newly enrolled students, on average, in agricultural programs in higher education institutions in Palestine, 40-35 of whom are enrolled in the GS that graduates Agricultural Assistant Engineers.

- There is one agricultural secondary school in Gaza (Hani Naim Agricultural Secondary School in Beit Hanoun) that has 170 pupils enrolled, with an average of 70-65 graduates per year.
- The graduates either engage in the higher education institutions or remain satisfied with the high-school certificate. Another source of agriculture labour is the TVET institutions, there is only one UNRWA center that provided vocational training services within the scope of food processing.
- **Needed skills in the labor market from graduates perspective.**

Skills Category	Requested skills in the labor market from a graduate's perspective	%
Market system and technical skills	Plant production skills	67%
	Animal production skills	58%
	Food processing skills	42%
	Veterinarian and extension skills	34%
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	Irrigation/fertilization skills	32%
	Science and food technologies skills	26%
	Quality control/labs	29%
	Grafting skills	19%
	Project Management skills	45%
Access to market skills	Sales and Marketing skills	37%
Other skills	Other skills	4%

## TVET and Secondary education

- Agricultural education in the GS is predominantly taught and trained as part of a bachelor's degree in agricultural sciences with sub specializations in plant production, animal production, and food processing.
- The four years of higher education have never been considered or looked at- whether by educational institutions, students, agricultural or agribusiness production entities – as

a vocational or technical training that qualifies graduates to directly engage in on-site production processes at all levels.

- In recent years, the diploma of agriculture has been introduced by an applied sciences college to train graduates as assistant engineers in plant production. This qualification was much closer to the TVET education and market needs, which the full four years qualification provided by Al-Azhar University.
- The need for an effective agricultural TVET (ATVET) systems that build linkages between education, technical training, labor market entry, and lifelong learning are necessary for sustainable productivity growth and generating better paying jobs in the agriculture sector.
- There is compelling and strong evidence to support the finding of the study, that the agricultural markets need various ATVET skills which are missing or scarce.
- Such skills, if acquired by graduates, can greatly enhance their employment opportunities while at the same time can make a positive impact on the profitability, competitiveness, and quality of the agriculture sector's production and operations. ATVET has the potential to be demand-driven, responding to the current needs of both employers and employees in the changing field of agriculture; the combination of agricultural value chain growth and workforce development will provide numerous opportunities.
- This study proposes that a much broader set of ATVET skills is required to transform the agriculture sector in the Gaza Strip. The relevant professions can be grouped into three categories:
  - Core professions: include those that are directly related to the agricultural value chain. These may vary in degree of specialization because innovations, and the introduction of new technologies, may require highly specialized and skilled labor beyond the production level (e.g., post-harvest chain including processing and storage technology, logistics, retailing industry).
  - Support professions: required to ensure the functionality of the core professions at different stages of the agricultural value chain.
  - Cross-sectoral professions: not directly related to the agriculture sector but are required to ensure the functionality of the value chain as a whole.

## Agriculture graduates labour market (Demand)

- Most labour in the sector are family labour that are considered unskilled, with few exceptions on peak seasonal cultivation and harvesting. Family labour is often unpaid and considered informal.
- Average daily wage ranges from NIS 40-20 a day depending on level of skills and tasks required.
- The public sector is the main employer, especially the Ministry of Agriculture and the Ministry of Education. The PS comes in second, followed by the local and international NGOs that work in humanitarian assistance and development. Some of the graduates are entrepreneurs and self-employed.
- Semi-skilled and skilled labour are more required in the livestock farms (especially modern farming systems) and in intensive crop farming systems.
- TVET graduates are considered skilled labour but they still lack some practical and technical skills particularly in regards to UpToDate technologies and systems.

- **Supply-Demand Matrix**

Institution	Degree offered	Major	Sub-specialization	No. of enrolled students (2019)	Average annual graduates	Employment opportunities
Al-Azhar University	Bachelor	Agricultural sciences Veterinary medicine	Department of Plant Production and Protection	204 Males/ 18 Females	40	Government NGO Nurseries Input suppliers
			Department of Animal and Poultry Production			Government NGO Livestock farms Input suppliers
			Department of Food Technology			Government NGO Factories Labs
			General			All the above
	Diploma		10 since 2017	3	All the above	
	Masters		1 Male / 1 female	1		
Palestine Technical College	Diploma	Food processing	Food processing	26 Males / 22 Females	15	Government NGO Factories Labs Health facilities
University College for Applied Sciences (UCAS)	Diploma	Agricultural sciences	Agricultural sciences	20	10	Government NGO Farms Nurseries Input suppliers
Gaza Community/ Training College	Diploma	Food processing	Food processing	50	25	Factories Labs Health facilities
Hani Naeem	Secondary education (agricultural stream)	Agriculture	Agriculture	170	70	Farms Nurseries

### Drivers Matrix:

Drivers	Economic	Social	Technical
Sub-drivers	<ul style="list-style-type: none"> <li>•Income and purchasing power</li> <li>•Investment &amp; Funding</li> <li>•Economic policies</li> <li>•Export and marketing</li> </ul>	<ul style="list-style-type: none"> <li>•Family business and labour.</li> <li>•The norms and the culture.</li> <li>•Awareness</li> </ul>	<ul style="list-style-type: none"> <li>•The new technologies and innovation.</li> <li>•Exposure to advanced training and agricultural practices.</li> <li>•Quality and prices of local products.</li> <li>•Agriculture policies.</li> <li>•Research and development.</li> <li>•The public-private partnership.</li> </ul>
Elaboration	<p>Are drivers that affect supply and demand of sector's products and services including factors affecting change in supply/demand and/or quantity demanded and supplied</p> <p>Increase in consumers income.</p> <p>Changing Tastes or Preferences.</p> <p>Changes in the Composition of the Population.</p> <p>changes in the prices of related goods such as substitutes or complements.</p> <p>Changes in Expectations about Future Prices or Other Factors that affect demand.</p> <p>Change in production cost.</p> <p>Changing Tastes or Preferences.</p> <p>Changes in the Composition of the Population.</p> <p>changes in the prices of related goods such as substitutes or complements.</p> <p>Changes in Expectations about future prices or other factors that affect supply.</p>		<p>Technical drivers are drivers that affect main production processes and supporting functions and are related to inherent production functions, supporting services, and enabling environment, which includes use of technology and innovations, advanced training and practices, Research and development, quality standards and control measures, prevailing policies, and structural public private partnerships.</p>
Expert opinion	<p>The labour market of the agriculture sector is directly proportional to the size and value of economic activities performed within the sector among other detrimental factors. The economic activities are concentrated in the core agricultural and agribusiness production and other supporting and related activities.</p>	<p>Social drivers have a major impact on the agricultural sector and particularly on its employability and its employment attractiveness, this is further fortified by the fact that the sector is one of the most traditional economic sectors that are characterized by lack of governance, control and the widespread of informal and family-based employment. Addressing social drivers can significantly support the sector in its growth.</p>	<p>Technology-driven transformation is they key and predominant feature of developing agricultural sector that has paramount effect on sectors labour characteristic and level of engagement as well as on the sector's productivity and competitiveness, paying adequate attention to technic drivers can greatly address current challenges, access restriction and quality issues that presents as sectorial bottlenecks for growth and development. Engaging more semi-skilled and skilled labour is very much reliant on technology driver promoting tools that promise to rationalize processes and enhance efficiency, productivity, distribution, and access.</p>

Skills category	Missing skills	%
Market system and technical skills	Quality assurance	14%
	Technical skills	45%
	Management skills	14%
	Agriculture services	27%
	Computer Skills	5%
	English skills	5%
Soft skills	Personal skills	23%
Access to market skills	Sales and Marketing	18%

## Factors affecting the employability and contribute to skill gap in the agriculture labor market

- Scarcity of job opportunities.
- Lack of practical experience, weak technical and personal skills.
- Harmonization and coordination between the active actor in the agriculture labor market.
- Career counselling centers at the academic institutions.
- Nepotism and unequal opportunities.

## Entrepreneurship in the Agriculture sector

- Palestine in general and Gaza Strip in particular needs more new enterprises and more entrepreneurs.
- Gaza suffers of high unemployment, high poverty and stagnant economy.
- Entrepreneurship can be the driver for economic growth and development as it translates into an increasing number of start-ups, which are likely to provide more and better jobs.
- Given the high instability and the increased associated risks and Gazans are reluctant to take up opportunities for self-employment and entrepreneurial activities.
- This may be attributed to the high failure rates among business initiatives and the dominant preference among Gaza's citizens especially graduates to seeking jobs in public or private sectors.
- To advance and promote the entrepreneurship spirit and opportunities an entrepreneurship enabling environment must be in place.
- The enabling environment encompasses policies, actions and agenda to amplify support for creative entrepreneurs and create what is called entrepreneurial ecosystem.
- The ecosystem starts from the education system and extends to every aspect of the



business enabling environment.

- In the agriculture sector entrepreneurship is particularly challenging for a number of reasons, some of which is the profile of traditional agricultural farmer, the relatively high startup cost, the concentration of agricultural activities in rural areas, and the monopolistic noncompetitive practices of some of the main input suppliers.
- Of the most important aspects to foster an entrepreneurship enabling environment in the sector for the relevant authorities to imply protective measures for startups, and to ensure that they have access to required resources such as knowledge, finance and other forms of support, particularly market-oriented support.

### **The study has identified the following themes with highest potential for Entrepreneurship opportunities in the sector:**

- Plant production
- Post-harvest practices
- Animal Production
- Food processing Industry

### **Advocacy Issues needed in the agricultural sector**

- Wage Rates
- Employment Contracts
- Health insurance:
- Life and disability/injury insurance:
- Taxes
- Mandatory employment of agricultural engineers
- Activation and enhancing the role of:
  - Palestinian Disaster Risk Reduction and Insurance Fund (PADRRIF)
  - Palestinian Agricultural Credit Institution PACI
- Organizing production practices within the sector

### **The COVID19- pandemic and its repercussions.**

- The COVID19- pandemic has changed the economic situation in Palestine and its effects have reverberated to changes at the social level as well. These effects are compounded due to the structure of the Palestinian economy, which predominantly consists of %99 SMEs.
- The decrease in agricultural activities is attributed to a decline of domestic and export market activities; the Ministry of Agriculture in Gaza estimates that the agricultural sector lost over USD 2.7 million in March 2020 alone, affecting thousands of farmers and their families .
- Women’s cooperatives reported the closure of their operations due to a decrease in demand for processed foods, their inability to pay salaries, and increased domestic work burdens.
- Agricultural livelihoods have been affected, as there is a shortage of basic agricultural production inputs at the local level, especially of fertilizers, seeds (of all kinds), and basic fodder critical to livestock. All of these shortages are related to restrictions imposed on international trade.

Morrar Rabeh Et Al., comprehensive response to socio-economic impacts of the covid19- pandemic in Palestine under occupation; pillar 5 Response and Interventions for Addressing Impacts of the Coronavirus Pandemic in the Gaza Strip, 2021

## Annex ()

### -Desk Review of previous studies and literature on the topic of the study

#### Primary Data collection Tools

Title	Year of publication	Main contribution
National Agricultural Sector Strategy (2022-2017): Resilience and Sustainable Development"	2016	Main contribution
Palestinian Agricultural Production and Marketing between Reality and Challenges	2015	Main contribution
Skills Gaps and Development in the Occupied Palestinian Territory	2015	Main contribution
Palestine: Education, Training and Employment Developments 2018	2019	Main contribution
Tracing Technical and Vocational Education Graduates in Palestine; Graduates of GIZ and Enabel programs: 2018 tracer study results	2019	Main contribution
Training Provision and Employment in Palestine	2015	Main contribution
West Bank and Gaza; Jobs in West Bank and Gaza: Enhancing Job Opportunities for Palestinians	2019	Main contribution

A summary table for data collection showing: type of tool, respondent position and organization, date of conducting, location, position of the interviewer as for survey, show the total population, the sample, and a footnote for the calculation of the sample

Tool:		Survey	
Population	Sample	Respondents	Sample calculation
1066 (graduates)	800	295	Confidence interval %90 Acceptable response rate %30

Tool:	Questionnaire		
SSI:			
Name	Organization	Day & Date	
Salah Hajj Ahmed	Agricultural Cooperative	Thurs 2020/12/31	Lorem ipsum dolor sit amet, consectetur
Tareq ElAmoor	Al-Fukhary Rural Development Association	Thurs 2020/12/31	Chairman of Board of Directors
Jehad El kafarnah	Beit Hanoun Agricultural Cooperative	Tues 2021/1/5	Executive manager
Basheer El Ankah	Union of Agricultural Work committees (UAWC)	Wed 2021/12/30	Programs' manager
Basheer El Ankah	Union of Agricultural Work committees (UAWC)	Wed 2021/12/30	Programs' manager
Baha'a Zaqout	The Palestinian Agricultural Relief Committees (PARC)	Mon 2021/1/11	Project officer
Abdullah Shuhaiber, Saleh Sahyoun	Ministry of Labor (MoL)	Mon 2021/1/11	Director of the Department of Employment Development Department of Local and Expatriate Employment
Wael Thabet	Ministry of Agriculture (MoA)	Tues 2021/1/12	General Director
Ahmed Kurdiah	University college for Applied Science (UCAS)	Wed 2021/1/6	Resources' development unit manager
Abdel Razek Salama Wael Moussa Nasr Abu Foul	Al-Azhar University -Gaza	Wed 2021/1/6	Dean of the Agriculture College Head of Food Science and Technology Department Professor, Doctor, and Former Dean of the College
Mahmoud Al zaeneen	Hani Naim Agricultural School	Thurs 2020/12/31	Principle
Mansour Al-Ayoub	Palestine Technical College	Wed 2021/1/13	Director of the Palestine Technical College
Mohammed Ayesh	Palestinian Food Industries Union (PFIU)	Wed 2020/12/30	Director of the Palestine Technical College
Hazem EL mashharawi	GIZ	Sat 2021/1/16	TVET expert
Osama Nofal	Ministry of National Economy(MoNE)	Wed 2021/01/27	General Director
Naser Deeb	Ministry of Agriculture (MoA)	Sat 2021/1/2	Director General of the Department of Agricultural Extension and Rural Development
Luay Al-wuhaidi	Oxfam	Sat 2021/1/2	Humanitarian coordinator

Dr. Salama Abu Zaiter	Expert in the Palestinian Labour Market	Wed 2020/12/30	PhD in Sociology, Arts, and Development Sociology Member of the General Secretariat of the General Federation of Palestinian Trade Unions Member of the Board of Directors of the Palestinian Employment Fund, Social Security Corporation
Nabeel Abu Shamala	Agricultural development and policy expert	Sat 2021/1/2	Lecturer of Al-Isra'a University Agricultural development expert Director General of Planning and Policies at the Ministry of Agriculture (formerly)
Rateb Samour	Expert in beekeeping	Tues 2021/1/12	Agronomist and bee farming expert
Soud Al Shawa	Expert in animal production.	Thurs 2021/1/7	Veterinarian and livestock sector expert

## Private sector representatives

Tool:		Questionnaire					
SI:		Questionnaire					
	Name	Organization	Name	Organization	Name	Organization	Name
	Name of the entity	Category	Address	Tel/Jaw	Contact person	Title	599606312
1	Gaza Lord Company	Poultry (feeds, eggs)	Gaza	599606312	Abdul Aziz Al Sawafiri	Accountant	599606312
2	RWEC	Fruits and vegetables cooling unit	Deir Al-Balah	599951359	Iman Kali	Chairman	599951359
3	Hamdi Al-Shaer General Trading Co.	Poultry farming	Rafah	599515243	Hamdan Al Shaer	Chairman	599515243
4	Balah Palestine LLC	Food Processing	Deir Al-Balah	592207778	Islam Abu Shuaib	General manager	592207778
5	Bakr Abu Halima Co. and nursery	Nursery	Beit Lahia	599465038	Bakr Abu Halima	Executive Director	599465038
6	Naser Odeh Olive Presses Group	Olive Press	Gaza	599404545	Nasr Odeh	Executive Director	599404545

7	Alaa' Doghmosh and partners farm for modern breeding of broile chickens	Broiler Chicken Production	Gaza	599850908	Hashem Adas	Partner and developer of the farm	599850908
8	Nadir Khudair Company	Nursery	Beit Lahia	2490490	Munther Khudair	Owner	599606661
9	Hamdi Al-Jerjawi Company for Agricultural and Food Products	Lorem ipsum dolor sit amet,	Deir Al-Balah	2813552	Hamdi Jerjawi	Owner	599400797
10	Expert Company	Agricultural sector services(packaging materials and printing)	Gaza	598776000	Ahmed Clubb	Sales Manager	598776000
11	Abu Safar Trading Co.	Filling,freezing and ttrading vegetables	Deir Al-Balah	82530001	AbdulRaouf Abu Safar	Owner	599408403
12	El wed welwedad unit for freezing vegetables and fruits	Freezing vegetables and fruits	Beit Lahia	599333659	Said Sobeih	Executive Director	599333659
13	Al Sawafiri Dairy factory	Food procssing	Deir Al-Balah	599790445	Aref Abdel-Gawad	Owner	599790445
14	Abu Eita Dairy Factory	Food procssing	Jabalia	598863315	Saif Al-Din Abu Eita	Owner	598863315
15	Sheikh Radwan Nurseries	Nursery	Gaza	599464724	Ahmed Maqat	Owner	599464724
16	Absher Trading Company	Trader	Dair Al Balah	599843827	Zidane Zidane	Chairman	599843827
17	H&M International	Nursery	Gaza	2805589	Hazem Toman	Executive Director	599733339
18	Arab Company	Agricultural sector services (feed - chicks - incubator)	Gaza	599970000	Abdullah Abu Ajwa	Executive Director	599970000
19	Zaitouna Plus for pickles and food	Food processing	Khan Yunis	599033334	Jamal Abu Al-Amreen	Owner	599033334
20	Hosni Shehadeh Company	Trader – Paching house	Deir Al-Balah	2527070	Ashraf Shehadeh	Executive Director	599601443
21	Pioneer (Food Canning Factory)	Agricultural sector services (canning agricultural products)	Beit Lahia	599413501	Rashad Hamada	Owner	599431501
22	Home Garden Agricultural Services	An agricultural services (Design and establishing home and roof gardens)	Gaza	5996326110	Osama Sheikh Deeb	Executive Director	5996326110

## Annex(1)

### The detailed characteristics of graduates

The youth sample according to Gender, Age, Governorate, Marital status or education level.

Gender	Total	%	Education level	Total	%
Female	37	17%	Bachelor's degree	154	69.7%
Male	184	83%	Secondary school	33	14.9%
Total	221	100%	Diploma	33	14.9%
Governorate	Total	%	Master	1	0.5%
North	80	36%	Total	221	100%
Middle area	29	13%	Year	Total	%
Khanyounis	40	18%	2010	9	4%
Rafah	14	6%	2011	4	2%
Gaza	58	26%	2012	8	4%
Total	221	100%	2013	11	5%
Marital status	Total	%	2014	19	9%
Single	139	59.7%	2015	26	12%
Married	93	39.9%	2016	22	10%
Divorced	1	0.4%	2017	27	12%
Total	233	100%	2018	33	15%
Age	Total	%	2019	22	10%
24-21 years	75	34%	2020	40	18%
30-25 years	101	46%	Total	221	100%
less than 20 yrs.	17	8%			
less than 20 yrs.	17	8%			
less than 20 yrs.	17	8%			

### The sample according to governorate and gender

Governorate	Female	Male	Total
North	5	75	80
Middle area	4	25	29
Khan Younis	6	34	40
Rafah	5	9	14
Gaza	17	41	58
Total	37	184	221

## Annex(2)

The table below shows specializations in more detail.

Plant Production
● Basis of site selection for cultivation.
● Planning and designing an orchard and planting trees.
● preparation of the land for cultivation (cultivation, basic and organic fertilization).
● Compost Production.
● Solar sterilization of the soil.
● Installation, operation, and maintenance of irrigation networks including modern and automated irrigation systems.
● Calculating fertilizer application rates.
● Calculating pesticides application rates and calibration of pesticides application equipment.
● Installation of Insect traps and other ex-farm add-ons.
● Plant tissue culture and micropropagation.
● Plant propagation.
● Pruning of fruits trees (grapes and drupe (or stone/indehiscent fruit).
● Design, installation, and maintenance of greenhouses, including modern controlled and automated greenhouses.
● Grading, sorting, and packaging techniques.

- Fruit and vegetable storage techniques (especially cold storage).
- Artificial fruit ripening techniques.
- Good agriculture practices.

## Animal Production

- Dairy Cattle Farms
- Design and equipping of the farm
- Selection of cow breeds, traits, and specification
- Basics of cow feeding.
- water requirements for dairy cattle.
- Fodder mixtures, quantities needed and feeding management.
- Storage of all kinds of fodder.
- Production of new alternative fodders such as Silage.
- Diagnosis of cattle diseases (early detection).
- Prevent spread of disease among the herd.
- Understanding conservative treatment methods and when to refer to veterinary center.
- Understanding veterinary drugs and methods of their use.
- Techniques of Artificial insemination.
- Cattle numbering and use of identification system.
- Operation and maintenance of milking equipment (semi-automatic and automatic).
- Milking hygiene.
- Milk collection and transport.
- Cleaning and sterilizing milk tools.
- Collection of cow manure.
- Poultry Farms (broiler and egg production)
- The location and design of the farm.
- Design and equipping of the farm.
- Breeding management.
- Feed ingredients used for Poultry.
- Poultry feed formulation and preparation.



- Poultry health & diagnostics (disease early detection, diagnosis, control, treatment, and vaccination).
- Hatchery management and operation.
- Lighting and temperature management.
- Quality control and bio-risks.
- Biowaste management.
- Disaster management (or emergency management).

## Food processing and production

### Food and beverages processing and production

- Design of production site, line, and flow (knowledge and skills to plan production).
- Management of raw material supplies.
- Processes of foods and beverages manufacturing.
- Assess nutritional characteristics and functional properties of food.
- Knowledge of food product ingredients, combination of flavors, and combination of textures.
- Knowledge and skills in composition of solutions, acid, and solution concentration.
- Knowledge and skills in composition of food ingredients sensitive and vulnerable groups.
- Food preservation.
- Food safety standards.
- Assess risks associated to physical, chemical, biological hazards in food and beverages.
- Perform chemical, biological, and sensory tests of food and raw materials.
- Perform food risk analysis.
- Perform food safety checks.
- Perform sensory evaluation.
- Quality assurance methodologies.
- Apply control process.
- Apply GMP.
- Apply HACCP.
- Packaging techniques and materials for different food products.
- Storage and inventory management (including cooling and freezing).
- Assess size of demand for products and share of market (from market investigation).

### Other non-technical skills:

- English language skills for agricultural engineers.
- Understanding basics of value chain and market system analysis.
- Some administrative and financial skills and calculating the feasibility of projects and their expenses.
- Marketing (internal and external).
- Agricultural project management.
- Agricultural Administration and Economics.
- CTA Based Approach (Compound Tasks).
- Cost estimations and calculation.
- Food labeling component.
- Labeling, designs, and logos.

## Annex (3) List of Interviews

Name	Organization	Day & Date
Salah Hajj Ahmed	Agricultural Cooperative	Thursday 2020/12/31
Tareq ElAmoor	Al-Fukhary Rural Development Association	Thursday 2020/12/31
Jehad El kafarnah	Beit Hanoun Agricultural Cooperative	Tuesday 2021/1/5t
Basheer El Ankah	Union of Agricultural Work committees (UAWC)	Wednesday 2021/12/30
Baha'a Zaqout	The Palestinian Agricultural Relief Committees (PARC)	Monday 2021/1/11
Ahed El Agha	KhanYounis Agricultural Cooperative	Monday 2021/1/4
Abdullah Shuhaiber, Saleh Sahyoun	Ministry of Labor (MoL)	Monday 2021/1/11
Wael Thabet	Ministry of Agriculture (MoA)	Tuesday 2021/1/12
Ahmed Kurdiah	University college for Applied Science (UCAS)	Wednesday 2021/1/6
Abdel Razek Salama Wael Moussa Nasr Abu Foul	Al-Azhar University -Gaza	Wednesday 2021/1/6
Mahmoud Al zaeneen	Hani Naim Agricultural School	Thursday 2020/12/31
Mansour Al-Ayoub	Palestine Technical College	Wednesday 2021/1/13
Mohammed Ayesh	Palestinian Food Industries Union (PFIU)	Wednesday 2020/12/30

Hazem EL mashharawi	GIZ	Saturday 2021/1/16
Osama Nofal	Ministry of National Economy (MoNE)	Wednesday 2021/01/27
Naser Deeb	Ministry of Agriculture (MoA)	Saturday 2021/1/2
Luay Al-wuhaidi	Oxfam	Saturday 2021/1/2
Salama Abu Zaiter	Expert in the Palestinian Labour Market	Wednesday 2020/12/30
Nabeel Abu Shamala	Agricultural development and policy expert	Saturday 2021/1/2
Rateb Samour	Expert in beekeeping	Tuesday 2021/1/12
Soud Al Shawa	Design	Design

## Annex (4) Employer mapping

### Cattle

عدد الأبقار	المنطقة	رقم الجوال	اسم صاحب المزرعة	م
24	شمال غزة	0599669910	محمود زياد عبدالمجيد النادي	1
14	شمال غزة	0598392261	مريم محمد احمد ابو سلعه	2
11	شمال غزة	0598148167	حليمه رزق مطر الادهم	3
12	شمال غزة	0592471065	منال عيسى محمود الادهم	4
11	شمال غزة	0599015358	طلال رزق مطر الادهم	5
13	شمال غزة	0599228701	احمد محمود محمود الادهم	6
16	شمال غزة	0595190233	نصره رزق مطر الادهم	7
18	شمال غزة	0599022519	نافذ محمد عبد الله غبن	8
12	شمال غزة	0599628579	وليد محمد محمود الادهم	9
12	شمال غزة	0595461983	نضال عبد الرحمن شعبان غبن	10
15	شمال غزة	0599057045	مصطفى محمد مصطفى ابو وردة	11
41	شمال غزة	0598763999	طارق محمد عبد الرازق شنن	12
17	شمال غزة	0594600236	ابراهيم محمد عبدالرازق شنن	13
109	شمال غزة	0599539616	حسين يوسف حسين نصر	14

28	شمال غزة	0599872617	ابراهيم احمد عبدالله دردونه	15
10	شمال غزة	0599216526	عبدالرحمن رجب احمد ابووردة	16
12	شمال غزة	0599467609	عماد عبدالله سعيد علي	17
16	شمال غزة	0599177908	محمد اياد احمد الشندغلي	18
25	شمال غزة	0599691830	هانى محمد عبدالله القانوع	19
28	شمال غزة	0597722583	رشدي محمد عبدالله القانوع	20
12	شمال غزة	0599218942	احمد محمد احمد الادهم	21
11	شمال غزة	0599629224	عبدالله عمر مصطفى عبدالله شهاب	22
12	شمال غزة	0599485799	محمود عبدالمجيد علي النادي	23
16	شمال غزة	0599695175	بلال فتحي محمد عبيد	24
18	شمال غزة	0598879611	محمد عبد الرحمن عيد البعاوي	25
17	شمال غزة	0597650024	محمد سالم سلامة ابو سلعة	26
35	شمال غزة	0598666519	محمود حسن احمد عبدالله	27
24	شمال غزة	0595854488	عزات محمد حرب ورش اغا	28
10	شمال غزة	0595830150	كريم حكمت احمد بدر	29
12	غزة	0597394470	عمرو فارس شاهين ابو عجوة	30
100	غزة	0598886521	فارس شاهين حسين ابو عجوة	31
42	غزة	0599429517	اسماعيل نوفل علي سكر	32
91	غزة	0595866008	محمد احمد شاهين ابو عجوة	33
10	غزة	0599183168	جبريل شاهين حسين ابو عجوة	34
28	غزة	0597740510	مهند احمد شاهين ابو عجوة	35
13	الوسطى	0599756378	شعبان بحري محمد الشيخ	36
19	الوسطى	0599285337	نايف سليمان سلمان المصدر	37
66	الوسطى	0599597146	محمود وليد محمود ابو شعر	38
11	خان يونس	0599723019	محمد حرب عطا الله أبو حدايد	39

12	خان يونس	0597166344	محمود محمد محمود اللحام	40
13	خان يونس	0598678861	محمود عبد الحميد أحمد المغربي	41
22	خان يونس	0599301059	نافذ محمد عطية المصري	42
10	خان يونس	0599804954	أكرم احمد عبد الله أبو حميد	43
12	خان يونس	0599637403	احمد سعيد إبراهيم الكسيحة	44
40	خان يونس	0599574350	مصطفى سعيد إبراهيم الكسيحة	45
10	خان يونس	0599619759	سعيد محمد سعيد الكسيحة	46
16	خان يونس	0598893302	حمدان سليمان حمدان أبو حطب	47
12	رفح	0599263838	نبيل سلامة اشتيوي قشطة	48
10	رفح	0599560153	عادل محمد مسلم ضمير	49
35	رفح	0599533095	احمد رضوان عطا الله ابو شعر	50

## Chicken (meat)

المساحة/متر مربع	المنطقة	رقم الجوال	اسم صاحب المزرعة	م
100	شمال غزة	9624422	محمد نيهان احمد العطار	1
370	شمال غزة	2557659	محمود مصطفى محمد السلي	2
200	شمال غزة	2587814	صبري نشات صبري البدري	3
100	شمال غزة	9555449	عطا زايد خليل إسماعيل	4
900	شمال غزة	9277779	احمد مصطفى عبد الجواد أبو حلوب	5
100	شمال غزة	4393950	إسماعيل كامل الخوار	6
200	شمال غزة	2117239	طالب عطا سعادة سعادات	7
450	شمال غزة	9705581	محمد عامر احمد شاهين	8
930	شمال غزة	9614195	وائل يوسف عطية أبو عمرة	9
100	شمال غزة	9276923	اكرم إبراهيم توفيق حمد	10
250	شمال غزة	9419408	طلال سليم عبد الرحمن أبو غرارة	11
180	شمال غزة	9025028	بلال عبد القادر محمد البسيوني	12
350	شمال غزة	9954174	محمد عطا الله احمد العطار	13
120	شمال غزة	9236641	محمد اديب محمد الكفارنة	14
1000	شمال غزة	2557767	اياذ خميس عبد العزيز فرج الله	15
200	شمال غزة	7995330	محمود موسى إسماعيل أبو جراد	16
260	شمال غزة	9449561	حسام عثمان حسن البع	17
600	شمال غزة	9909081	خليل كمال حسن خليل	18
200	شمال غزة	9632377	يحيى عبد الحي محمود الكفارنة	19
260	شمال غزة	7791505	احمد محمد احمد إسماعيل	20
200	شمال غزة	9620867	فاتن ياسر يوسف حمادة	21
150	شمال غزة	7629414	محمد جمال عبد المجيد الكفارنة	22

150	شمال غزة	2106833	احمد اكرم أبو عودة	23
120	شمال غزة	7253065	احمد احسان عبد علي	24
180	شمال غزة	9301687	محمود محمود موسى عبدعاشور	25
100	شمال غزة	9773009	احمد منير إبراهيم الشنباري	26
450	شمال غزة	8707574	محمد عارف احمد شاهين	27
250	شمال غزة	2406899	إبراهيم عاشور هاشم المنسي	28
300	شمال غزة	9384853	محمد احمد محمد حمدونة	29
250	شمال غزة	9856413	اياد عبد الكريم عبد الهادي حمد	30
120	شمال غزة	9250432	رائد عبد الكريم حسين الشافعي	31
910	شمال غزة	2723119	رامز شحدة احمد المدهون	32
200	شمال غزة	9621161	إبراهيم دياب احمد البسيوني	33
550	شمال غزة	5662991	سعيد يوسف عبد الله علوان	34
170	شمال غزة	2117239	طالب عطا سعادة سعادات	35
130	شمال غزة	2226919	محمد محمد عبد الهادي حمد	36
200	شمال غزة	8637711	فادي محمد خليل الزعائين	37
100	شمال غزة	9331692	زاهر مصطفى إسماعيل شبات	38
210	شمال غزة	2034053	ميسرة احمد عبد الهادي بدر	39
300	شمال غزة	9460120	هاشم حسني وُشيد أبو شابل	40
600	شمال غزة	7908080	عادل مصباح غريب	41
300	شمال غزة	9773386	محمد احمد محمد الفقيه	42
2000	شمال غزة	9501404	اسلام اشتيوي	43
200	شمال غزة	9602865	إيهاب عبد الحي عبد القادر السلطان	44
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300	غزة	2020907	مؤمن محمد عطا الله حسني	284
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500	غزة	9443833	إسماعيل شعبان إسماعيل الدحدوح	290
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200	غزة	597656095	نهاد سلامة مسعود بكرون	300
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1000	غزة	598055557	هيثم زكري عباس ابوجبل	324
200	غزة	592282625	صقر جميل عبد عجور	325
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500	غزة	599384853	محمد احمد محمد حمدونة	385
500	غزة	592284871	محمد عبد الرازق إبراهيم أبو زيد	386
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300	غزة	598500999	امين فتحي سعيد عبد العال	399
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250	غزة	597062735	مهدي محمد سلمان الدحدوح	401
250	غزة	592553589	إبراهيم يوسف سالم حبيب	402
100	غزة	598189493	محمد اياد صالح خضير	403
130	غزة	599531025	محمد عبد الناصر عبد الرحيم شمالي	404
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100	غزة	599755352	هيثم بسام ابراهيم سويركي	417
200	غزة	598333404	سليمان السرسك	418
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150	غزة	598677791	محمود نافذ عيادة مريش	421
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250	غزة	599484610	يوسف محمد عبد اللطيف كامل صالح	423
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120	غزة	599018391	يوسف احمد كامل أبو العطا	425
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300	غزة	599065735	محمود بكر سليمان الدحدوح	428
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120	غزة	599491446	كامل حماد مصباح كشكو	430
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100	غزة	595279264	ضياء مازن محمد داوود	432
200	غزة	598823531	محمد عوض الله نعمان الجدية	433
120	غزة	595283286	حمزة محمد ساكب البليسي	434
100	غزة	597702622	محمد جبر اسحق فهميد	435
400	غزة	595527244	مصطفى طافي محمود الدحدوح	436
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230	غزة	599192554	خالد عبد الحميد كشكو	438
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100	غزة	592600075	بكر احمد محمد حمادة	440
170	غزة	592994684	علاء شحدة علي الشعراوي	441
100	غزة	599325096	فتحي نعمان حمدي دلول	442
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150	غزة	592400211	رامي عبد الكريم سليمان حلس	447

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150	غزة	592894490	عبد الكريم سليمان حسين حلس	449
100	غزة	599698806	فايق ابراهيم محمد الجدية	450
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300	غزة	597160165	ابراهيم عبد المجيد عبد المحسن ابو سيف	452
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100	غزة	597731720	رجب رمضان رجب بدوي	456
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400	غزة	595486669	رزق خالد محمد حسنين	458
200	غزة	599617844	حافظ عوض حافظ القصاص	459
350	غزة	598666198	شادي ماهر محمد قنديل	460
180	غزة	599343214	مؤمن شعبان محمد الطيف	461
100	غزة	594151840	حامد كامل احمد مقاط	462
100	غزة	599324111	ناجي ابراهيم رزق سكر	463
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100	الوسطى	9944229	حنان عبد الله احمد بركة	465
300	الوسطى	9752098	جبر مسعود فرحان ابو مدين	466
200	الوسطى	9468627	اسامة خالد عطيان ابو مكتومة	467
140	الوسطى	9806106	يوسف سليمان غانم ابو سعيد	468
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300	الوسطى	9452825	شادي يونس عبد العزيز بشير	470
300	الوسطى	9341514	جهاد حسين حسن ابو مزيد	471
200	الوسطى	4122029	محمد محي الدين يوسف العرمي	472



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300	الوسطى	8097229	سليم محمود سالم المصدر	474
320	الوسطى	9804448	خالد موسى فياض ابو مدين	475
300	الوسطى	9993341	عبد الله سليمان غانم ابو سعيد	476
300	الوسطى	9466846	اشرف مسعود فرحان أبو مدين	477
280	الوسطى	7466120	محمد مسعود فرحان أبو مدين	478
300	الوسطى	9602203	حسين مسعود فرحان أبو مدين	479
300	الوسطى	9466846	فايزة يوسف يالم أبو مدين	480
650	الوسطى	7386161	اشرف علي سلمان المصدر	481
200	الوسطى	9468627	خالد عطيان محمد أبو مكتومة	482
200	الوسطى	9468627	مؤمن خالد عطيان ابو مكتومة	483
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550	الوسطى	9892241	محمد سلمان محمد النباهين	486
340	الوسطى	9010391	امين حسن سليمان أبو غرابية	487
700	الوسطى	9409045	مصطفى عيد محمد الحزين	488
570	الوسطى	9831315	يوسف سليمان الحمارة	489
300	الوسطى	9999161	احمد إبراهيم سلطان أبو زايد	490
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320	الوسطى	9784656	إسماعيل احمد علي أبو جربوع	494
220	الوسطى	9625498	يحيى عامر حسن أبو خالد	495
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300	الوسطى	9341514	توفيق حسن حسين مزيد	497

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340	الوسطى	9242374	موسى سليمان سلمى أبو زايد	499
300	الوسطى	9452692	عبد الناصر يوسف محمد أبو ثابت	500
300	الوسطى	8160770	عبد العزيز احمد عودة المصدر	501
300	الوسطى	9310009	محمد إبراهيم شحدة أبو مطاوي	502
300	الوسطى	67202068	محمود يوسف محمود أبو ثابت	503
300	الوسطى	8393997	مصطفى محمد بحيري أبو غولة	504
300	الوسطى	8960630	سليمان سالم بحيري بحيري	505
300	الوسطى	9738143	إبراهيم محمد بحيري أبو غولة	506
300	الوسطى	9884758	ضيف الله محمود عودة المصدر	507
300	الوسطى	9848604	عدنان عبد الكريم علي المصدر	508
300	الوسطى	9218577	أكرم علي حسني أبو غرابة	509
300	الوسطى	8269993	علي حسنس علي أبو غرابة	510
300	الوسطى	9088428	ناهض عيد سلامة أبو غلبية	511
225	الوسطى	5258800	محمد تيسير السيد أبو خضر	512
300	الوسطى	7719959	محمود سليمان سليمان المصدر	513
250	الوسطى	2531918	جهاد حسني سليمان المصدر	514
250	الوسطى	9216703	سمير محمد سليمان العزايزة	515
300	الوسطى	8270977	سالم سلامة سليمان اللوح	516
300	الوسطى	4700800	علي سليمان سلمان المصدر	517
300	الوسطى	9868744	مصعب مصطفى محمد أبو غولة	518
250	الوسطى	5348327	عز الدين عيد مسلم الرباطي	519
250	الوسطى	9806782	شادي احمد سليمان أبو غرابة	520
300	الوسطى	7808249	إبراهيم سالم سليم أبو بليمة	521
300	الوسطى	9440574	ايمن فؤاد السيد مصبح	522

400	الوسطى	9024056	احمد علي إبراهيم المصدر	523
400	الوسطى	9922093	محسن علي إبراهيم المصدر	524
400	الوسطى	9024056	عمر علي إبراهيم المصدر	525
300	الوسطى	7937673	يحيى احمد مسلم أبو منسي	526
400	الوسطى	5677416	هدى علي سلمان المصدر	527
310	الوسطى	9025355	أنور علي سليمان المصدر	528
320	الوسطى	8270040	اياذ علي سليمان المصدر	529
300	الوسطى		ماهر سليمان احمد أبو غرابية	530
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250	الوسطى	2576711	جميلة حسن حسين زايد	532
330	الوسطى	9539723	احمد سلمان عودة أبو غرابية	533
330	الوسطى	8330303	محمود سليمان سالم المصدر	534
300	الوسطى	9612246	اكرم سلطان أبو زايد أبو زايد	535
300	الوسطى	9196221	احمد سالم سلمى زايد	536
300	الوسطى	7805122	عمر كامل سليمان المصدر	537
300	الوسطى	9409195	ايمان عبد الرحمن سليمان المصدر	538
300	الوسطى	9837971	سهيل سليم سليمان المصدر	539
300	الوسطى	9090975	علاء عبد الحكيم سليمان المصدر	540
300	الوسطى	9580367	عبد الله كمال سليمان المصدر	541
600	الوسطى	7111908	فرحان مصطفى سليمان ابوزايد	542
300	الوسطى	2211637	غسان سليمان سلمان المصدر	543
300	الوسطى	5740100	سليمان عبد العظيم سليمان المصدر	544
300	الوسطى	5740100	الاء عبد العظيم سليمان المصدر	545
240	الوسطى	2592715	أنور سالم عبد أبو عابد	546
300	الوسطى	2629731	سليم حسن سليم المصدر	547

400	الوسطى	9833852	وليد بديع خليل بشير	548
700	الوسطى	9347337	بديع خليل عبد العزيز بشير	549
400	الوسطى	9346226	خليل بديع خليل بشير	550
500	الوسطى	5614510	زكريا سليمان حسن مزيد	551
380	الوسطى	9315197	محمد إبراهيم سالم زايد	552
300	الوسطى	9217072	سلامة فياض فريخ أبو مدين	553
300	الوسطى	9013657	حدير سليمان فياض أبو مدين	554
280	الوسطى	9301402	طلعت محمد موسى أبو سعيد	555
400	الوسطى	9301402	ياسر محمد موسى أبو سعيد	556
100	الوسطى	599850914	ايمن جبر خميس عماد	557
100	الوسطى	599268390	علاء الدين زكريا عبد القادر الزق	558
100	الوسطى	595560499	محمد موسى سعيد سعيد	559
100	الوسطى	599146504	محمود جبر محمد حليوات	560
100	الوسطى	599318604	عبد الحميد حسن مصطفى أبو عيسى	561
1400	الوسطى	592050233	زكريا فخري إبراهيم فرج الله	562
150	الوسطى	599760559	حسن وحيد حسين أبو الكاس	563
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300	الوسطى	595226485	احمد مسعد سليمان أبو منديل	566
450	الوسطى	599761773	احمد حافظ فهمي ابو شعبان	567
300	الوسطى	594662445	خالد جبر محمد بركة	568
300	الوسطى	597920838	محمد جمال محمد نوفل	569
340	الوسطى	599030981	بلال حسني حمد أبو منديل	570
350	الوسطى	599237950	نور الدين اسماعيل محمد ابو صقر	571
400	الوسطى	597686282	يوسف مسعود سليمان السعايدة	572

400	الوسطى	599511500	فادي محمد درويش الديب	573
400	الوسطى	595645825	فادي كمال سليمان التلباني	574
400	الوسطى	592014313	عبد الكريم محمد اسماعيل بركة	575
400	الوسطى	599726814	سعدى اسماعيل محمد ابو شوارب	576
450	الوسطى	599791164	نضال طلال محمد أبو سعيد	577
450	الوسطى	597023505	أسامة حسين راضى العايدى	578
450	الوسطى	599602302	رمضان محمد عبدالكريم أبو سليم	579
450	الوسطى	599715006	سمير محمد حسن أبو طواحينه	580
500	الوسطى	598270977	ياسر سالم سلامة اللوح	581
600	الوسطى	592663498	احمد جهاد جمعة أبو منديل	582
600	الوسطى	599563471	مدحت خالد يوسف ابو الخير	583
600	الوسطى	599667674	نعيم جمعة حسان سعود	584
600	الوسطى	599573476	يوسف محمد علي أبو جريبان	585
600	الوسطى	597669522	امين خالد عبد بن سعيد	586
650	الوسطى	598680286	إبراهيم سالم حمد أبو منديل	587
650	الوسطى	597710095	نور الدين سالم حمد أبو منديل	588
700	الوسطى	599847656	سالم احمد سالم ابو حمام	589
700	الوسطى	599214758	مسلم عبد الرحمن سليمان أبو منديل	590
700	الوسطى	592820019	سليمان عبد الرحمن سليمان أبو منديل	591
700	الوسطى	597063340	محمد حسني حمد أبو منديل	592
750	الوسطى	598190812	منذر جمال صالح القطش	593
800	الوسطى	597231230	محمد عبد العزيز سليمان التلباني	594
800	الوسطى	592651008	إبراهيم مسعود سليمان السعايدة	595
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800	الوسطى	599832268	عبد الكريم محمد عبد الكريم أبو سليم	598
900	الوسطى	595590589	محمد احمد سليم بركة	599
900	الوسطى	595877910	فهد جمعة حسان سعود	600
1000	الوسطى	599663638	معتز محمد احمد بن سعيد	601
1000	الوسطى	595116720	مؤمن كمال سليمان التلباني	602
1000	الوسطى	567471974	عمر كمال محمد النجار	603
1000	الوسطى	595912130	طبري حمدان محمد بركة	604
1000	الوسطى	599634494	زاهر عطية محمد عنبر	605
700	الوسطى	9696933	احمد عاطف موسى داوود	606
450	الوسطى	599443454	سمير عاطف موسى داوود	607
1200	الوسطى	595021351	محمود كمال محمد النجار	608
1200	الوسطى	599471974	محمد كمال محمد النجار	609
1200	الوسطى	599255953	شاهر فريح احمد أبو ظاهر	610
1200	الوسطى	599176994	ناصر نمر حسن أبو رحمه	611
1300	الوسطى	599717206	محمد عطية محمد عنبر	612
1300	الوسطى	599054084	طائل مفلح محمد إسماعيل	613
1400	الوسطى	599595394	محمد سليمان إبراهيم أبو حمام	614
1400	الوسطى	599023998	عبد الكريم جمعة ذياب جبريل	615
1400	الوسطى	597987491	احمد خميس خليل أبو مشايخ	616
1500	الوسطى	599713602	محمد فرحان سلمان أبو منديل	617
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1500	الوسطى	599431014	عيد عبدالله عيد ابوالعجمي	620
1600	الوسطى	597685269	محمد حلمي عبد العزيز البليسي	621
1400	الوسطى	599590609	فريح عبد الرحمن سليمان او منديل	622

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1000	الوسطى	595422224	جهاد علي اسماعيل أبو زيادة	624
600	الوسطى	599173811	إبراهيم عيسى سليمان أبو عمرة	625
650	الوسطى	592664048	أحمد طائل مفلح إسماعيل	626
1000	الوسطى	598015768	بلال يوسف فرحان أبو سعيد	627
120	الوسطى	598385286	ابراهيم احمد سليمان اللوح	628
100	الوسطى	599619721	أسامة محمود العبد الحزين	629
1200	الوسطى	599567252	محمد سعدي سلمان إسماعيل	630
1100	الوسطى	599016238	أمجد إبراهيم نمر أبو رحمة	631
550	الوسطى	592174092	علاء سهيل محمد داهوود	632
850	الوسطى	592169936	اياذ حسني سعيد مرصور	633
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600	الوسطى	59968410	صالح مطح صالح أبو شوايش	635
700	الوسطى	592539332	مصعب عامر ابو حزين	636
1800	الوسطى	599625487	رافت سلمان حسين القرناوي	637
300	دير البلاح	597227085	محمد عبد الهادي عبد القادر بشير	638
150	الوسطى	595676725	جابر محمد عبد الهادي النجار	639
150	الزوايدة	592633294	سعيد عادل سالم أبو سويرج	640
600	الوسطى	599464038	إبراهيم عبد الفنى محمد أبو عيشة	641
600	الوسطى	598022225	محمد صلاح عيد ابو ركن	642
800	الوسطى	597510211	سفيان عبد الله خليل أبو جياب	643
200	الوسطى	598665026	عادل محمد سلمان ابو سعيد	644
900	الوسطى	599993341	عبد الله سليمان غانم أبو سعيد	645
200	الوسطى	598272380	كمال عواد محمد خطاب	646
450	الوسطى	599440616	رياح ناصر علي اللوح	647

750	الوسطى	599600390	فيصل محمد عبد الكريم أبو سليم	648
300	الوسطى	595817767	محمود فتحي النجار	649
330	الزوايدة	599697791	صالح شريف صالح العائدي	650
330	الزوايدة	592710327	شادي عطوه عبد الكريم أبو دحروج	651
250	الوسطى	597227085	محمود اشرف مصباح القرمانى	652
330	الزوايدة	595486901	وليد محمد احمد النجار	653
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330	الزوايدة	598102804	شفيق خالد عايد سماحة	655
370	الزوايدة	598679274	احمد جهاد شحدة التعبان	656
1000	الوسطى	599152130	إبراهيم عودة إبراهيم أبو منديل	657
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300	الوسطى	598907831	محمد فياض سليمان أبو مدين	660
300	الوسطى	597231210	محمد عودة إبراهيم أبو منديل	661
240	الوسطى	597678201	هيثم خالد ابو سماحة	662
300	الوسطى	598330372	هاني عبدالرسول عابد أبو اسعيد	663
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310	الوسطى	595819010	محمود محمد عامر الجعيدي	667
170	الوسطى	599612302	محمد نظمي بركة	668
650	الوسطى	599481866	اشرف مصباح حسن القرمانى	669
100	الوسطى	599734813	ساهر محمد حسن بارود	670
120	دير البلح	597556348	احمد محمد إبراهيم الزعوع	671
350	دير البلح	592347718	عبدالرحيم سامي محمد أبو جريبان	672



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105	خانيونس	9064819	زياد سليمان احمد النجار	674
150	خانيونس	9191177	توفيق عبد الغفور حسين القرا	675
350	خانيونس	94104167	ناجي محمد سليمان ابو زر	676
150	خانيونس	9413427	فادي محمد سليمان ابو زر	677
120	خانيونس	8703235	اسامة نظمي حمدان قديح	678
200	خانيونس	2758080	احميد فتحي حسنين ابو رجيلة	679
100	خانيونس	2100757	اسماعيل عبد الله منسي قديح	680
470	خانيونس	9527722	نعيم محمد حسين ابو جامع	681
350	خانيونس	9752889	عمار محمد خضر ابو دقة	682
950	خانيونس	9981490	محمود احمد محمود حنيدق	683
125	خانيونس	9627628	ياسين محمد توفيق قديح	684
194	خانيونس	9372914	اياد محمد كامل قديح	685
870	خانيونس	7196861	عمر عطايا محمد الشاعر	686
900	خانيونس	9976168	انور عمر عطايا الشاعر	687
620	خانيونس	9612955	محمد عمر عطايا الشاعر	688
150	خانيونس	2777316	عفاف عبد السلام ابو ريبة	689
250	خانيونس	5601003	احمد يوسف شعبان شبير	690
240	خانيونس	7667566	هيثم محمود خليل قديح	691
120	خانيونس	2662400	كامل حمدان مسلم ابو روك	692
150	خانيونس	7655735	محمود عبد الله عبد قديح	693
600	خانيونس	9231839	هاني نور الدين سليمان عميش	694
200	خانيونس	9638581	زياد نور الدين سليمان عميش	695
150	خانيونس	9446234	حسين ابراهيم محمود طبش	696
150	خانيونس	7757620	توفيق حسين ابراهيم طبش	697

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130	خانيونس	2227490	جهاد فايز محمد قديح	699
230	خانيونس	2227490	رائفت فايز محمد قديح	700
300	خانيونس	9855017	ماجد سليم حسين ابو ارجيلة	701
500	خانيونس	2972218	جابر احمد محمد ابو صبة	702
500	خانيونس	2972218	ابراهيم احمد محمد ابو صبة	703
200	خانيونس	9454495	نايف عبد العزيز محمد عبد الغفور	704
110	خانيونس	9141692	فوزي محمد علي قديح	705
390	خانيونس	7503700	ايمن سالم حسن ابو رجيلة	706
350	خانيونس	9062966	خيرى احمد حمعة الشواف	707
250	خانيونس	9062966	احمد خيرى احمد الشواف	708
500	خانيونس	9062966	حمزة خيرى احمد الشواف	709
300	خانيونس	9062966	مهران خيرى احمد الشواف	710
400	خانيونس	9930641	منتصر عمر عطايا الشاعر	711
680	خانيونس	9489896	جلال محمد حماد الشاعر	712
600	خانيونس	9111760	حسن شحدة حسن الشاعر	713
100	خانيونس	9806359	رامز محمد محمود ابو دقة	714
105	خانيونس	9451355	عطا محمود مقبل ابو فرحامة	715
120	خانيونس	9015694	صفوت جمعة سليمان ابو دقة	716
350	خانيونس	2939774	ابراهيم احمد محمد ابو بريكة	717
105	خانيونس	9705936	مجدى سمير محمد قديح	718
105	خانيونس	9179723	ياسر يوسف سليمان قديح	719
720	خانيونس	9188275	جميل محمد حسن عمران	720
200	خانيونس	8393618	ابراهيم سليمان حسن ابو رجيلة	721
400	خانيونس	9145110	ساحمد سليمان احمد ابو عامر	722

200	خانيونس	7727958	سليمان احمد محمد ابو عامر	723
850	خانيونس	9715545	فايز سليمان محمد رضوان	724
110	خانيونس	7075909	عصام عيد حمد قديح	725
1600	خانيونس	9825544	بلال عيد حمد قديح	726
150	خانيونس	9901260	ثائر سميح محمد قديح	727
100	خانيونس	9757025	سليمان لراضي سليمان ابو ريبة	728
100	خانيونس	9996693	وصفي حمدان احمد النجار	729
900	خانيونس	2648333	حسن صلاح حسن ابو شقرة	730
300	خانيونس	9486723	عبد الله فريد سامي ابو لحية	731
200	خانيونس	8283393	محمد فؤاد خميس قديح	732
700	خانيونس	2033059	محمد سليمان ابراهيم قديح	733
1100	خانيونس	5927377	محمد احمد درويش الشاعر	734
550	خانيونس	9641171	محمد حماد محمود الشاعر	735
200	خانيونس	9806755	ابراهيم خليل محمد ابو عامر	736
500	خانيونس	5935101	حسام ابراهيم احمد ابو عامر	737
650	خانيونس	9919473	يوسف محمد سليمان ابو حمد	738
5000	خانيونس	2900508	ظافر حمدي محمد العقاد	739
150	خانيونس	67400867	محمد ابراهيم خليل البريم	740
100	خانيونس	7532050	وليد خليل سليمان النجار	741
100	خانيونس	7532050	محمد جبر سليمان قديح	742
160	خانيونس	9486762	زهير شحدة سلمان ابو لحية	743
400	خانيونس	8860076	يونس احمد سليمان ابو طير	744
300	خانيونس	8499993	فريد جمعة عبد الله قديح	745
120	خانيونس	8271851	محمد عبد العزيز عبد الرحمن قديح	746
110	خانيونس	9571609	حسين خليل عبد الرحمن ابو رجيلة	747

200	خانيونس	9751325	سالم سليم عمر ترابين	748
130	خانيونس	7683730	محمود عبد الوهاب سليمان ابو صبة	749
250	خانيونس	8678571	محمد اسعد عبد الكريم فياض	750
850	خانيونس	9400381	علي زايد رضوان المصري	751
900	خانيونس	7080900	زايد سمير زايد المصري	752
290	خانيونس	9976168	انور عمر عطايا الشاعر	753
300	خانيونس	9571816	محمد عبد الله حجازي	754
250	خانيونس	9794859	رياض محمد عبد الله حجازي	755
250	خانيونس	8996416	عاطف احمد محمد البريم	756
350	خانيونس		حسن احمد حسن الجرف	757
250	خانيونس	8996416	عاطف احمد محمد البريم	758
150	خانيونس	9217727	مروان عبد الرحمن خليل ابو روك	759
220	خانيونس	5088880	محمود محمد ابراهيم ابو دقة	760
300	خانيونس	9378580	سامي احمد نافع ابو عابد	761
160	خانيونس	9444319	وليد احمد محمود قديح	762
300	خانيونس	8790931	ابراهيم زايد عليان ابو دقة	763
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350	خانيونس	9021705	ابراهيم سليمان محمد ابو طعيمة	765
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300	خانيونس	598259299	محمود زياد عبد الحميد عبد الغفور	781
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150	رفح	599443638	محمد حمدان مسمح القاضي	1253
150	رفح	592526501	يوسف عودة محمد زعرب	1254
160	رفح	599624246	حمدان خليل حمدان قشطة	1255
180	رفح	598879754	محمود احمد محمد زعرب	1256
200	رفح	598287075	علاء طلال محمد ياسين	1257
200	رفح	598841986	حماد محمد برهم زعرب	1258
200	رفح	599641171	محمد حماد محمود الشاعر	1259
200	رفح	595851086	مصعب علي عمر العطار	1260
230	رفح	599189180	ايباد فؤاد علي فرح الله	1261
250	رفح	599564678	محمد جمعة ابراهيم عابدين	1262
250	رفح	598987489	محمد علي عمر العطار	1263
260	رفح	595119987	عبد الله عيد مسلم الرباطي	1264
270	رفح	597112341	إبراهيم فتحي شريقي قشطة	1265
300	رفح	599851328	محمد سلمان موسى قشطة	1266
300	رفح	599620263	سامي شفيق حمد أبو طه	1267
300	رفح	595564900	نبيل مضيوف مزيد ضهير	1268
300	رفح	598501614	حسن سمير سلامه أبو سنجر	1269
300	رفح	598983471	عدي شحادة رجب القاضي	1270
300	رفح	597193796	محمد حمد محمود ضهير	1271
300	رفح	597705093	وائل احمد مرشد القاضي	1272



300	رفح	595276932	احمد موسى عواد زعرب	1273
300	رفح	592673837	معتصم ديب احمد عواد	1274
350	رفح	592610018	عبد الحي سليمان محمد ابو جزر	1275
350	رفح	599143318	عيسى سليم محمد أبو جزر	1276
350	رفح	599573753	فريد نصرالله حمدان ضهير	1277
400	رفح	599542898	ايمن غازي حماد القدرة	1278
440	رفح	592345052	بسام محمد سالم الحشاش	1279
450	رفح	598712000	عبد الرحمن مرزوق المصري	1280
500	رفح	597260400	فؤاد محمد الملاحي الشاعر	1281
500	رفح	598450650	خالد محمد مرزوق الشاعر	1282
500	رفح	599321256	أسامة سعيد اسعيد قشطة	1283
1000	رفح	599565718	احمد عبد الفتاح اسماعيل الكفراوي	1284
600	رفح	595211911	جمال محمد فرحان الشاوي	1285
600	رفح	567850555	علي مطر جمعة ضهير	1286
600	رفح	599567645	نضال نجيب عوده ابوجزر	1287
600	رفح	598690829	مؤنس محمد سعد ضهير	1288
600	رفح	599350750	إسماعيل عبد الفتاح الكفراوي	1289
700	رفح	599903198	خليل محمد خليل الشاعر	1290
850	رفح	599573753	وائل فريد نصرالله ضهير	1291
1000	رفح	597069917	خالد وليد خليل عمران	1292
1100	رفح	599567695	كمال عوض هديان الشاعر	1293
1500	رفح	599027359	وليد خليل مطر عمران	1294
1500	رفح	599301551	محمد ابراهيم خليل البشيتي	1295
1700	رفح	599946461	تيسير محمد حماد عليان	1296
150	رفح	595921723	حسن عادل حسين شلوف	1297

150	رفح	595244088	خليل عبد اللطيف بدر ابو خضر	1298
150	رفح	595014929	بلال عطا عبد الله ابو جزر	1299
150	رفح	599183001	سعد عطا عبد الله ابو جزر	1300
150	رفح	592182023	برهم سليم برهم صيام	1301
150	رفح	599169756	مسامح حمدان مسمح القاضي	1302
150	رفح	597022312	احمد سالم حمدان ابو شلوف	1303
150	رفح	597677277	فهد اسماعيل ابراهيم الريايطي	1304
1400	رفح	598385092	احمد عوض الله الشنب	1305
300	رفح	597548520	رامي محمود منصور ماضي	1306
400	رفح	597885871	يوسف صالح عيد ابو جزر	1307
350	رفح	599108438	جمعة زايد جمعة أبو سمهدانة	1308
250	رفح	59981546	سلمان بريك سليمان ابو بريك	1309
400	رفح	592151114	عمر أحمد محمد الشاعر	1310
200	رفح	595622889	أحمد محمد شحدة الهسي	1311
170	رفح	594111343	يحيى خليل محمد شيخ العيد	1312
150	رفح	595938130	عماد زيدان سمير عابدين	1313
400	رفح	599010781	عبد الهادي سالم حمدان القرا	1314
300	رفح	592507865	أحمد سليم محمد أبو جزر	1315
250	رفح	597734593	حسن محمد خليل السيد	1316
250	رفح	598337391	حمادة عبد الرحمن مرزوق المصري	1317
250	رفح	592613421	عبد العزيز عماد علي عوض	1318
400	رفح	597595107	حمد محمد سلمان العمور	1319
100	رفح	598399564	يوسف صقر حسين ابو جزر	1320
300	رفح	595211911	محمد جمال محمد الشاوي	1321
500	رفح	597468077	حسن سالم حمدان القرا	1322

350	رفح	595211911	معتز جمال عودة الشاوي	1323
200	رفح	597567397	لؤي حمدان عودة الشاعر	1324
200	رفح	599565718	عبد الفتاح احمد عبد الفتاح الكفراوي	1325
300	رفح	599539707	سلمان سليم محمد القاضي	1326
130	رفح	59580900	همام عبدالله عبيد الصوفي	1327
300	رفح	599357855	عبد الله مصطفى عبد ربه أبو تكفه	1328
850	رفح	592205240	إبراهيم إسماعيل سليمان ابوجزر	1329
700	رفح	599533340	يوسف محمد يوسف المصري	1330
200	رفح	592080608	نائل محمد مسلم الشاعر	1331
300	رفح	592639006	علاء محمود سلامة غبون	1332
850	رفح	599245216	ماجد أحمد سليمان بريك	1333
250	رفح	592500583	اسماعيل محمد حسين أبو شلوف	1334
250	رفح	598763062	بلال نبيل أبو جزر	1335
350	رفح	599573753	عماد فريد نصر الله ضمير	1336
200	رفح	592164965	محمد مطيع محمد ضبان	1337
250	رفح	595176514	حلمي عصام حسن قشطة	1338
500	رفح	595421283	نبهان رضوان نبهان شلوف	1339
500	رفح	5998776501	نسيم عليان عميرة العمور	1340
600	رفح	592274153	يوسف عوني جمعه ابو جزر	1341
300	رفح	592843583	محمد خالد عبد الله النحال	1342
200	رفح	597734543	خليل محمد خليل السيد	1343
300	رفح	599225318	نضال طلال أحمد أبو جزر	1344
100	رفح	599178379	سعيد عايش حسان عاشور	1345
100	رفح	595136264	يسري خالد سليمان أبو معمر	1346
300	رفح	592939179	عوني محمد موسى شلوف	1347

100	رفح	595969032	إبراهيم حماد محمد أبو حدايد	1348
350	رفح	599175007	سليمان محمد محمود ابو جزر	1349
300	رفح	598690620	هاني حسن خليل خليل أبو جزر	1350
450	رفح	599570232	رامي صالح محمد ابو جزر	1351
300	رفح	599619748	محمد خليل محمد السيد	1352
350	رفح	592228395	حسين مضيوف مزيد ظهير	1353
250	رفح	598681409	محمد إحميدان سليمان أبو بريك	1354
120	رفح	599190597	عواد ماضي حمدان ماضي	1355
150	رفح	599419107	عمر محمد علي عوض	1356
300	رفح	598148509	إسماعيل محمد عودة أبو سنيمة	1357
500	رفح	599414797	عادل علي سلامه غبون	1358
100	رفح	599797602	عادل احمد حسين حنيديق	1359
200	رفح	599423268	اسعيد ارويضي حمدان الرضاوين	1360
130	الفخاري	592897787	عمار خليل عمران أبو كويك	1361
100	البحر/ رفح	592605054	غانم هاني غانم المصري	1362
150	رفح	595613636	اكرم احمد عطية القاضي	1363
250	ابو طلوة	595873375	جهاد ايمن عيد عيسى	1364
350	رفح	598326667	عبد الحميد عادل عبد الحميد الشاعر	1365
450	رفح	592884936	احمد عطا عطية الشاعر	1366
500	رفح	597985984	معتز فؤاد محمد الشاعر	1367
500	رفح	567311121	عبدالله عصام محمد الشاعر	1368
240	رفح	592892155	يوسف صبري رسمي أبو العنيين	1369
150	رفح	599985008	رائد صبحي حماد حجازي	1370
200	المطار	599414797	زياد عماد علي غبون	1371
160	المطار	567110880	عمر علي سلامة غبون	1372

250	رفح	599740949	حماد سالم حماد أبو حدايد	1373
250	رفح	595614050	إبراهيم عاطف إبراهيم موسى	1374
200	حي السلام	592101486	سليمان عودة محمد الشاعر	1375
300	رفح	592210302	محمد توفيق محمد أبو طه	1376
400	رفح	599187719	هاني عيد عوض الله ابو عدوان	1377
300	رفح	595222212	إبراهيم عبد الرازق محمد أبو طه	1378
200	المطار	599073146	أياد فواز جلال الممص	1379
300	رفح	599096062	احمد يوسف أبو جزر	1380
360	رفح	598784164	محمد صبحي منصور جرعون	1381
250	ابو حلاوة	597702967	علي اياد علي غيون	1382
200	رفح	598074200	فؤاد حسن حجازي أيوب	1383
200	رفح	598515050	محمود أنور محمود قشطة	1384
700	رفح	599315186	عمر عصام محمد الشاعر	1385
500	رفح	598766554	محمد حمدان سالم قشطة	1386
150	رفح	598146701	إبراهيم انور احميد قشطة	1387
250	رفح	598272289	بسام كمال احمد ابو جزر	1388
600	الفخاري	599331076	انس فايز احمد الكحلوت	1389
600	الفخاري	592511230	احمد سعيد سالم أبو عمرة	1390
120	البحر/رفح	599532955	إبراهيم موسى عواد زعرب	1391
300	رفح	599686267	محمد عبد الرازق محمد أبو طه	1392
330	رفح	599499224	محمد حمد احمد أبو طه	1393
150	خلف حوش عفانة	597888431	رائد سليمان جمعة ابوشباب	1394
300	رفح	599498915	عودة عيد عوض الله أبو عدوان	1395
550	رفح	597563627	سعدى محمد حسين شلوف	1396
2150	رفح	599539237	محمد نوفل جبر ظهير	1397

300	رفح	599797146	حمادة حمد احمد أبو طه	1398
200	حي الجنينة	592155559	ابراهيم محمد حسين عودة	1399
100	المعبر	592656019	عادل جمعة محمود أبو جزر	1400
400	رفح	599618287	إبراهيم عبد الحميد إبراهيم الشاعر	1401
300	رفح	592132260	وائل خليل سلمان قشطة	1402
300	رفح	597109359	عبد عوض الله سلمان أبو عدوان	1403
150	رفح	599922725	محمد عواد سالم غياضة	1404
450	رفح	598856682	عبد القادر الزرابي	1405
200	رفح	599146153	نعيم عيسى عبد الرحمن حسونة	1406
300	رفح	599499299	أنور محمود محمد قشطة	1407
100	رفح	598473610	محمد جهاد احمد شيخ العيد	1408
350	رفح	599573753	منصور توفيق نصرالله ضمير	1409
100	رفح	597621742	عدنان تيسير حمدان القاضي	1410
350	رفح	597697336	وليد فريد نصرالله ضمير	1411
100	رفح	598450250	شكري محمد منصور ماضي	1412

## Chicken (eggs)

عدد الدجاج	المساحة	المنطقة	رقم الجوال	اسم صاحب المزرعة	م
9200	1350	شمال غزة	9333924	نشأت مصباح غريب	1
6000	1200	شمال غزة	9696072	عادل مصباح غريب	2
24000	2400	شمال غزة	9865514	محمد ناصر العطار	3
2500	250	شمال غزة	8555255	محمد حسين العطار	4
3000	880	شمال غزة	9245294	رامي ابراهيم منسي صبيح	5
4000	500	شمال غزة	9802678	نضال حسين غريب	6
10500	1200	شمال غزة	8555255	جبر علي العطار	7
3400	600	شمال غزة	2209019	وليد عمر شقورة	8
4000	740	شمال غزة	9483582	رزق محمد علي العطار	9
3000	400	شمال غزة	9884977	ايباد حسن علي العطار	10
21500	2300	شمال غزة	9807802	عادل رمضان أبو عصر	11
3300	330	شمال غزة	4254252	سماح محمود هشام العطار	12
27500	6700	شمال غزة	8913061	خالد إسماعيل علي/جهاد المدهون	13
8000	850	شمال غزة	8913061	جمال عيد عبد الله	14
9000	1300	شمال غزة	9440055	عيد محمد حمادة	15
1000	160	شمال غزة	8393962	زكريا عبد الحي سالم الاسي	16
6500	640	شمال غزة	8691028	عوض عيد عوض عاشور	17
3500	370	شمال غزة	5853030	حسين جابر علي العطار	18
4700	600	شمال غزة	9568050	حسين مجدي العطار	19
1600	300	شمال غزة	4053533	محمد زيدان أبو ناصر	20
3000	300	شمال غزة	9894876	حسن علي محمد العطار	21
3600	420	شمال غزة		نضال حسن غريب	22
4000	500	غزة	8498369	حمدي مصطفى القطاع	23

4000	600	غزة	9624380	إبراهيم مصطفى القطاع	24
5500	800	غزة	9729031	انور محمود ابو كميل	25
8000	1000	غزة	9310860	نبيل سعدي خيال	26
57000	5800	غزة	9881713	خالد رزق حسنين	27
8000	1000	غزة		زياد رزق حسنين	28
44000	7100	غزة	9429093	محمد سعدي شمالي	29
14000	1300	غزة	9601558	عبد الله سعدي شمالي	30
53000	7650	غزة	9429097	يوسف سلامة أبو العطا	31
7500	750	غزة	9534552	جهاد علي العبد بنر	32
3000	400	غزة	9889693	محمد شحته حلس	33
6000	600	غزة	0	اسماعيل شعبان الدحدوح	34
16000	2000	غزة	9416422	رجب عبد أمين فتوح	35
10000	1300	غزة	9485833	اشرف ربيع جندية	36
5000	750	غزة	9485833	ربيع حسن علي جندية	37
4000	400	غزة	9656647	رشدي محمد عاشور	38
4000	500	غزة	9880118	جاسم رمضان حجي	39
4000	600	غزة	0	محمود مصطفى شملخ	40
2000	200	غزة	0	خالد إسماعيل الحية	41
3000	800	غزة	9752063	سميح رزق السوافيري	42
5500	1400	غزة	9406909	عبد الفتاح السوافيري	43
2000	600	غزة	9891640	يعقوب علي محمد شملخ	44
3000	300	غزة	9244666	عدنان عبد الخطي	45
5000	1100	غزة	9344215	حمدي حمدان السوافيري	46
1500	700	غزة	9246891	جمال فريز محمد حوسو	47
8000	1000	غزة	9907062	خميس محمد شملخ	48



22000	2200	غزة	9845531	حمدان حمدي السوافيري	49
9000	1900	غزة	8764363	شركة سنابل الخضراء	50
10500	1900	غزة	9862907	سعدة شحادة بنر	51
27130	2800	غزة	9759061	فاذي عيادة بكرون	52
4000	320	غزة		بهية سلمي	53
3000	300	غزة		جمال الدين فرحات	54
7000	700	غزة		ماهر ماجد حجي	55
5000	500	غزة		ايار سلمان حجي	56
1900	500	غزة		محمد مسلم محمد الطويل	57
5000	800	الوسطى	9481866	اشرف مصباح حسن القرماني	58
9300	855	الوسطى	8292182	يوسف عبد العزيز أبو شماس	59
3000	500	الوسطى	8269128	خيرى سلامه حسين النباهين	60
6000	700	الوسطى	9774951	عمر يوسف سليمان الحمارة	61
5000	730	الوسطى	9810983	عبد الحميد محمد سليمان أبو عربيان	62
3500	400	الوسطى	5113716	عبد المجيد محمد ابو عربيان	63
8500	950	الوسطى	9332994	ماهر موسى ابو سعيد	64
12800	1600	الوسطى	9514040	محمد عبد الله سالم ابو خوصة	65
4000	400	الوسطى	9881348	ناهد سالم سلامة المصدر	66
12000	2050	الوسطى	9186838	ناهض عبد الكريم عبيد السعود	67
7000	650	الوسطى	9301485	يوسف راشد خليل أبو فياض	68
4000	500	الوسطى	592684459	محمد عبد الجواد أبو راس	69
950	1000	خانيونس	9267652	شوقي محمود نصر الله أبو مصطفى	70
7000	1400	خانيونس	5709898	فوزي محمود نصر الله أبو مصطفى	71
5000	550	خانيونس	8780984	جواد محمد عبدالله أبو مصطفى	72
4000	850	خانيونس	8781035	شكري محمود نصر الله أبو مصطفى	73

3500	600	خانيونس	8284657	محمد محمود نصرالله أبو مصطفى	74
11000	1000	خانيونس	709898/5	نعيم محمد عبدالله ابو مصطفى	75
2000	900	خانيونس	9577294	أسعد محمود نصرالله أبو مصطفى	76
1150	1400	خانيونس	9537987	غسان محمود أبو مصطفى	77
6000	600	خانيونس	8671681	ابراهيم خالد ابراهيم ابومصطفى	78
1300	150	خانيونس	040891/2	زياد حسن ياسين التجار	79
5000	500	خانيونس	709898/5	سليمان عبدالله حميدان أبو مصطفى	80
10000	1000	خانيونس	8180868	تيسير ابراهيم نصرالله أبو مصطفى	81
3500	600	خانيونس	9803370	محمد قنديل عبد الكريم ابومصطفى	82
42000	4300	خانيونس	9853303	رجب عبد امين فتوح	83
3000	300	خانيونس	644925/9	احمد حسن بريكة	84
18500	2200	خانيونس	9775364	اشرف سليمان طبش	85
3000	350	خانيونس	841320/9	ايمن يوسف ابو مصطفى	86
4000	400	خانيونس	8860076	يونس احمد سليمان ابو طير	87
4000	500	خانيونس		جمعية الطلاح - عماد الشنطي	88
17000	3000	خانيونس		حطين	89
12500	1200	خانيونس	5444870	أيمن أبو دراز	90
5700	900	خانيونس	9880887	نبيل خليل سليمان قويدر	91
5000	750	خانيونس	9505690	اياذ محمود شحادة طبش	92
10000	1000	خانيونس	9698988	محمد حامد سليمان حجاج	93
4500	500	خانيونس	5444835	اكرم محمد أبو دراز	94
6800	700	خانيونس	9173006	فايز جمعة أبو دقة	95
5000	500	خانيونس	8780984	معين محمد أبو مصطفى	96
7000	500	خانيونس	8671681	وسام بشير بربخ	97
5000	600	خانيونس	8694518	بسام محمود نصر الله أبو مصطفى	98

5500	500	خانيونس	9625070	خليل محمد أبو طير	99
10000	1300	خانيونس	9435370	ماجد محمود أبو سمرة	100
3000	500	خانيونس	9882581	محمد شحادة أبو دراز	101
2600	300	خانيونس	9644925	احمد حسن بريكة	102
17000	1550	خانيونس	9769388	جمعية نماء	103
12000	1290	خانيونس	9966326	اياد عبد الكريم الاسطل	104
3600	420	خانيونس	9267595	عمر رمضان فارس وشريكة سليم البيوك	105
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2700	350	رفح	9143351	محمدعبد فهد الدباري	107
4000	400	رفح	9826954	عبد الكريم مضيوف شعت	108
3500	2400	رفح	9890265	شركة رحاب المدينة	109
2500	530	رفح	2590058	علاء موسي موسى	110
1800	200	رفح	7114441	مازن عيد عبد العزيز الشافعي	111
5000	600	رفح	8691418	هاني صبيح قشطة	112
2500	900	رفح	9012633	محمود محمد أبو دقة	113
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1	الفرات	محمد توفيق بكرون	9428500	شمال غزة	1000	4
2	بكرون	توفيق بكرون	9428500	غزة	1000	9
3	الرئيسية	خضر أبو عجوة	56666662	غزة	1200	8
4	المخلصة	فواز شحبيب	9418132	غزة	400	4
5	التوفيق	توفيق بكرون	9428500	غزة	800	6

4	1200	غزة	9277718	الفجري وحماة	المنال	6
2	700	الوسطى	9428500	صقر عجور وبكرون	تشك لاند	7
1	600	الوسطى	9307040	أبو عماد أبو سعدة	النور	8
2	1500	الوسطى	9884030	حماة والفجري	ديار الناصرة	9
6	5000	الوسطى	9444006	رجب فتوح	الوسطى	10
2	800	الوسطى	7404078	رأفت سليم	الوطنية	11
12	1000	خانيونس	9400381	علي المصري علي غبون	المصري وغبون	13
1	800	خانيونس	9707323	شعبان سمور	وادي الزنة	
3	800	خانيونس	9171188	المصري - بربخ	خانيونس	14
6	300	رفح	8877212	اياد غبون	وادي الجنوب	15
16	400	رفح	9779722	احمد غبون	احمد غبون	
4	500	رفح	9414692	سليمان شيخ العيد	لورد الجنوب	17
2	380	رفح	7666635	سامي اليازوري	اليازوري	18
4	1000	رفح	9400612	متوقفة عن العمل	اسيا	19

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1	احمد يحيى كامل خضر	9381352	الشمال	جباليا	32
2	اشرف توفيق عبدالرحمن وهدان	7771173	الشمال	بيت حانون	50
3	تامر عبد السلام وهدان	2615117	الشمال	بيت حانون	30
4	جهاد احمد محمد أبو شمالة	9322449	الشمال	جباليا أبوصفيه	150
5	حاتم محمد هاشم ابوندى	9418727	الشمال	بيت لاهيا	70
6	حامد عطية إبراهيم ابو عمرو	9602864	الشمال	بيت لاهيا	120

35	بيت لاهيا	الشمال	8924866	حسن على محمد القراني	7
40	بيت حانون	الشمال	9539524	حسني محمد ربحي تايه	8
60	بيت لاهيا	الشمال	9285393	حسين ابراهيم سليمان الشرايحة	9
40	شرق جباليا	الشمال	9431309	حسين محمد حسين الأشقر	10
48	بيت لاهيا	الشمال	9609677	حسين يونس حسين ابوندى	11
50	ايرز	الشمال	9629673	خالد محمد حسين الاشقر	12
90	بيت حانون- ارض الشنطي	الشمال	9614553	خليل توفيق إسماعيل وهدان	13
60	بيت لاهيا	الشمال	9744598	رمزي صالح محمد غبن	14
60	شرق جباليا	الشمال	9843138	زياد صالح حسين سويلم	15
30	بيت حانون	الشمال	9207183	زياد ماجد وهدان	16
115	بيت حانون	الشمال	9854990	شحمه توفيق وهدان	17
115	ايرز	الشمال	9847828	عادل محمد حسين الاشقر	18
40	ايرز	الشمال	7810017	عاطف محمد نجيب حسين الاشقر	19
100	بيت حانون	الشمال	9021415	عبدالرحمن عبد العزيز عبدالرحمن وهدان	20
80	بيت حانون	الشمال	8824969	فادي ناجي عبدالعزيز وهدان	21
90	بيت حانون	الشمال	7671121	فارس ناجي عبدا لعزیز وهدان	22
70	جباليا	الشمال	9649120	فايز سعدي محمد العيله	23
60	منطقة حمودة	الشمال	9238931	مجدي محمد حسين الأشقر	24
60	بيت حانون	الشمال	9371119	محمد نجيب حسين الاشقر	25
60	ارض الفول	الشمال	2872516	مكين عاشور مصطفى عطا الله	26
130	بيت حانون	الشمال	9166165	ناجي عبدالعزيز عبدالرحمن وهدان	27
40	بيت لاهيا+جباليا	الشمال	9558218	نماد احمد محمد ابوشماله	28
40	بيت حانون	الشمال	9207183	وائل ماجد وهدان	29
30	بيت لاهيا	الشمال	9541442	يوسف صلاح عبد الرازق المصري	30
50	منطقة حمودة	الشمال	2763231	طلعت غازي وهدان	31

100	منطقة حمودة	الشمال	9580107	عبد الكريم عبد العزيز وهدان	32
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40	منطقة حمودة	الشمال	8840404	محمد شحدة وهدان	34
100	منطقة حمودة	الشمال	9807030	نبيل داوود وهدان	35
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60	بيت حانون	الشمال	99166165	انيسة عبدالله توفيق وهدان	44
40	بيت حانون	الشمال		جمعية بيت حانون	45
40	بيت حانون	الشمال	9883824	حمادة كمال حمادة	46
40	بيت حانون	الشمال		احمد شحدة توفيق وهدان	47
30	جباليا	الشمال	599230082	محمد جهاد محمد الكحلوت	48
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22	شرق جباليا	الشمال	599476709	رزق رجب حسن أبو صفية	50
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100	أبو صفية	الشمال	9322449	ايد احمد محمد أبو شمالة	52
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30	بيت لاهيا	الشمال	7627079	سند عبد الهادي عطية غبن	54
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40	الشجاعية	غزة	567409751	فادي عبد الكريم سليمان حلس	69
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30	دير البلح	الوسطى	9977235	رشاد عليان عطية ابو عمرة	90
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120	خزاعة	خانيونس	9455164	زياد سلمان عبدالله ابو روك	152
35	خزاعة	خانيونس	9447119	جمال إسماعيل سليمان صبح	153

31	المواصي	خانيونس	9641171	محمد حماد محمود الشاعر	154
50	خزاعة	خانيونس	8271814	نافذ حمدان عبدالله ابو روك	155
24	خزاعة	خانيونس	9690515	عدنان حسين محمد قديح	156
40	خزاعة	خانيونس	9307148	احمد عثمان أبو روك	157
160	رفح الغربية	رفح	419258-9	احمد فؤاد مطح زعرب	158
40	رفح	رفح	9631144	احمد مسعود سلامة قشطة	159
70	رفح	رفح	9769643	جميل عبد الجواد حميدان ضمير	160
150	خربة العدس	رفح	5454100	رائد فؤاد مطح زعرب	161
65	الشوكة الجنوبية	رفح	9791466	عبدالله محمد فرحان الشاوي	162
250	الشوكة الوسطى	رفح	9794142	علي محمد علي ابو حسنة	163
42	خربة العدس	رفح	9422856	قصي محمد علي الشاعر	164
60	صوفا	رفح	9950665	ناهض هويشل سلامة ابو عطايا	165
70	مصبح	رفح	9573894	نيبال جبر صبري ضمير	166
49	مصبح - خربة العدس	رفح	9225187	همام حمدي حسن النحال	167
30	رفح الغربية	رفح	9633623	وائل عزات جمعة ضمير	168
132	رفح - صوفا	رفح	9540311	وليد زايد بركة ابو سبلة	169
0	تل زعرب	رفح	9600447	وليد فؤاد مطح زعرب	170

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0	اسم المشتل	اسم صاحب المشتل	رقم الجوال	المحافظة	المنطقة	المساحة
1	حمدان	سعيد حمدان سعيد حمدان	9304810	شمال غزة	بيت حانون	3
2	مشتل المهندس	حاتم ادريس احمد خضير	602357-9	شمال غزة	العطاطرة	2.8
3	الزوين	مسعود عبد العال إسماعيل الزوين	602953-9	شمال غزة	مفترق القرم	9.5
4	خضير	نظير ادريس احمد خضير	606661-9	شمال غزة	مقابل محطة السلطين	5

1,5	السيفا	شمال غزة	405408-9	حسنيين خضير حمد خضير	الجندي	5
2	السيفا-مقابل المدرسة	شمال غزة	364931-8	وسام سعيد خضر خضير	وسام خضير	6
9	بيت حانون	شمال غزة	654359-9	أنور عبد الله العثماني	النور	7
1,5	الشيما	شمال غزة	915079-2	عبد الهادي صلاح عوض رجب	الشيما	8
8	جباليا	شمال غزة	680617-9	سالم إسماعيل سالم عسلي	عسلي	9
3	القرية البدوية	شمال غزة	865522-2	سمير جمعة محمد ابوسعدة	الأرض الكريمة	10
1,5	بيت لاهيا	شمال غزة	740015-9	ناهض عبد يوسف المصري	المصري	11
2	بيت لاهيا	شمال غزة	919859-9	عادل عبد الفتاح ذيب البراوي	البراوي الشمال	12
1	الشيما	شمال غزة	888848-2	عوض سالم عوض رجب	مشتل تل الربيع	13
2	السيفا	شمال غزة	720208-9	محمد خضر احمد خضير	ريتا	14
6	بيت لاهيا - الشيما	شمال غزة	252488-5	احمد عمار محمد أبو حليلة	احمد عمار	15
1,5	مقابل نادي بيت لاهيا	شمال غزة	618222-9	زياد إبراهيم محمد أبو جراد	مشتل أبو جراد	16
2	جباليا-الحمركية	شمال غزة	377445-8	عبد الملك احمد موسى الشراحة	الشراحة	17
1	جباليا -دوار زمو	شمال غزة	408530-9	حسام عمر محمد حسين	مشتل زراعي	18
2	السيفا	شمال غزة	710000-5	عبد الفتاح كامل هاشيم أبو حليلة	أبو حليلة	19
5	بير النعجه - السيفا	شمال غزة	443512-9	اتحاد اللجان العمل الزراعي	الشمال	20
2	بيت لاهيا-الشارع العام	شمال غزة		علي عادل البراوي	مشتل علي البراوي	21
4	بيت لاهيا-الشارع العام	شمال غزة		عبد الهادي عادل البراوي	مشتل عبد البراوي	22
1	شرق بركة الشيخ رضوان - بقرب مسجد الهادي	غزة	341500-9	محمد زكي محمد مقاط	الوفاء	23
27	النفق-مقابل البركة	غزة	464724-9	احمد حمزة علي مقاط	شركة مشاتل الشيخ ضوان	24
2	صلاح الدين - السموني	غزة	627007-2	مدحت خليل جمعة عياد	عياد	25
7	الزوايدة-السوارحة	الوسطى	917143-0598	محمود غالب سالم ابوسويرج	مشتل محمود ابوسويرج	26
2	الوسطى-السوارحة	الوسطى	923904-0598	حاتم خليل إبراهيم أبو سويرج	أبو هاشم أبو سويرج	27
1	دير البلح-شارع ا بوصني	الوسطى	850863-0598	محمد عبد الله محمد بشير	مشتل أبو عبد الله	28

29	مشتل مرج الزهور	هاني كامل زرزور الحايك	030454-0592	الوسطى	الزوايدة-صلاح الدين	2
30	البريم	زايد موسى زايد البريم	597500480	خانيونس	خانيونس	1
31	الواح الخضراء	صبحي عبد العزيز خليل أبو صالح	884531-9	خانيونس	خانيونس-بني سهيل	1
32	أبو هدايف	صالح موسى اسليمان أبو هدايف	738398-9	خانيونس	خانيونس-القرارة	1
33	العيون الخضراء	سمير يوسف عوض ابوعواد	839095-8	خانيونس	خانيونس-بني سهيل	1
34	عدنان الشاعر	عدنان مرزوق سلامة الشاعر	303226-9	خانيونس	خانيونس-ميران التجار	1
35	عدنان الشاعر	شوقي أبو جامع	99339216	خانيونس	خانيونس-عيسان	1
36	عدنان الشاعر	مؤمن شوقي مصطفى جامع	99339216	خانيونس	خانيونس	1
37	مشتل البريم	رامي البريم		خانيونس	خانيونس	1

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م	اسم صاحب المحل	رقم الجوال	المنطقة
1	ايمن محمد عيد سعيد أبو طليمة	9607767	الشمال بيت لاهيا السيفا
2	أحمد عوني محمد حبوش	863296	الشمال بيت حانون الشارع العام
3	أدهم نعيم رضوان مرضي	968500	الشمال بيت لاهيا السيفا
4	أمين محمد ديب عبد الدايم	9884082	الشمال بيت لاهيا - شارع الجمعية
5	أنيس عامر محمد أبو طليمة	8653137	الشمال بيت لاهيا أطلن
6	أيمن أمين زويدي	9017502	الشمال بيت حانون مفترق مسجد عمر
7	حامد عوني محمد حبوش	9561365	الشمال بيت لاهيا - شارع الجمعية
8	(حنظلة حمد) اعلام الكفارنة		الشمال بيت حانون السوق المركزي
9	رامي إبراهيم مطر غبن	2699600	الشمال بيت لاهيا شارع الجمعية
10	رأفت عطايا عبد الخالق كيلاني	9350650	الشمال بيت لاهيا - شارع الجمعية
11	زهير ادريس احمد خضير	9602355	الشمال بيت لاهيا السيفا
12	سعدى سالم سليمان المصري	9334072	الشمال بيت لاهيا - شارع الجمعية

الشمال بيت لاهيا - شارع الجمعية	7777792	سلامة عامودي سلامة أبو حلينة	13
الشمال جباليا المعسكر	9771991	سليم حرب جمعة شامية	14
الشمال بيت لاهيا السيفا	599466997	سميح سليمان سلامة أبو حلينة	15
الشمال بيت لاهيا السيفا	2490177	(سهيل سلامة سليمان أبو حلينة) عمامودي	16
الشمال بيت لاهيا - شارع الجمعية	9802510	صلاح الدين أحمد عبدالله خلة	17
الشمال بيت لاهيا السيفا + بيت حانون الشارع العام	9307528	علاء عزام سلامة أبو حلينة	18
الشمال بيت لاهيا - السيفا	9601187	عمار محمد أبو حلينة	19
الشمال بيت لاهيا - شارع الجمعية	9601187	عمار محمد أبو حلينة / عبد زايد	20
الشمال غزة بيت لاهيا السيفا	9141483	عمر سليمان سلامة أبو حلينة	21
الشمال جباليا - الفالوجا	9600772	محمد رمضان محمد الحناوي	22
الشمال بيت حانون الشارع العام	5800600	محمود نيمان حرب أبو حلينة	23
الشمال جباليا - شارع صلاح الدين	599602953	مسعود عبد العال إسماعيل الزين	24
الشمال جباليا مفترق زمو للغرب	9607332	موسى رجب مصطفى علي	25
الشمال بيت لاهيا السيفا	9695440	نبيل كمال هاشم أبو حلينة	26
الشمال بيت لاهيا السيفا	8681463	نزار عبد الكريم السبع أبو حلينة	27
الشمال بيت لاهيا الدوار الغربي	9207221	نضال عبد السلام سعدي المصري	28
غزة سوق فراس	594100700	احمد صالح احمد المتبولي حمادة	29
غزة سوق فراس	9407659	إبراهيم محمد صالح حبوش	30
غزة عسقلوة + شارع 10	599800501	أحمد إدريس خضير	31
غزة شارع 10	7100400	أيمن صالح احمد حمادة	32
غزة شارع 10	4400016	تيسير صالح أحمد حمادة	33
غزة سوق السيارات	9773339	حازم عبد الهادي أحمد طومان	34
غزة صلاح الدين محطة دلول	9483696	رأفت خليل جمعة عياد	35
غزة سوق فراس	9771991	سليم حرب جمعة شامية	36
غزة مفترق عسقلوة	599213275	سهيل إدريس أحمد خضير	37

غزة سوق فراس	8885910	طه مسلم عياد أبو مسعود	38
غزة سوق فراس	2490177	عامودي سلامة سليمان ابو حلينة	39
غزة - سوق فراس	9279620	عبد الفتاح كامل هاشم ابو حلينة	40
غزة سوق فراس	9853396	عزمي سلامة سليمان أبو حلينة	41
غزة شارع 10 + سوق فراس	9636022	علي عزمي سلامة أبو حلينة	42
غزة سوق فراس	9306509	ماجد سالم عطية ابو دقة	43
غزة سوق فراس	9864700	محمد ناظم علي عيسى	44
غزة سوق فراس	5800600	محمود نادي سلمان أبو حلينة	45
غزة الزيتون سوق السيارات	9602574	نزار سليمان سلامة أبو حلينة	46
غزة الزيتون شارع 10	9425645	نعمان عمر احمد اشتيوي	47
غزة سوق فراس	595500502	هاني محمود إدريس خضير	48
غزة شارع 10	595500502	هاني محمود إدريس خضير	49
الوسطى دير البلح	599418559	السيد أحمد فطائر	50
الوسطى دير البلح الأقصى	8982445	أحمد ناهض عبد العزيز أبو أسد	51
الوسطى دير البلح شرق المحطة	599093045	جابر إبراهيم حسن أبو ميري	52
الوسطى دير البلح دوار أبو ميري	8813902	حسين سالم محمد السطل	53
الوسطى المغازي العابدة	9196229	خالد سلامة عطية سعيد	54
الوسطى المغازي السعايدة	5413030	سالم عبد الكريم أحمد أبو دوابر	55
الوسطى دير البلح	9765330	سامر رشدي بشير	56
الوسطى دير البلح	599603906	سامي أبو زايد	57
الوسطى دوار أبو ميري	9400314	سراج الدين سعيد أبو سليم	58
الوسطى دير البلح العرايزة	9734809	سليمان خليل عبد العزيز بشير	59
الوسطى النصيرات الموقف	7103370	عبد الرحمن حماد عبد الرحمن البليسي	60
الوسطى دير البلح البركة	9536715	محمد زهدي إبراهيم بشير	61
الوسطى النصيرات الشارع العام	9407350	محمد محمود محمد بشير	62

الوسطى دير البلح الحكر	9833852	وليد بديع خليل بشير	63
خانيونس الفخاري	5252858	احمد نجيب شعبان أبو خاطر	64
خانيونس القرارة	8929096	أحمد سلامة أحمد العبادلة	65
خانيونس بلدية الفخاري	9073679	أحمد عونى أبو دقة	66
خانيونس خزاة	9825544	بلال عيد قديح	67
خانيونس بني سهيل	8860923	تميم حمدان بركة	68
خانيونس السوق	9605279	حاتم سلامة احمد العبادلة	69
خانيونس بني سهيل	9773339	حازم عبد الهادي أحمد طومان	70
خانيونس القرارة	8813902	حسين سالم محمد الأسطل	71
خانيونس السطر الغربي	9187730	رافت جودت زايد الأغا	72
خانيونس بني سهيل شارع الفجم	9576059	سلامة أحمد عبد الله العبادلة	73
خانيونس كراج رفح	5279008	عمر عبد الحميد محمود الشاعر	74
خانيونس القرارة	9998381	فرحان محمد عبد العزيز بشير	75
خانيونس -دوار عيسان	8880365	محمود أحمد حمدان طيش	76
خانيونس - مقابل مدرسة أحمد عبد العزيز	599455521	محمود حسن محمود عبد الله	77
خانيونس مفترق جامع الأقصى	2817575	مصطفى عمر محمد الأسطل	78
خانيونس السطر الغربي	9669643	هدى رضوان عمر الأسطل	79
خانيونس كراج رفح	4299457	وسام علي محمد النجار	80
رفح الغربية شارع الإمام علي	597494829	احمد بكر موسى موسى زعرب	81
رفح - مصبح ملعب النجوم	7100400	أيمن صالح احمد حمادة	82
رفح - مصبح مفترق ميراج	9806296	حسن صالح محمدالحمادة	83
رفح صلاح الدين	599574149	رامي كمال سليمان الشاعر	84
رفح طريق ميراج النصر	9263682	زايد محمد عمر أبو رزق	85
رفح	9574144	سلامة يوسف سلامة قشطة	86
رفح الغربية شارع الإمام علي	599618896	سليمان رزق سليمان صيام	87



رفح الشوكة صلاح الدين	598880636	شادي عرفات نصار طلوة	88
رفح - بنك فلسطين - بئر قشطة	5843968	عبد الكريم صلاح عبد الكريم الشاعر	89
رفح حي البرازيل	599655901	عمام شوكت سعيد العطار	90
رفح مصبح	599248037	عطية خليل عطاالله أبو حميدة	91
رفح دوار زعرب	7322205	عودة عبدالله عودة حجازي	92
رفح مصبح	59776027	محمد بسام سعيد ضمير	93
رفح - خربة العدس	8877719	محمود صلاح محمود أبو زهري	94
رفح سوق الخزار	9111256	مؤنس صلاح أبو صالح	95

## Food factories

المحافظة	اسم المنتج	جوال	اسم العضو المسؤول	اسم الشركة	مسلسل
بيت حانون المنطقة الصناعية	معلبات خزار-بقوليات- رب البندورة	566555515	وليد حمدان محمد حمادة	شركة بينوير للصناعة والتجارة	1
كارني	سلطات حمص وخضروات وألبان	599529432	علاء الخزندار	شركة علاء الخزندار	2
شارع بورسعيد - بجوار العشي للاخشاب	تعبئة زيت زيتون وعجوة وتجارة عامة	599555444	شبيب محسن حسن أبو حميد	شركة أبو حميد للتجارة والصناعة	3
خانيونس حي الأمل	بوطة بأنواعها- بسكويت- جيلي	599433664	أديب عبد الحميد أحمد عطالله	مصانع العريس	4
الخط الشرقي	بوطة بأنواعها - جيلي	599322222	عماد محمد ثابت الوادية	شركة أسكيمو الأمير	5
شارع بورسعيد	جميع انواع اليبس كريم - جيلي	599307578	غازي مدحت عبد مشتمى	مصنع العروسة	6
الزوايدة مقابل الاتصالات	ألبان وأجبان وسلطات	599414863	مصطفى عبد الرحمن سلمي عيد	شركة الخليج للألبان والأجبان	7
كارني	منتجات الألبان	599444484	تامر الوادية	مصنع هانوفر للصناعات الغذائية	8
الزوايدة مقابل الاتصالات	جاتوهات ومرطبات	599602944	حاتم عبد القادر سليم سليم	شركة أبناء عبد القادر سليم	9
جباليا - شعشعاعة	ألبان و أجبان	595626271	جمال أبو عيطة	مصنع جمال الدين أبو عيطة	10
جباليا - تل الزعتر	ألبان و أجبان	598863315	سيف الدين سليم عيد أبو عيطة	مصنع هيا للألبان والأجبان	11
النصيرات - بجوار محطة ضيان للغاز	دقيق بأنواعه	599416970	محمد شريتح محمد الحاج	مطاحن الإيمان	12
دير البلح - المنطقة الصناعية	دقيق بأنواعه	599303098	عبد الحافظ طلال عواد عواد	مطاحن السلام	13

14	مخبز العائلات	سمير بشارة تيودر شحادة	599600005	خبز ومعجنات وبيتي فور	التصر
15	الشركة الوطنية للأعلاف	خضر حسن رباح أبو عجوة	599855992	أعلاف	دير البلح - المنطقة الصناعية
16	مصنع حيفا للأعلاف	نصر الله اسماعيل مسلم	599716235	اعلاف حيوانية	الوسطى
17	شركة محمد الشوا وشركاه	محمد محمود رياض الشوا	599604087	حلاوة وطحينة	غزة - الزيتون - صلاح الدين
18	شركة شكور	صلاح صالح عبد الرحيم شكور	599300092	حلاوة وطحينة	غزة الشجاعية - بالقرب من السوق
19	مصنع سرايو	وائل محمد ثابت الوادية	599222255	بسكويت بأنواعه	كارني
20	شركة يوسف ياسين شومر وأولاده	يوسف ياسين يوسف شومر	599445522	بسكويت بأنواعه - مكسرات	المغازي - مقابل بلدية المغازي
21	شركة مصانع العودة	محمد عليان التلحاني	9585585	بسكويت بأنواعه	دير البلح - المنطقة الصناعية
22	شركة النخلة للتجارة والصناعة	ناهض محمد إبراهيم حمادة	599091555	شيبس ، معكرونه وبسكويت	بيت حانون المنطقة الصناعية
23	مصنع مسليات القدس	حاتم كمال سلامة الأي	598910303	شيبس ، مكسرات ، بسكويت	غزة - مفترق الشعبية
24	شركة مأرب	صلاح الدين أحمد خليل المقادمة	599435530	شيبس بأنواعه	بيت لاهيا - السلطين
25	مجموعة اليازجي للمشروبات الخفيفة	محمد توفيق حسني اليازجي	599443311	كولا - عصائر	غزة - صلاح الدين
26	شركة المدينة للمشروبات الخفيفة	محمد عبد الرحمن حافظ ساق الله	599481049	مشروبات خفيفة وغازية	غزة - الخط الشرقي
27	مصنع شراب الشام	إبراهيم خليل أحمد افريته	9867661	شراب بأنواعه	النفق
28	الشركة الوطنية للصناعات الغذائية	باسل زهير خليل اليازوري	599407684	عصائر فاكهة طبيعية	كارني
29	شركة فياض أبو حميد للمكسرات	فياض عليان حسن أبو حميد	599606019	مكسرات بأنواعها	شارع يافا
30	شركة أبو اسكندر للتجارة والصناعة	عمر أحمد محمود حرب	599131356	مكسرات وبعارات و قهوة وزيت زيتون	الصفطاوي

## Exporters

0	اسم الشركة	اسم صاحب الشركة	رقم الجوال	الاي ميل
1	شركة حمدي الجرجاوي	حمدي الجرجاوي	599400797	
2	جمعية غزة التعاونية الزراعية	أحمد الشافعي	599465836	gaza_co@hotmail.com
3	شركة حمدي زقوت وشركاه	حمدي زقوت	599304306	
4	شركة البشير للتجارة العامة	إبراهيم بشير	597724444	

	59408403	عبد الرؤوف أبو سفر	شركة أبو صفر للتجارة العامة	5
caa_1965@hotmail.com	599623322	غسان قاسم	الجمعية التعاونية الزراعية - بيت حانون	6
	599311117	تيسير الاسطل	شركة البواصل الوفاق للتجارة العامة	7
nassar4448@hotmail.com	599465033	محمود خليل	التعاونية الزراعية لمزارعي الفراولة والخضروات والزهور	8
company.hind@gmail.com	599309494	نبيل قديح	شركة هند للتجارة العامة	9
	599465038	بكر أبو طليمة	جمعية الفراولة الزراعية	10
su hailco@hotmail.com	599343345	سميل أبو طليمة	شركة سميل ابو طليمة واخوانه	11
abuyosf_2010@hotmail.com	597555555	أحمد أبو يوسف	شركة أبو يوسف للتجارة العامة	12
	599433668	إسماعيل قنون	شركة اسماعيل عبد الفتاح قنون	13
hetamasd291@gmail.com	597551919	هيثم أبو أسد	شركة هيثم أبو أسعد وشركاه	14
	599416590	يوسف القدرة	شركة يوسف القدرة	15

## Fodder

رقم الجوال	اسم صاحب الشركة	اسم الشركة	م
566666662	أحمد أبو عجوة	مصنع نافكو	1
599716235	أبو نعمان مسلم	مصنع حيفا	2
599415234	شريف السوافيري	مصنع لورد	3
595088881	محمود أبو دقة	مصنع الواحة	4



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