



Administrative Report

2018

Establishment:

The Arab Center for Agricultural Development “ACAD” was established in 1988 as a project under the name of the United Agricultural Company in Jericho and Ramallah. The project aimed to build the economic capacities of small farmers who were facing risks of collapse during the Palestinian First Intifada through providing them with in-kind contributions. The project primarily targeted the agricultural lands in the Jordan Valley and later on expanded to include the Central West Bank and Nablus in the North West Bank.

In 1993, the project was institutionalized into a developmental organization by registering it as a non-governmental non-profit organization in Jerusalem under the name of the Arab Center for Agricultural Development (ACAD) specialized in financing small enterprises. The Center has identified its broad objectives, which focused on developing the agricultural sector and assisting small farmers through financing, marketing and technical support.

Strategic Objectives:

- To empower and build the capacities of farmers and cooperatives so as to improve their productivity and economic situation and defend their individual and collective rights.
- To contribute to improving the Palestinian food security and conservation of environment.
- To contribute to providing emergency and relief support for farmers and development of the affected and “C” areas.
- To work on ACAD’s sustainability and develop its programs in service of the agricultural and rural sector.

Mission:

ACAD is a developmental non-governmental organization that contributes to developing the agricultural rural sector by building partnerships based on complementarity, professionalism and involvement of the target groups including marginalized farmers and rural people especially women and youth. ACAD supports initiatives that encourage generation of job opportunities, capacity building and development of the agricultural and productive infrastructure and facilitates access to finance opportunities to establish small size enterprises.

Vision:

ACAD is a Palestinian civil developmental pioneer model that contributes to building an effective rural and agricultural community relying on its own capacities, identifying its future by itself and living with dignity in the democratic independent State of Palestine.

Our Values:

Justice, transparency, devotion and dedication to work.

Board of Directors Members:

Mr. Hasib Nashashibi– Chairman of Board of Directors.

Mr. Amjad Al-Masri– Vice Chairman.

Mr. Samir Barghouthi– Treasurer.

Mrs. Haneen Zeidan– Secretary.

Mr. Maher Safi– Member.

Mr. Saed Nashashibi– Member.

Mr. Ahmed Sourani- Member.

Administrative Staff:

Mr. Khalil Al-Khatib – Executive Manager.

Mr. Muhsen Abu Ramadan – Gaza Branch Manager.

Ms. Rola Awayes – Human Resources and Admin Officer.

Introduction:

The political scene in 2018 witnessed a series of negative transformations and changes, which negatively affected the developmental and human rights scene and the civil society organizations in the West Bank and Gaza Strip.

The past year started with the implications of the US President Trump's decision to move the American Embassy to Jerusalem and recognize it as the capital of the occupying power. This was followed by other measures including but not limited to halting the US contributions to UNRWA, legalization of settlements, not considering them as an obstacle to the peace process, and stopping the USAID work and financial aid to the Palestinian Authority and the Palestinian society with all its components.

These acts encouraged the occupation government to more confiscation of land, building of settlements, control over water basins and to accelerate the process of judaization of Jerusalem through demolishing Palestinian houses and withdrawal of East Jerusalemites' identities. Meanwhile Israel continues to besiege Gaza and subsequently obstruct the reconstruction process resulted from the successive wars on Gaza during which many of the residential buildings and productive facilities have been destroyed.

The American-Israeli hostility towards the Palestinian people is accompanied by the stumbling of the reconciliation process between the West Bank and Gaza due to the failure of implementation of the signed agreements between the two parties followed by action and reaction mechanisms that made certain observers warn of turning the division into institutionalized separation. In implementation of the Constitutional Court's decision, the Palestinian President dissolved the Legislative Council while the Reform and Change Bloc delegitimized the President. As a result, media exchanges escalated and public freedoms reduced, including the right to peaceful assembly, freedom of opinion and expression and formation of associations and societies.

While the aggravation of division affected the situation of general freedoms and development, it also increased congestion in the social dimensions. The social security activism in the West Bank and that in Gaza to combat the increasing taxes and continuous cut off of electricity are indicators of the increasing tensions.

The American-Israeli hostility is accompanied with the deterioration of many programs and projects implemented by non-governmental international organizations and UN agencies, which adversely affected the developmental environment and funding opportunities in Palestine. This is obvious, especially under the increasing number of international NGOs that are competing the Palestinian NGOs regarding funding resources and consequently this considerably weakened the latter. More importantly, this situation contributed to focusing on the humanitarian and relief agenda instead of the development and human rights one.

The negative development environment also impacted the business and finance sector as banks and lending institutions followed a conservative policy due to the general situation along with the liquidity crisis resulting from measures taken by the PA toward the public employees represented in reducing their salaries by 50% and the large early retirement operations that affected some public employees.

The occupation practices including settlement, control of water basins in the West Bank and hindrance of trade exchange coupled with continuous siege and obstruction of the reconstruction process in Gaza Strip, the ongoing state of division and the sharp decline in the donors' funding have altogether led to unprecedented rise in poverty and unemployment rates and a drop in growth rates, which utmost reached 2.3% in the West Bank and -8 in Gaza Strip.

Despite this negative environment of the development scene, the Arab Center for Agricultural Development (ACAD) continued its presence as a member in the agricultural sector in the Palestinian NGOs Network (PNGO), certain international coalitions and alliances and in the food security sector. It also managed to implement some projects and achieve some partnerships with local and non-governmental organizations and donors. This is an achievement in itself, as it requires further motivation and initiative to interact with variables to face challenges, which require serious effort to provide funding opportunities that contribute to ACAD's development and sustainability and to achieve its mission in service of the poor and vulnerable groups of farmers, consolidate their steadfastness and resilience on their land and maintain their rights before the decision makers.

Executive Summary:

In 2018, ACAD continued to focus on activities that aim to ensure the achievement of its vision and mission in improving the economic and social situation of targeted groups and empowering them economically. However, and despite the decline in funding that took place this year, ACAD implemented 12 projects, grants and agreements. It implemented 12 projects with a total amount of US\$332,431.20, which benefitted 1061 persons (males and females) in more than 72 locations distributed throughout the West Bank, Gaza Strip and Jerusalem villages. The implemented projects included empowerment of poor marginalized families, economic empowerment of productive households and support and empowerment of cooperatives especially women cooperatives by training women and providing them with tools and devices needed for their enterprises in addition to planting olive trees and consolidation of farmers' resilience in Area "C". In the same context, ACAD implemented a number of training courses and workshops for its beneficiaries such as "How to Start Your Business".

During 2018, the implementation of a number of projects, which have been operating during previous years, were successfully completed. Most important of which "Steps" project that was implemented in Tulkarem, Ramallah and Jerusalem and funded by UNDP – DEEP in cooperation with the Ministry of Social Development. This project's activities were supposed to be completed by January 2019 but the Islamic Bank for Development ended the project with all the partners by the end of October 2018 in order to establish the Palestinian Foundation for Economic Empowerment based on a decision to settle the economic project made in cooperation with the Palestinian government.

In Gaza Strip, ACAD could not implement new projects in 2018. However, it completed the three projects that have started in 2017 with funding from OCHA in partnership with ACTED, PUI and NDC. These three projects worked on the rehabilitation of some agricultural areas destroyed during 2014 war on Gaza and to consolidate and support the resilience and steadfastness of farmers.

ACAD implemented new projects such as “Our Future” project funded by the Italian Agency for Development Cooperation (AICS), managed by the Italian AVSI Foundation and implemented by Bethlehem Arab Society for Rehabilitation, ACAD Finance and the Palestinian Employment Fund. The project, which aims to increase job opportunities for the vulnerable groups in Jericho, Bethlehem, Hebron, Nablus, Qalqilia, Tobas and Jenin governorates, duration is three years. ACAD role in this project was to provide training for people with disabilities on how to start and manage their projects in governorates of Nablus, Jenin and Qalqilia. ACAD also implemented “Let’s Start” project in cooperation with the Italian EducAid Foundation in Nablus and Ramallah governorates, “Promote Cross-Borders Economic Coordination, Cooperation, Exchange and Joint Ventures” project funded by the European Union and managed by the Palestinian Consultative Staff for NGOs Development (PCS). This latter project seeks to promote economic exchange and cooperation and support cross-borders partnerships through providing support to male and female entrepreneurs who have pioneer projects ideas.

For the sixth consecutive year the Olive Trees Planting project, which is a part of the Million Trees Planting Campaign, was also implemented. Meanwhile, ACAD completed some other projects that were funded by certain French solidarity organizations and municipalities in each of Beit Iskarya and Saffa villages.

By the beginning of 2019, ACAD signed an agreement and started the implementation of a new project “Economic and Social Empowerment of Cooperative Societies” funded by the Italian Agency for Development Cooperation and managed by COSPE (Italian Foundation) and implemented by ACAD, the Palestinian Youth Union, Alhaq and ILO. This three-year project aims to assist and socially and economically empower cooperative societies in Jerusalem, Bethlehem, Hebron and Salfit governorates.

Despite all the difficulties and challenges faced by ACAD during this year, it intensified its efforts and activities in search of funding resources, new projects and networking and building new relations with new partners. In this context, ACAD submitted requests with projects ideas for many donors, some of which have been approved, others rejected and it is still awaiting answers to some of the submitted projects.

As in previous years, ACAD continued its interest in the media by continuously updating its webpage with the information, activities and success stories in addition to its activity in local dailies and social media.

Programs and Projects

Most important projects and activities implemented in 2018:

1. “Steps” Project:

ACAD started the implementation of “Steps” project, which targeted female young entrepreneurs, on November 1, 2017. According to the agreement signed, this project was planned to continue until 31 January 2019, but due to the termination of the Economic Empowerment Program by decision of the Islamic Bank for Development to settle the Program in Palestine, the Project was terminated on 31 October 2018.

During the implementation period, the project targeted 153 young female entrepreneurs who belong to marginalized and low-income families in Tulkarem, Ramallah and Jerusalem (beyond the separation wall) governorates. The project provided training and support for the targeted group to start up income generating enterprises. These young females have been nominated by the Ministry of Social Development and/or by networking through civil society organizations, village councils and clubs.

During the same period, 71 female entrepreneurs with professional project ideas have been trained on topics such as projects management, preparation of business plans for small enterprises, bookkeeping, etc. Training was implemented by conducting three training courses in each of Tulkarem, Ramallah and Jerusalem (beyond the separation wall). Activities also included training on preparation of 71 action plans for the proposed enterprises.

It is worth noting that during the project duration 26 enterprises for 26 young female entrepreneurs from Tulkarem and Ramallah governorates were implemented out of 71 planned enterprises. This was due to the sudden termination of the project.



2. Development of the Food Processing Unit in Beit Iskarya:

In completion of what was implemented in previous years in Beit Iskarya including the establishment of a women society “Beit Iskarya Women Charitable Society”, building women capacities by providing them with different trainings on enterprises management, their Society’s management, packaging and quality control and etc, providing the Society with equipment and appliances that help women to increase and develop their products, in

2018 ACAD focused on the marketing aspect and building of relationships and networking to assist Beit Iskarya Society's women to promote and market their products through the following:

1. Exchange visits for the Society's members to other societies working in the same or similar fields so as to learn about their experiences and success stories. And also to build relationships, networking and partnerships with them.
2. Media and marketing campaign for the Society's products. In this context, the project designed and printed labels for the products, developed a brochure, made a promotion video, and constructed webpage to promote the products and post the Society's activities.

It is worth noting that this two-year project was funded by the French Workers' Association with a total budget of 20,920 Euros.

Our Products منتجاتنا

Sage

Hawthorn Jam

Quince Jam

Apple Jam

Apricot Jam

Shaddeh

About Beit Skaria Village

Beit Skaria village is located south west Bethlehem 9 kilometers from its city center. It is bordered by Nahalin village to the north, Al-Jab'ah and Surif to the west, Beit Ummer and Al-Aroub to the south and Beit Fajar and Um Salmona to the east. Beit Sakaria is located amid a cluster of settlements called Gush Etzion, which are built on the village lands. The citizens of the village continuously suffer from the Israeli government's suffocating policies that prevent them from practicing their normal life and deprive them of building houses that shelter them and their children while they currently live in dwellings with ceilings made of zinc and walls of bricks, which are hot in summer and very cold in winter. The village of Beit Skaria is well known of its fertile soil making it famous for growing grapes, almond, thyme, sage and some vegetables.

Beit Skaria Women's Charitable Society

Beit Skaria Women's Charitable Society was established in 2013 under registration No. BL-3365-C. The Society is composed of 25 women members who work to achieve the Society's objectives and serve their own community. To realize their goals, these members have participated in a number of training courses in the field of food processing, agriculture, livestock breeding, first aid, management of small enterprises, tailoring and sewing, hair dressing and beautification, bakeries and repairing of electrical appliances.

Society's Objectives

Beit Skaria Women's Charitable Society seeks to achieve the following objectives:

- Caring for village's women and children.
- Utilizing the village grapes products by processing them in the Society's small unit established for that purpose.
- Promoting the village products and helping in marketing them through participation in festivals and markets held for encouraging women's products.
- Revealing the village situation, difficulties and risks to which citizens are subjected.

Our Products منتجاتنا

Raisin

Malban

Thyme

Maftool

Grape Debs

Grape Leaves

3. Saffa Women Project:

In 2018, the registration of Saffa Women Society for Agricultural Production was completed, a green house with the most modern specifications was prepared and constructed and a water cistern was purchased. In the first phase of the project, lettuce was planted followed with strawberries. Meanwhile, the targeted women utilized the leased land located beside the green house and planted it with various kinds of vegetables. To ensure the success of the agricultural produce, an agricultural engineer followed up the work of women and provided them with needed advices and instructions.

It is worth to mention that the project provided the women members with support and knowledge by training them on food processing, making of soap and cultivation by using environmental methods (organic agriculture). For food processing and soap making, required equipment and tools were purchased by the project.

This project was funded by the French Cergy Municipality and the French-Palestinian Decentralized Cooperation Foundation in partnership and cooperation with Saffa Village Council.



4. Rehabilitation of the Productive Assets in the Southern Areas of Gaza Strip:

At the beginning of 2018, this project, which was funded by the Office for Coordination of Humanitarian Assistance (OCHA) and the French ACTED Foundation, came to an end. The implementation of the project started on 15 June 2017. During that period 190 dunums of land were reclaimed and 8 km conveyer lines were installed in the southern and eastern parts of Gaza Strip. It should be noted that 300 farmers benefitted from this project.

5. Improvement of the Income of Vulnerable and Poor Male and Female Farmers in Northern Gaza Strip:

This project started on 15 June 2017 and continued until 28 February 2018. It was funded by OCHA and implemented by ACAD in cooperation with the NGO Development Center (NDC). During the project duration, 220 dunums of land were reclaimed and 4060 meters conveyer lines were installed in northern Gaza Strip, specifically in Beit Hanoun, Beit Lahia and east Abu Safia. The project benefitted 263 farmers (males and females).

6. Strengthening the Capacities of Farmers to Stand up and Advocate for their Rights for an Adequate Standard of Living:

This project targeted Abasan and Khuza in Gaza Strip. During the implementation period, 150 farmers were provided with training on development issues to increase their knowledge capacities. The project also benefitted 50 farmers through the reclamation of their lands and providing them with seeds, bags of organic and chemical fertilizers and nylon. The project also installed 16 solar energy units of which 112 farmers benefitted in such a manner that 7 neighboring farmers benefit from one unit.

The implementation of this project started on 1 June 2017 and ended on 28 February 2018 and it was funded by OCHA in cooperation and coordination with Première Urgence Internationale (PUI).

7. Planting One Million Olive Trees Campaign:

For the second consecutive year, ACAD targeted the same areas targeted in 2017: The villages of Ya'bad, Zboba and Kafr Dan in Jenin governorate; Al-Kafriyat and Ash-Sha'rawyeh in Tilkarem governorate; Deir Istya in Salfit governorate; Na'alin and Bil'in in Ramallah governorate; Al-Maasara and Wadi Fukin in Bethlehem governorate; and the villages of Sa'ir Yatta, al-Shukh, Dora, and Masafer Yatta in Hebron governorate in addition to Nazareth city.

In cooperation with farmers and volunteers, 7,200 olive seedlings were distributed of which 50 families benefitted in the targeted areas.

This campaign was funded by the French Solidarity Organizations including AFPS.

8. Economic Enhancement of People with Disabilities:

Within the partnership relationships between ACAD and Bethlehem Arab Society for Rehabilitation, three training courses on the management of small enterprises were provided in cities of Qalqilia, Tobas and Jenin for 65 beneficiaries with disabilities. During training, economic action plans for the beneficiaries were prepared and submitted to Bethlehem Arab Society for Rehabilitation to be funded.



9. Let's Start Up Project:

This project aims to promote social works initiatives by establishing and supporting social works that encourage personal initiatives and self-employment of women with disabilities and mothers of persons with disabilities from Nablus and Ramallah governorates. This project targeted 16 beneficiaries.

Through this project, ACAD in cooperation with EducAid held a workshop for the beneficiaries to clarify the financial matters for beneficiaries of the purchase process and how to buy appliances and tools at the lowest prices and with high quality. ACAD also transferred the allocated amount of money to each beneficiary on payments based on each beneficiary action plan. Before the transfer of the last payment, ACAD visited the enterprises and prepared a report on the economic stability of these enterprises and the required steps in the next phase.

This project was funded by the Italian Agency for Development Cooperation and managed by EducAid.

10. Promote Cross-Borders Economic Coordination, Cooperation, Exchange and Joint Ventures:

During the period from 1 August 2018 until 31 December 2019, ACAD will be implementing “Promote Cross-Borders Economic Coordination, Cooperation, Exchange and Joint Ventures” project funded by the EU – The European Initiative for Building Peace and managed by the Palestinian Consultative Staff for NGOs Development (PCS). This project seeks to promote economic cooperation toward creating better circumstances for entrepreneurship in the Palestinian Occupied Territory.

The project is planned to be implemented in four phases: Phase one: targeting and selection of beneficiaries, where ACAD advertised for receiving applications from male and female entrepreneurs from Nablus, Tobas, Tulkarem and Qalqilia governorates. Based on the project criteria, 30 applicants were selected and interviewed by a committee consisting of three employees from ACAD. After interviewing these applicants, 15 were selected to move to phase two. In phase two a one-day workshop was conducted for the selected beneficiaries to introduce the project and its conditions. Third phase was allocated for capacity building; for this purpose five-day training was held for the selected entrepreneurs on different subjects including entrepreneurship skills, promotion and motivation of entrepreneurship concept and basic skills in projects management. In this phase, the entrepreneurs prepared action plans under the supervision of a business development specialist. Every entrepreneur developed his/her business model by analyzing the project idea which was adopted in detail from the economic, financial and legal aspects, including an economic feasibility. In Phase four which will take place in 2019, the winning enterprises will be funded after a strong competition with the beneficiaries of other incubators and the economic empowerment organizations participating in this project.

Additionally, a networking day, the first of its kind at the national level, was held in Jericho. This day in which 130 males and females participated brought Palestinian entrepreneurs from the West Bank, Jerusalem and 48 Palestinians together. In three separate sessions, participants debated networking according to innovative methodology based on division of the economic sectors to seven work groups in consistence with the expected fields of partnership. A group of economic experts, organizations and business partner incubators’ coordinators supervised the groups work in order to facilitate building of partnerships and exchange of experience in a practical manner to meet the needs of emerging businesses and to bring nearer perspectives of young entrepreneurs in different regions.

It is important to note that around 50 primary partnerships were built in this meeting. These partnerships concentrated on exchange of logistical and marketing services and services in the information technology sector.



11. Mustaqbaluna (Our Future):

This three-year project (1 April 2018 – 31 March 2021), funded by the Italian Agency for Development Cooperation and managed by AVSI, aims to increase job opportunities for the most vulnerable people in Palestine. This project is implemented by ACAD in partnership with ACAD Finance and Bethlehem Arab Society for Rehabilitation with a budget of 114,724 Euros.

Mustaqbaluna project seeks to increase job opportunities for vulnerable groups in Jericho, Bethlehem, Hebron, Qalqilia, Tobas and Jenin. ACAD will hold three training courses on “How to Start Up your Enterprise” for 60 trainees. It will also provide the trainees with guidance and follow up and review their action plans. Furthermore, ACAD will make 110 exchange visits for 110 beneficiaries so as to give them the opportunity to exchange their experiences, learn about previous projects and get acquainted with successful entrepreneurship experiences in order to be fully ready to obtain funding for their projects from ACAD Finance.

12. James Luce Project for Planting Olive Trees:

This project is about planting of 400 olive trees in Gaza Strip. The project included distribution of small water lines and the purchase of some special tools used in the planting of olive trees. The project duration was less than two weeks from the beginning of the bid until planting the olive trees and was funded by Luce Foundation.



ACAD Finance Co.:

At the level of financing the marginalized groups so as to empower them and improve their economic situation and increase their income, ACAD Finance granted 1,508 loans with a total amount of \$7,3 million, more than 90% of these loans were to finance small and micro enterprises.

The share of enterprises in the commercial sector was 46% of the total enterprises compared with 34% in the agricultural sector. The credit portfolio of ACAD Finance amounted to \$12,5 million distributed equally among districts for low-income people in cities, rural areas and camps. The share of women in the lending portfolio exceeded 52%, while the share of youth under 36 years was more than 60%.

Out of its social responsibility, ACAD Finance continued to provide zero interest soft loans for people with disabilities, where the credit portfolio exceeded \$150 thousand for 65 enterprises for people with disabilities.

Public Relations and Networking

❖ **Public Relations and Networking Public Relations and Networking at the Local and International Levels**

Within its continuous endeavor to establish networking, relations and partnerships with local and international organizations to obtain funding so as to implement projects and activities, ACAD maintained its relationships with the organizations it previously worked with and constantly sought to build up new relations and partnerships, as shown in the following:

- Partnership with the Italian Foundation COSPE to support and empower cooperative societies
- Partnership with the Italian Foundation AVSI to provide training and empower people with disabilities
- Partnership with the Italian Foundation EducAid to support social initiatives

These three projects are funded by the Italian Agency for Development Cooperation

- Partnership with Palestinian Consultative Staff for NGOs Development (PCS) to implement “Promote Cross-Borders Economic Coordination, Cooperation, Exchange and Joint Ventures” project
- Networking and building relations with CARE and WeEffect
- Organizing a training course on projects management for youth from Jordan and Iraq held in Amman titled “How to Start your Enterprise”. Training was implemented in cooperation with the General Secretariat of Christian Youth of Jordan and funded by Atika Bank – Italy, partner of ACAD Finance.



ACAD had also its presence in conferences held in Palestine and abroad includin

- **The First Conference for Social Works in Palestine**, which was held in Ramallah to support comprehensive works and self-employment of women with disabilities and mothers of people with disabilities. ACAD presented a paper on social work as a means of economic empowerment. The presentation included success stories and ACAD's experience in this field.
- **Global Earth Forum:** More than 79 states and international organizations from around the world participated in this Forum, which was held in Indonesia. This Forum aimed to promote the relationship of youth and women with the earth, to provide an opportunity for them to exchange experiences and develop international strategies for the protection of land through networking with governmental and non-governmental organizations as well as protection of pastoral land and investing it using advanced environmental methods.

The Forum was organized by the International Land Coalition (ILC). ACAD is the representative of this Coalition in Palestine and an active member in it.



Furthermore, ACAD maintained its membership in the Palestinian NGO Network (PNGO), the International Land Coalition Network (ILC), and the Network for Land and Housing Rights and the Food Security Sector (FSS).

List of projects implemented in 2018

Project Name	Donor	Expenses (\$)
Advancing the Rights of Vulnerable Palestinian Women and Children in East Jerusalem	Heinrich Böll Foundation - EU	4,461.49
Development of the Food Processing Unit in Beit Iskarya	L'Avenir social Association	1,989.41
Economic Initiative for Supporting Beit Sira	French-Palestinian Decentralized Cooperation Foundation	702.46
Saffa Women Project	Cergy Municipality and the French Solidarity Organizations	1,128.29
Improvement of the Income of Vulnerable Farmers in Northern Gaza Strip	NDC	4,380.96
Rehabilitation of the Agricultural Reproductive Assets in Southern Gaza Strip	ACTED	1,652.30
Planting Olive Trees Project 2018	French Solidarity Organizations	29,282
Solar Energy, Al-Kaabneh Bedouin – Al-Oja	Comite Palestine Chateau Brilliant	16,891.98
Strengthening the Capacities of Farmers to Stand up and Advocate for their Right for an Adequate Standard of Living	PUI	11,431.58
Steps Project	DEEP - UNDP	142,412.29
James Luce Project for Planting Olive Trees in Palestine	James Luce Foundation	1,978.00
Training Program in Amman	Bancaetica	4,799.16
Let's Start Up Project	EducAid	99,065.02
Mustaqbaluna (Our Future)	AVSI	735.35
Promote Cross-Borders Economic Coordination, Cooperation, Exchange and Joint Ventures	Palestinian Consultative Staff for NGOs Development (PCS)	2,406.66
Training and Rehabilitation of People with Disabilities	Bethlehem Arab Society for Rehabilitation	9,113.76
Total value of projects, grants and agreements implemented in 2018		332,431.20

Resources

❖ **Human Resources:**

By the end of 2018, the number of ACAD's employees was 14 (7 males and 7 females).

ACAD constantly worked to develop the capacities of its employees and raise their competencies through their participation in training courses held inside Palestine and abroad by international and local organizations, including:

- A training course to enhance and develop the agricultural cooperatives in the West Bank held in Ramallah within the activities of “Supporting the Economic Growth through the Development of Value Chains in the West Bank” project funded by the Canadian government and organized and supervised by the UN Food and Agriculture Organization (FAO) in partnership with the International Labour Organization (ILO) and the Cooperative Action Association. Training focused on enhancing and applying the concepts of international cooperative principles and governance structure of cooperatives in addition to promoting the role of cooperatives within the agricultural value chains.
- A training course titled “Promotion to Provide Job Opportunities for Youth in Vulnerable Areas” held in the ILO International Training Center in Torino – Italy. Training focused on promotion of job opportunities for youth in vulnerable and fragile areas and those suffering from crises and wars.
- Training courses in the field of projects management, fund raising and projects writing.