

Only 30 percent of citizen-Palestinian-Arab females are in the labor force, many of whom are only seasonally employed as agricultural cash-croppers. Subemployment applies dramatically also to the Palestinian-Arab intelligentsia unemployed or situated in unskilled manual labor categories or subjugated to skill-mismatch for the usual "security considerations."⁶⁰ Non-citizen Palestinian-Arab workers from Gaza and the West Bank, especially smuggled workers with no work permit, are the ones victimized the most by various forms of subemployment and for a rather longer span of time.

Several efforts for higher mobilization, overutilization, and alternative relocation of Palestinian-Arab labor force are now underway; this is true for Israeli citizens, as well as non-citizens.

As demonstrated in Chapter VI, citizen-Palestinian-Arab labor is increasingly penetrating new economic branches and industries. The differentiation in Arab-Jewish distribution by economic branch is lessening in recent years. As far as not talking about a particular industry, one can say that citizen-Arab labor is increasingly allowed to join or replace Jewish labor in the industrial branch. Furthermore, industrial plants owned by Israeli-Jews are now penetrating Arab residential locales to utilize more Arab labor on the very site of its reproduction. Although the employment of Arab labor in such plants seems to provide neither for joining nor for replacing Jewish labor, this method of mobilizing unutilized Arab labor force does, in effect, provide for indirect replacement of Jewish labor by Arab, hence releasing the former for an alternative utilization.