



# LIVELIHOODS ASSESSMENT OF SYRIAN REFUGEES IN AKKAR GOVERNORATE

LEBANON

ASSESSMENT REPORT  
DECEMBER 2014

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Cover photo credits: Informal fruit and vegetable shop in Akkar, Lebanon. REACH, September 2014

## SUMMARY

The historically fragile Lebanese economy has faced numerous shocks since the onset of the crisis in neighbouring Syria, partly as a result of welcoming an unprecedented amount of refugees into the country. Lower revenues, combined with markedly higher expenditures, have increased Lebanon's already large fiscal deficit by USD 2.6 billion<sup>1</sup>. Subsequently, public infrastructure is struggling to accommodate the growing population, and the labour market is rapidly decreasing in size, in parallel with a tremendous increase in job competition between host and displaced community members.

Overall, the estimated 1.5 million<sup>2</sup> Lebanese poor are expected to become even more impoverished in the coming year. Similarly, the Syrian refugee population is already highly vulnerable, and recent figures suggest that almost 30% of this group<sup>3</sup> are not able to meet their basic survival needs. Refugees' savings are being rapidly depleted in the face of rising living costs, and sources of income – in particular, regular paid work – are often poorly salaried and difficult to both obtain and maintain. As such, refugees in Lebanon are facing a rapid deterioration of their already precarious living situation. **This has been especially true for Akkar Governorate, one of Lebanon's poorest regions hosting the highest number of vulnerable refugees – however, some information regarding their livelihoods needs was missing.**

This assessment seeks to fill these gaps and serve as a preliminary **examination of the livelihoods sector in Akkar Governorate. The present report focuses exclusively on Syrian refugees**, in order to obtain in-depth information about the conditions, opportunities and challenges of the labour market in Akkar Governorate, and therefore to inform the development of livelihoods interventions targeting Syrian refugees.

The main findings of this assessment are outlined below, and include particular focus on the **vulnerable situation of Syrian women, which has been repeatedly highlighted by humanitarian actors and in previous assessments<sup>4</sup>. This report disaggregates analysis by gender where possible:**

- **DEMOGRAPHICS:** Refugees primarily reported going to Akkar because of its low cost of living (74%) and the increased sense of security (57%). The majority of them arrived during 2012 (45%) and were predominantly living in houses and apartments (49%) at the time of assessment. **The average number of individuals per household was 7.9, with an average of 4.5 children per dwelling.** Overall, 83% of the refugee population was found to be literate, with female refugees found to be less likely than their male counterparts to have accessed education.
- **EMPLOYMENT:** Employment in Akkar was found to be largely within the **informal sector**, providing little to no support to workers: the majority of refugees in Akkar do not have contracts or any social security benefits. Employment was shown to **be irregular and overly demanding for many refugees.** Overall, **32% of refugee households reported having at least one member who worked. Only 6% of households in Akkar had at least one female member in employment.**
- **OCCUPATIONS & SECTORS:** **The construction and agricultural sectors in Akkar have experienced an increase in the size of the labour force**, as the majority of Syrian refugees (in particular male ones) reported working as labourers in these sectors. However, many reported that it had not been their previous occupation

<sup>1</sup> World Bank, Lebanon Overview (September 2014)

<sup>2</sup> Inter-agency, Lebanon Crisis Response Plan 2015-2016 (December 2014)

<sup>3</sup> Ibid.

<sup>4</sup> Inter-agency, Emergency Market Mapping Analysis (April 2013); Inter-agency, note 2 *supra*

when living in Syria. The levels of education among refugees appeared to have a minimal effect on the ability of Syrians to find more skilled and higher paying jobs in Akkar.

- **SEEKING WORK:** In line with the characteristics of the informal sector, **work seeking practices in Akkar were notably unconventional:** refugees most commonly went door-to-door (19%) seeking work, or asked their Syrian (18%) or Lebanese (15%) acquaintances for jobs or help in finding jobs. Almost no refugee relied on more formalised means of work seeking (through newspaper adverts, online or via employment agencies).
- **SOURCES OF INCOME:** The average income in Akkar was reported to be markedly below the official Lebanese minimum wage, set at 30,000 LBP (USD 20) per day. **On average, refugees earn 20,000 LBP (USD 13) per day, with women much more likely to be paid less.** With earnings reportedly too low to cover basic expenditure needs for the household, many refugees relied on alternative sources of income to support themselves and their families – sometimes deploying negative coping mechanisms and strategies. Questions have notably been raised about the prevalence of **exploitative or high risk working practices** in the face of high competition for jobs in the region. Indeed, while the findings in this assessment are preliminary, there were nonetheless suggestions that there was an active population of **child labourers** (under 15) in the region, as well as **workers who received compensation other than financial gain**. These practices were potentially socially or culturally taboo, and thus run the risk of also being vastly under reported.

Overall, findings from this assessment draw a picture of a relatively new and largely unskilled Syrian workforce, which exhibits numerous vulnerabilities at individual, household and community level. The informal sector in Akkar is shown to be overcrowded, and as providing little regularity or protection for vulnerable Syrian workers in the governorate. It is imperative to devote further and more detailed attention on such pressing issues.

## Abbreviations and Acronyms

<b>EMMA</b>	Emergency Market Mapping and Analysis assessment
<b>GoL</b>	Government of Lebanon
<b>ILO</b>	International Labour Organization
<b>LBP</b>	Lebanese Pound
<b>LCRP</b>	Lebanon Crisis Response Plan
<b>MSNA</b>	Multi-Sector Needs Assessment
<b>ODK</b>	Open Data Kit
<b>PRL</b>	Palestinian Refugee from Lebanon
<b>PRS</b>	Palestinian Refugee from Syria
<b>SMEB</b>	Survival Minimum Expenditures Basket
<b>USD</b>	United States Dollar
<b>UNHCR</b>	United Nations High Commissioner for Refugees
<b>VASyR</b>	Vulnerability Assessment of Syrian Refugees

## Geographic Classifications

<b>Operational Area</b>	Refers to UNHCR regional operational areas in Lebanon. There are five UNHCR sub-office regions in Lebanon: Akkar, Bekaa, Mount Lebanon/Beirut, Tripoli T5 and South. The operational area of <b>Akkar</b> coincides with the governorate of Akkar, and the operational area of <b>Bekaa</b> is comprised of the districts of Baalbek, El Hermel, Rachaya, West Bekaa and Zahle. However, the operational area of <b>Mount Lebanon/Beirut</b> includes the governorates of Beirut and Mount Lebanon. <b>Tripoli T5</b> operational area refers to the districts of Tripoli, Batroun, Bcharre, El Minieh-Dennieh, Koura and Zgharta. The <b>South</b> operational area includes the governorates of South and El Nabatieh.
<b>Governorate/ Mohafazat</b>	Largest administrative division below the national level. Lebanon has eight governorates: Akkar, Baalbek/Hermel, Bekaa, Beirut, El Nabatieh, Mount Lebanon, North, and South.
<b>District/Caza</b>	Second largest administrative division below the national level. Each governorate is divided into districts or cazas. Lebanon has 26 districts.
<b>Cadastre/ Cadastral zone</b>	Geographic classification which is below the level of district/caza. Cadastral is not an administrative division and is used solely by humanitarian and development practitioners in Lebanon. Cadastrals may encompass one or more contiguous villages/neighbourhoods.
<b>Municipality</b>	Smallest administrative division in Lebanon. Municipalities serve villages and urban areas. There are 1108 municipalities in Lebanon <sup>5</sup>

<sup>5</sup> Central Administration of Statistics



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### About REACH

REACH is a joint initiative of two international non-governmental organizations — ACTED and IMPACT Initiatives — and the UN Operational Satellite Applications Programme (UNOSAT). REACH's mission is to strengthen evidence-based decision making by aid actors through efficient data collection, management and analysis before, during and after an emergency. By doing so, REACH contributes to ensuring that communities affected by emergencies receive the support they need. All REACH activities are conducted in support to, and within the framework of, inter-agency aid coordination mechanisms. For more information please visit our website: [www.reach-initiative.org](http://www.reach-initiative.org). You can contact us directly at: [geneva@reach-initiative.org](mailto:geneva@reach-initiative.org) and follow us on Twitter @REACH\_info.

## INTRODUCTION

Since the start of the Syria crisis, Lebanon has welcomed the second largest number of refugees in the MENA region.<sup>6</sup> **The arrival of Syrian refugees into Lebanon has vastly altered the labour market landscape in the country – one that was already characterised by a vast, poorly regulated informal sector.**

Indeed, unemployment rates that were already problematic in Lebanon before the crisis have increased dramatically since 2011 – unemployment levels nationwide have doubled to 20%<sup>7</sup> – and were exacerbated in part by multifarious pressures arising from the 1.3 million<sup>8</sup> newcomers into the country in the last years. Unemployment rates notably included a (largely unskilled) labour force that was 50% larger than prior to the Syrian crisis.

According to the recently released Lebanon Crisis Response Plan (LCRP) for 2015/2016, it is estimated that **a third of Lebanese youth are now unemployed** – which represents a 50% increase since 2011<sup>9</sup>. **Women are also disproportionately affected by the deteriorating economic conditions in the country.** Predictions for Lebanon's GDP growth in the coming year are low (at 2%), which marks a vast difference from an average of 9% GDP increase per year prior to 2011<sup>10</sup>. In addition, the number of overall poor people in Lebanon has risen to 2.1 million, a figure which also accounts for the thousands of Syrians seeking refuge in the country<sup>11</sup>.

Bilateral agreements<sup>12</sup> between Lebanon and Syria, signed nearly two decades before the crisis, permit citizens from each country to work in the other, and have historically facilitated labour force mobility. While such agreements suggest that it is theoretically possible for Syrian workers to be legally employed in Lebanon, there appear to be few instances in which such relationships are formalised. As a result, **Syrian workers lack basic social and legal protections.** There is inconsistent information on the percentage of Syrian refugees who hold any kind of employment or are employed in Lebanon, with estimates ranging from 17% to 33% according to the 2014 Inter-Agency Multi-Sector Needs Assessment (MSNA)<sup>13</sup>.

Even amongst refugees who are employed, work is but one strategy employed by refugee households, who are often unable to meet basic needs with work, humanitarian assistance, and/or the use of coping mechanisms alone. The MSNA estimated that employment may account for 60% of a refugee household income, with remittances and savings also figuring prominently as coping strategies. While employment is an important source of income for a significant segment of the refugee population, opportunities are often temporary, irregular and exploitative. Little is known about the types of working conditions Syrian workers face on a daily basis. For example, the MSNA identified the adoption of illegal and risky livelihoods strategies<sup>14</sup>, a subject that requires further analysis.

A notable decrease in employment opportunities and wages, as well as a marked increase in competition for jobs, has created a precarious living situation for a significant proportion of the population of both host and displaced communities living in Lebanon.

<sup>6</sup> UNHCR, Syrian Refugees in Lebanon Statistics (December 2014)

<sup>7</sup> Inter-agency, note 2 *supra*

<sup>8</sup> UNHCR, note 6 *supra*

<sup>9</sup> Ibid.

<sup>10</sup> International Monetary Fund, Article IV Consultation Mission Concluding Statement (May 2014)

<sup>11</sup> Inter-agency, note 2 *supra* Government of Lebanon,

<sup>12</sup> Government of Syria, Bilateral Labour Agreement (October 1994)

<sup>13</sup> Inter-agency, Multi Sector Needs Analysis, Livelihoods Chapter (Avril 2014)

<sup>14</sup> Ibid.

According to Lebanon's Crisis Response Plan 2015/2016<sup>15</sup>, **29% of registered Syrian refugees now live below the Survival Minimum Expenditure Basket (SMEB)<sup>16</sup>, set at USD 2-3 per day per person.** Recent statistics also indicate that 48% of displaced persons in Lebanon live below the poverty line of USD 4 per day, together with approximately 180,000 Palestinian refugees in Lebanon (PRL) and almost all of the Palestinian refugees from Syria (PRS).<sup>17</sup>

In Lebanon, the SMEB is currently set at USD 435 per month per refugee household<sup>18</sup>, and exceeds the average income for many refugees in Akkar. The UNHCR estimates that 70% of Syrians who are officially registered rely on humanitarian assistance to meet their basic needs. Within this vulnerable population, a further 29% are deemed 'severely economically vulnerable'<sup>19</sup>. Additionally, extremely poor Lebanese households make up 7% of the national population, and over 90% of PRS are also in severe need of basic assistance<sup>20</sup>.

Despite the relative paucity of assessments on livelihoods and labour markets in Lebanon and Akkar, a baseline of information has been produced on some topics within the sector<sup>21</sup>. **The assessment presented in this report represents the first stage of a broader examination of labour market conditions requested by the Livelihoods Working Group in Akkar.** Given the relative absence of information on refugee livelihoods, the MSNA highlighted the need for a labour market assessment throughout Lebanon. At the time of the MSNA, very little information about livelihoods had been collected on Akkar, and on the North of the country in general. Recognising the need for an analysis of the livelihoods situation of Lebanese host communities, REACH has also partnered with FAO to conduct a nationwide livelihoods assessment; its results will be released during the first quarter of 2015.

<sup>15</sup> Inter-agency, note 2 *supra*

<sup>16</sup> Defined as the minimum food required to meet 2100KCAL per day; the minimum non-food items required per month; rent; minimum water supply required per month; clothes; communication; and transport

<sup>17</sup> Inter-agency, note 2 *supra*

<sup>18</sup> CASH working group Lebanon, minimum Expenditure Basket (July 2014)

<sup>19</sup> Inter-agency, note 2 *supra*

<sup>20</sup> Ibid.

<sup>21</sup> International Labour Organization (ILO), Assessment of the Impact of Syrian Refugees in Lebanon and their Employment Profile (2013) ; Inter-agency, note 4 *supra*; Inter-agency, note 13 *supra*



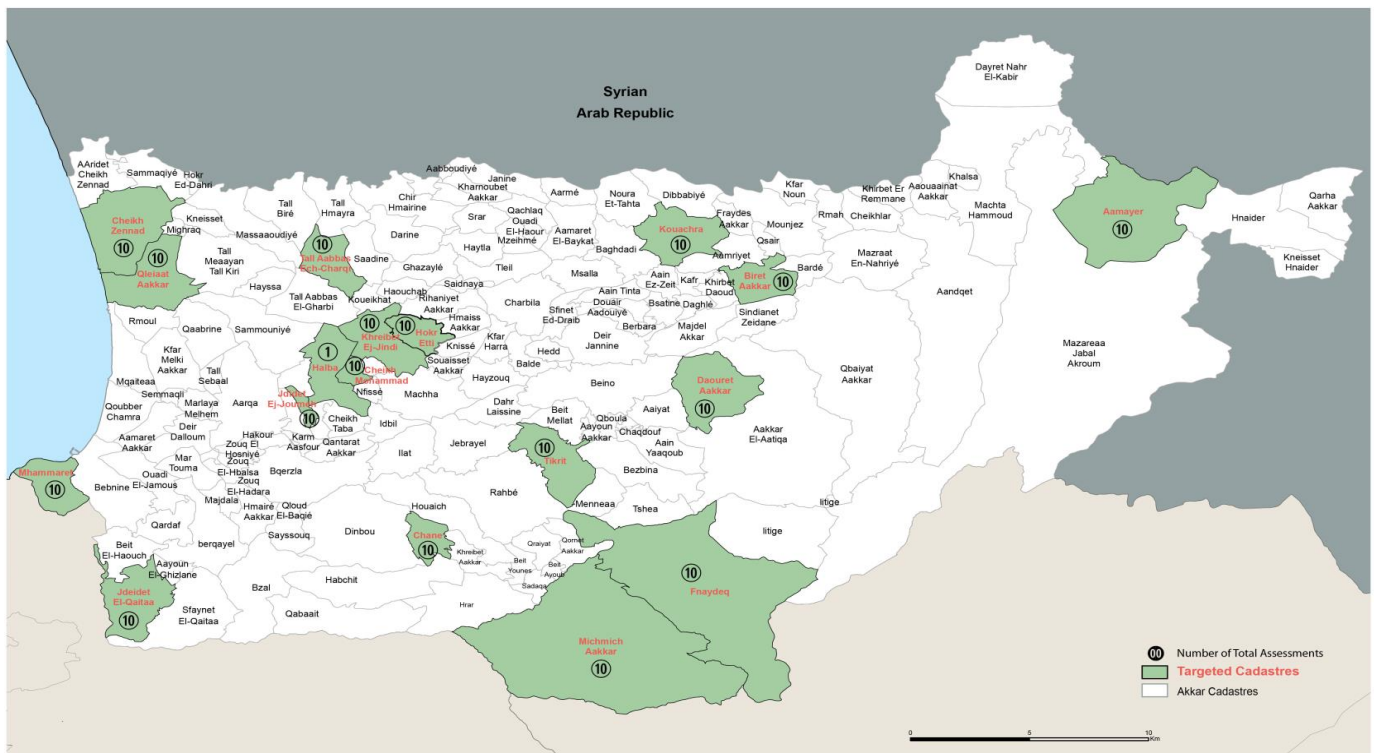
## METHODOLOGY

The purpose of this assessment was to establish a set of baseline data on current livelihood options and opportunities amongst registered Syrian refugees living in Akkar Governorate. The initial design of the survey tool (including core indicators) was based on a household-level form created by the REACH Information Management Unit, and informed by indicators and findings from previous livelihoods assessments conducted in other operational areas<sup>22</sup>.

Household sampling followed a two-stage methodology similar to the one used in the Vulnerability Assessment of Syrian Refugees (VASyR). In the first stage, 17 geographic clusters based on UNHCR's Harmonised List of Villages and Locations in Lebanon<sup>23</sup> were selected – in Akkar, clusters corresponded with villages. Villages were stratified on the basis of the number of registered Syrian refugees as per UNHCR's proGres database; with locations containing high numbers of Syrian refugees more likely to be selected, but those with lower numbers still represented. Using this proGres data, REACH generated a sample of 10 registered refugee households in each cluster to be selected for interview (see Map 1 below)<sup>24</sup>.

In the event that households selected for interviews were no longer living in the cluster in which they were registered, replacement households from the list generated from proGres were selected. Similarly, if there were not enough households in each cluster for a complete sample, a nearby replacement cluster was selected. If households consented to interviews but were later unavailable at the time interviews were scheduled, REACH teams attempted to select a nearby household while in the field. **Overall, 18 geographic clusters were assessed to ensure the required sample size was reached (see Map 1 below).**

Map 1: Clusters selected for assessment



<sup>22</sup> Mercy Corps, 'Things Fall Apart', Political, Economic and Social Instability in Lebanon, Report (June 2013); ACTED, Labour Market Assessment in Beirut and Mount Lebanon (2014)

<sup>23</sup> UNHCR, note 6 *supra*

<sup>24</sup> In order to reach the desired sample size of 171, an additional 1 household was assessed in Halba

**In total, 171 households were interviewed**, a number corresponding to 95% confidence and 7.5% margin of error. Data collection took place over the course of 10 days at the end of December 2014. It was systematically preferred to interview the head of household in each case, but when this individual was not available (12%), enumerators spoke to the head's spouse, next of kin or the most senior family member present.

## Challenges and Limitations

The use of random sampling based on UNHCR data sought to provide a representative sample of refugee households in Akkar, but nonetheless, certain limitations are associated with the approach.

Because the main method was contacting households by phone, sampling may have been biased towards individuals who owned or had the means to afford a phone. Another limit with keeping with the geographic sampling approach was the fact that households with whom information officers were able to make contact, but which had moved outside of the village where they were initially registered with UNHCR, were not interviewed. These households may have relocated for a number of reasons and as a result, may be more or less vulnerable than their counterparts who have remained in the same location.

As noted in the Demographics section below, **88% of interviewed households had been registered with UNHCR for one year or more**. While information collected may be representative of registered households in Akkar, this is not representative of refugee households in general. The fact that this assessment sampled from refugees who had been registered and in Lebanon for longer periods of time also runs the risk of understating needs of recently arrived – and thus unregistered – refugees.

It is possible that high numbers of households who have had regular access to cash and other assistance from humanitarian organizations may in turn affect the frequency and type of jobs they report seeking. Equally, the sensitive nature of private financial matters could have resulted in some refugees providing socially acceptable answers, or showing a reluctance to fully or accurately answer certain questions. Finally, while it was explained to household respondents that their answers would not be tied to the provision of aid, some may nonetheless have felt compelled to provide motivated answers.

Several other points about the methodology are worth noting. **The findings presented in this assessment report are representative of the current landscape of the regional labour market insofar as it was reported by Syrian refugees living in Akkar.** Indicative statistics of direct and indirect indicators provide a general characterisation of livelihood conditions across different refugee household contexts (e.g. male/female-headed, economically active, age group); however, a larger sample size would be necessary for more rigorous comparisons. Additionally, generating a complete picture of the labour market in Akkar requires the input of the local Lebanese host community, and as such, this assessment can only be considered as an initial lens on livelihoods concerns amongst Syrian refugees in this governorate. As mentioned earlier, the nationwide livelihoods assessment, conducted by both REACH and the FAO should soon provide the required further information.

## FINDINGS

This chapter presents the main findings of the assessment, and is divided into several sections:

The first section provides an overview of relevant **demographic indicators** pertaining to the livelihoods of refugee households in Akkar governorate, therefore providing a framework for the rest of the report. The second section outlines key findings with regards to Syrian refugee **employment** across the governorate, and includes results on levels of job availability and employment rates. The third section discusses **variations between occupations and sectors**. The practice of **work seeking**, and refugee perceptions on the relevance and means of improving their existing qualifications, is analysed through the lens of the Akkar job market in the fourth section. The fifth section presents **income levels** across the governorate. Given that refugees in the governorate manifest the lowest levels of earnings in Lebanon<sup>25</sup>, this section subsequently examines the issue of alternative forms of income, highlighted as a particularly relevant concern in the Akkar context.

Throughout the assessment, **special focus has been given to Syrian women and girls, whose needs have been repeatedly highlighted as being of critical importance, and yet low visibility, in the current job market.**<sup>26</sup>

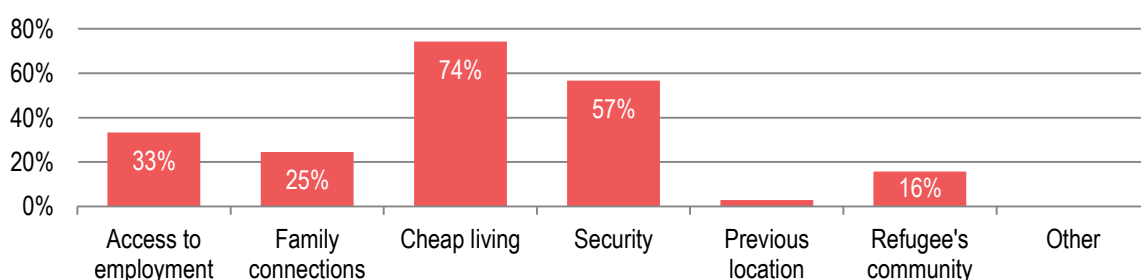
### Household Demographics

This assessment found that 24% of refugee households in Akkar were female-headed, while 76% were male-headed. Overall, 32% of refugee households reported having male members between the age of 18 and 59, and 77% of households stated that they included female members of the same age range. The average number of total individuals per household was 7.9, with an average of 4.5 children per dwelling.

### Motivations for Choosing Akkar

15% of refugees now in Akkar reported that they had previously lived elsewhere in Lebanon prior to the time of assessment. When asked about the reasons for choosing their current location, responses varied (see Figure 1 below). Interestingly, access to employment was only cited as the third most important factor (reported by 33%) in refugees' dwelling locations. Rather, **the low cost of living (74%) and a sense of increased security (57%) far outweighed concerns regarding income sources, as shown in Figure 1.**<sup>27</sup>

Figure 1: Reasons for refugee household location choice



As the distribution of refugee dwellings is primarily based on criteria other than access to employment, **there may be a degree of mismatch between job opportunities and refugee skills in the area** – indeed, data suggests that refugees are likely to move to an area first, and then seek employment.

<sup>25</sup> ILO, note 21 *supra*

<sup>26</sup> Inter-agency, note 2 *supra*

<sup>27</sup> Refugees could select multiple options when answering this question.

## Refugee Arrival and Registration

The majority of refugees (45%) in Akkar arrived in Lebanon during 2012 and a further 33% arrived in 2013 – only 22% had sought refuge in the country in 2011.

Findings also suggest that a large majority of refugees have been officially registered for between one and two years (70%). A further 18% of refugees in Akkar Governorate have been registered for more than two years, with only 11% having been registered for between three and twelve months. There appeared to be very few recent registrations in Akkar, as only 1% of household report having registered in the last two months. Low registration figures in the last few months could suggest a potential slowing down of the refugee influx into Lebanon – however it is also possible that newcomers to the country were pending registration at the time of assessment or were yet to officially register.

A total of 82% of Syrian households in Akkar reported having members who were legal residents in Lebanon, while 10% of refugees reported that their residence visas had expired, and a further 8% reported not holding legal status; highlighting the precarious legal status of vulnerable registered Syrian refugees in Lebanon.

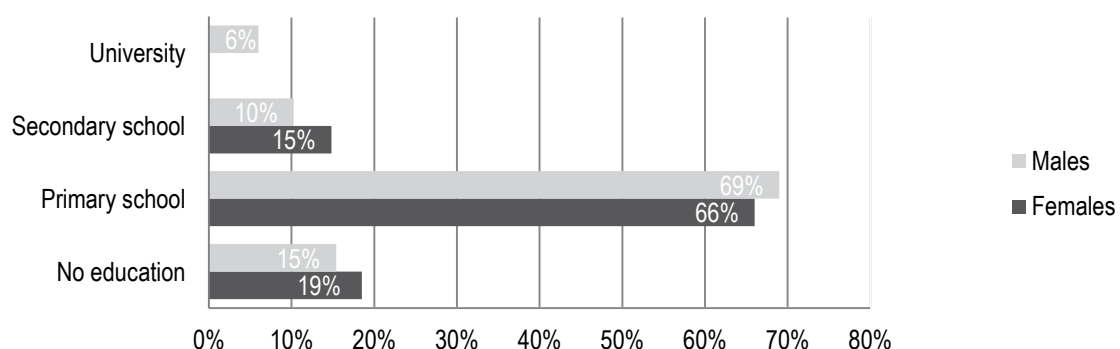
## Refugee Shelter

In line with established shelter typology used in previous assessments (such as the 2014 VaSyr report), Syrian refugees in Akkar were predominantly living in houses and apartments (49%). A further 28% resided in sub-standard buildings (e.g. unfinished warehouses, shops, garages) and 23% of refugees lived in informal settlements across the governorate.

## Refugee Literacy and Education Levels in Akkar

Refugee household literacy rates noted during this assessment corroborate findings from other recent assessments in Akkar Governorate<sup>28</sup>. Males and females manifest the same levels of illiteracy: 17% of male and 17% of female refugees in the governorate are illiterate. **Overall, 83% of the refugee population is literate.** Additionally, 16% have never received any formal education, 68% ended their education after primary school, 12% after secondary school, and only 4% of refugees attended university. Figure 2 below disaggregates these results by gender.

Figure 2: Education levels of refugees in Akkar



The above figure shows that **female refugees exhibited a slight disadvantage compared to their male counterparts in terms of access to education**. Slightly more Syrian females (19%) than males (15%) had never received any education, and similarly, slightly fewer females than males attended primary school.

Interestingly, more refugee women than men completed secondary school; however, no woman reported having attended university. Although the majority of working refugees in Lebanon are engaged in unskilled labour, **disparate**

<sup>28</sup> REACH, WASH Assessment of Syrian Refugees in Akkar governorate (December 2014)

levels of education amongst male and female refugee populations may be one of many contributing factors that have lead to the different rates of employment between genders.

## Employment

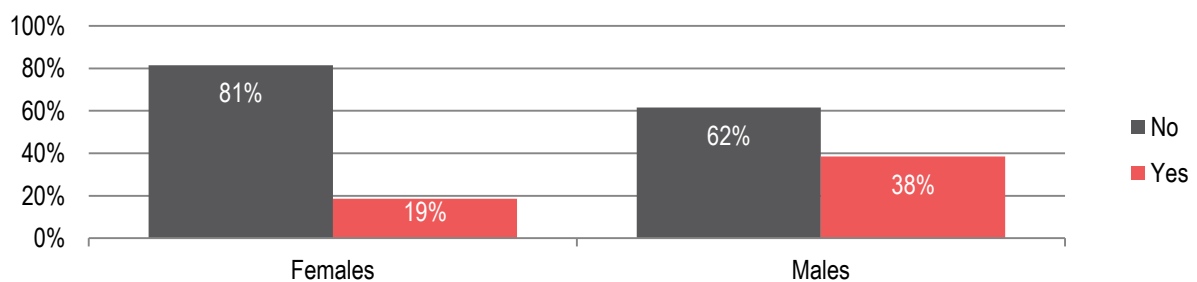
A 2013 assessment by ILO showed that across Lebanon, 47% of Syrian refugees were 'economically active' (defined as 'employed or unemployed but seeking work'), with the highest rates of economic activity reported in the South, and the lowest in Akkar<sup>29</sup>

As of December 2014, this assessment found that members in 59% of households in Akkar self-reported as either employed or actively seeking work. In total, 30% of female refugees in Akkar and 72% of male refugees were economically active in the Governorate.

Across refugee households in Akkar, 32% reported that at least one member of the family was working. Gender disaggregation showed a marked difference between males and females: **significantly fewer female refugees (19%) were reported as being employed, compared to their male counterparts (38%) (see Figure 3 below).**

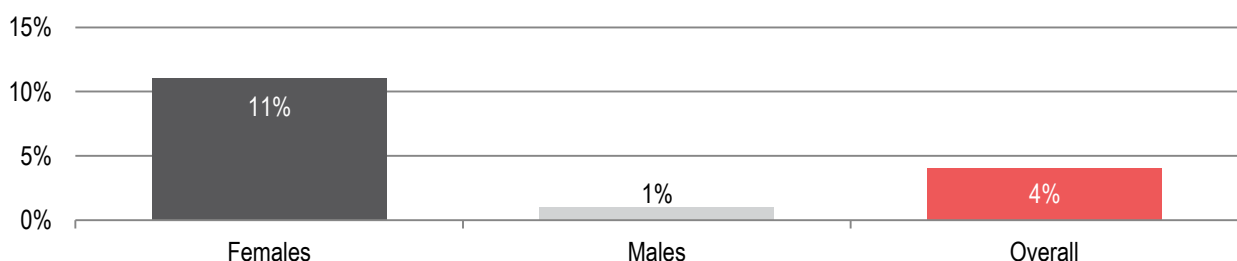
Reasons for such a difference appeared to be multifarious, including prominent issues – such as lower levels of education or technical skills – as well as pronounced domestic obligation traditions. Potential reasons for female unemployment or economic inactivity are discussed in later sections of the report.

Figure 3: Male and female employment rates in Akkar



Substantially more women than men appeared to have begun working: 11% of women were working for the first time ever at the time of assessment, compared to only 1% of men (see Figure 4 below). This highlights the financial strain being placed on refugee households during extended displacement; data suggests that women were not previously working in Syria and have begun to enter the labour force in Lebanon in order to contribute to their household income.

Figure 4: Percentage of refugees working for first time in Lebanon

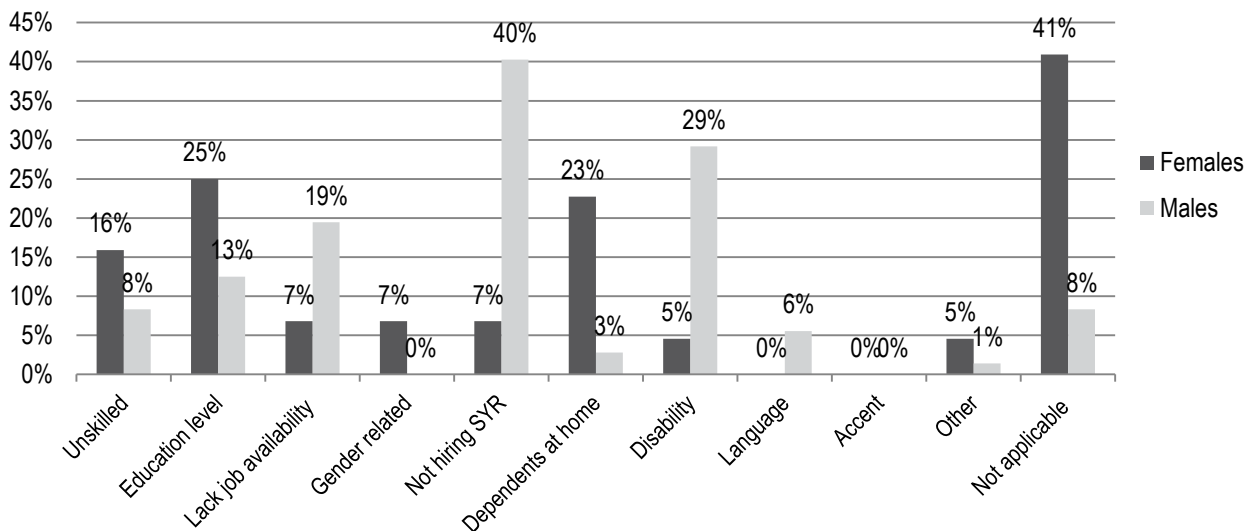


Disaggregating by gender the main reasons why refugees in Akkar are unemployed provided answers that were noticeably in line with observed gender dynamics. Female Syrian refugees typically have lower levels of education than

<sup>29</sup> ILO, note 21 *supra*

men, perhaps because their duties have traditionally been more often in the home than outside. Women cited the following reasons for not working: having dependents in the home (23%), as well as having a low level of education (25%) or being unskilled (16%). Paradoxically, although the main reasons for women being unemployed appear to fall strongly within the range of a normative gender matrix, only 7% of refugee women actually stated that they were unemployed because of gender-related issues (see Figure 5 below). This finding warrants more comparative research – particularly qualitative – into the desires, capabilities and job opportunities actually available for female refugees.

Figure 5: Reasons for refugee unemployment



Conversely, male refugees reported discrimination as the main reason why they were unemployed, with 40% stating that Syrians were not being hired in the area as a direct result of discrimination. Similarly, male refugees reported higher levels of discrimination in terms of language abilities and disability. Male Syrians in Akkar also notably highlighted (19%) more often than their female counterparts (7%) that there were no employment opportunities in the surrounding area.

When refugees were asked about reasons for leaving their previous jobs in Lebanon, it was clear that low quality working conditions were a major catalyst for both male and females seeking new employment. Overall, males tended to report higher levels of discontentment than females with issues such as low salaries (18%), distance to travel (10%) and the demanding nature of work (8%). Furthermore, 4% of male refugees in Akkar households reported that they had been replaced by other workers, and the same amount reported that they had had disagreements with their colleagues – both of which were the case in 0% of female responses.

Data suggests that the unpredictability of the informal discrimination on the basis of nationality, as well as the lack of income generating opportunities, are both important contributing reasons to the high levels of refugee unemployment in Akkar.

## Occupations and Sectors

Refugees' arrival in Lebanon precipitated noticeable changes in the types of jobs occupied by many Syrians prior to the 2011 crisis. 'Skilled' and 'semi-skilled' labour – defined by the ILO as including workers who have 'a higher level of education' or 'a skill in certain crafts or trades', respectively<sup>30</sup> – were not reported as the most common type of professions exercised by Syrians before arriving in Lebanon. Nonetheless, there has been a decline in the percentage

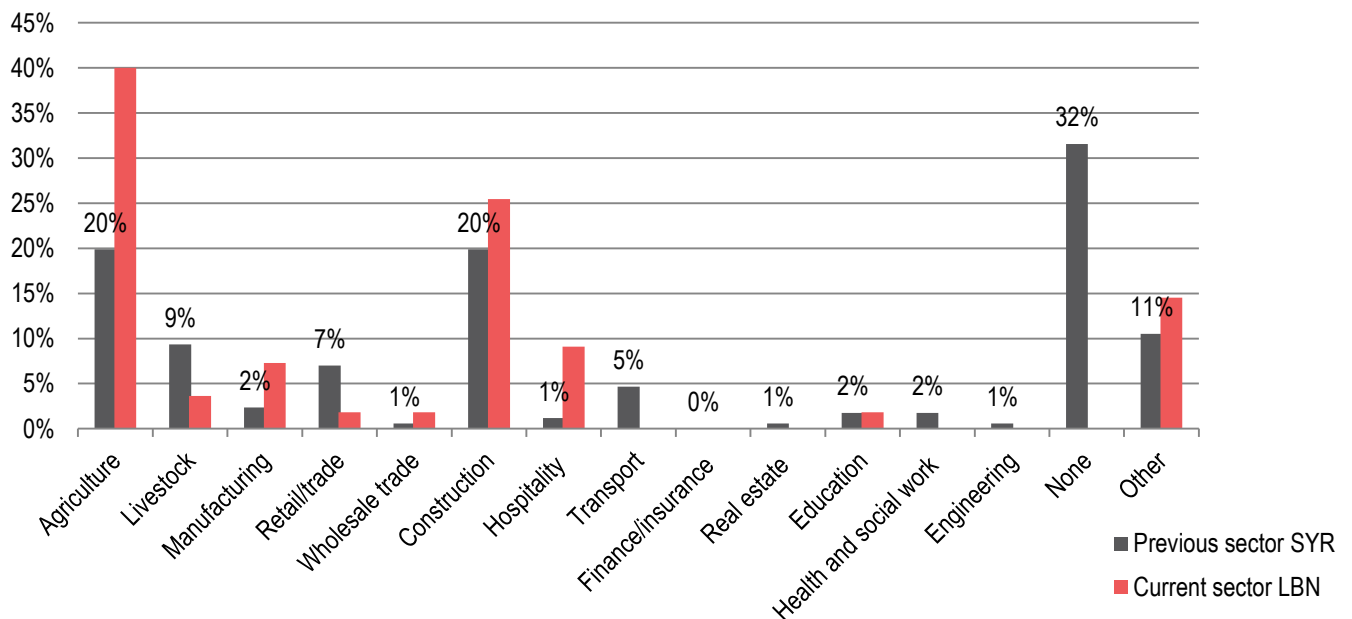
<sup>30</sup> Ibid.



of refugees who were previously employed as professionals (6%), senior managers (1%), technicians (2%) and craft traders (4%) and who now work in elementary occupations in Akkar.

Previously, the ILO had found that refugees tended to remain in the same sectors or occupations that they occupied before the crisis<sup>31</sup>, and the results of this assessment largely corroborate this finding. However, data suggests that among refugees who are working in Akkar, there appears to be a slight preference for jobs in the agricultural and construction sectors, regardless of what profession they had exercised in Syria – this is perhaps related to the availability of these jobs in Akkar. The small proportion of refugees who had previously worked in health, engineering and real estate in Syria has dwindled to 0% across all three sectors in Akkar.

Figure 6: Employment sectors in Syria and Lebanon



Even before the crisis, Lebanon's labour market was characterised by a large informal labour market, a phenomenon which has noticeably increased since 2011. For Syrian refugees working in Akkar Governorate, 90% reported that their current occupation was part of the informal sector, and only 10% stated that their work was part of the formal sector (see Figure 7 below).

Figure 7: Division of refugee occupations in formal and informal sectors



This assessment revealed significant differences in wages between sectors employing female Syrian refugees. For those refugees previously working in Syria, the most common salary for females was in the range of 10,000 LBP

<sup>31</sup> Ibid.

(USD 6) or less per day. This figure also correlates with female workers who had no education, or did not continue their studies after primary school.

Higher salaries in Syria, although rarely reported, did appear to be available to women who had higher levels of education (i.e. completed secondary school): 2% reported to earn 35,000 – 50,000 (USD 23 – USD 33) LBP per day, and likewise, 2% also reported that their salary was over 75,000 LBP (USD 50) per day.

Among females working in Akkar at the time of assessment, 50% earned less than 15,000 LBP (USD 10) per day - which is substantially lower than the Lebanese minimum wage, set at 30,000 LBP (USD 20) per day. Moreover, this figure is overwhelmingly lower than male refugees' potential earnings in Akkar.

Sectors providing female refugees with the highest daily wages were found to be the hospitality sector (22,000 LBP / USD 15), followed by occupations such as cleaning (20,000 LBP or USD 13) and construction (15,000 LBP or USD 10). Overall, the agricultural sector in Akkar tended to pay women the lowest wage, as they reported receiving between 5,000 LBP (USD 3) and 10,000 LBP (USD 6) per day.

### Working Conditions

The 2014 VASyR found that nationally, 2% of households had accepted high risk, illegal, or socially unacceptable work.<sup>32</sup> Given the intensification of competition in the labour market, refugees as well as Lebanese host populations may be increasingly vulnerable to exploitation from employers.<sup>33</sup> A March 2013 ILO assessment found that 92% of refugees did not have a contract and that only 23% were monthly wage earners.<sup>34</sup>

Similarly in the present assessment, all refugees who reported that they were currently working stated that they had no contracts and that they had never received social security benefits.

Across working refugees in Akkar Governorate, the reported key challenges at work are mainly low salaries (26%), long working hours (21%) and the irregular nature of the work available (12%). Other issues less frequently reported included experiencing poor conditions at the place of work (7%) withheld salaries (4%) and not enough working hours available (2%). However, Syrian refugees in Akkar did not report problems with Lebanese authorities and host communities in relation to challenges they perceived at work.

**The average working hours were reported to be 8.2 per day; however 44% of the working refugee population in Akkar Governorate worked at least 9 or more hours, with 4% of the population working up to 18 hours a day.**

Although many refugees in Akkar worked long hours, it must be noted that the frequency of working days was nonetheless quite low, perhaps due to the unpredictably volatile nature of the informal sector. Nevertheless, for those having an employment in Akkar at the time of assessment, the average number of working days per week was 4. From this working population, 7% of people worked the maximum 7 days a week, and 4 % worked 1 day a week. The vast majority of women (78%) reported never having worked in Lebanon, compared to 34% for male refugees.

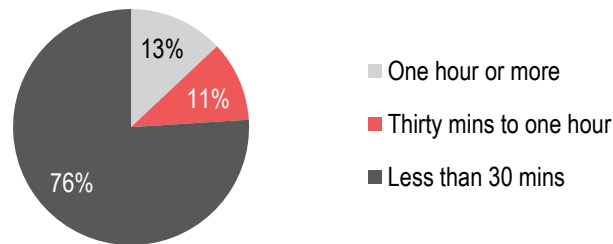
In terms of distance travelled to the work place, most of the working refugees in Akkar Governorate were employed in a location less than 30 minutes away from their home (76%), as shown in figure 8 (overleaf).

<sup>32</sup> World Food Programme, Vulnerability Assessment of Syrian Refugees, Preliminary Results (Beirut 2014)

<sup>33</sup> Inter-agency, note 13 *supra*

<sup>34</sup> ILO, note 21 *supra*

Figure 8: Distance travelled to work by refugees



## Work seeking

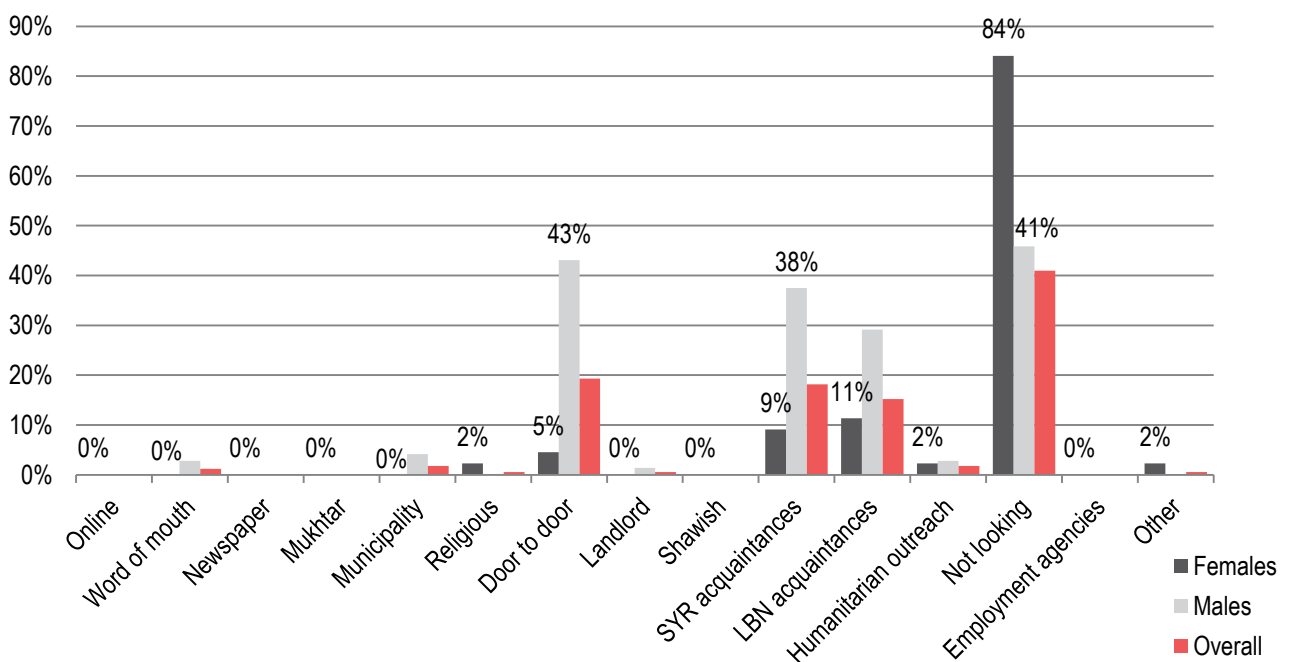
Among all refugees unemployed in Akkar at the time of assessment, a large number was not currently looking for work (40%), with 27% of them reporting that they were not looking for paid work. Disaggregation by gender shows that across Syrian households, 84% of women reported to not be seeking employment (or other work in the case of those already employed) compared to 46% of men.

Overall, the most common method for seeking employment was by going door-to-door in the area (19%), followed by refugees' social networks: 18% overall cited Syrian acquaintances as a source of potential employment or employment information, and slightly fewer responses indicated the same importance (15%) attributed to Lebanese acquaintances in Akkar (see Figure 9 below).

Disaggregation by gender highlights that female refugees were more likely to ask Lebanese (11%) or Syrian (9%) acquaintances for employment assistance than to go door-to-door asking for work (5%). This might be related to issues of restricted movement for female refugees, whether forcibly or willingly imposed. By comparison, men more commonly went door to door (43%) looking for work, or asked Syrian (38%) or Lebanese acquaintances (29%) (see Figure 9 below).

**The frequent mention of relying on both Syrian and Lebanese is potentially indicative of promising avenues for social cohesion interventions and community development approaches.**

Figure 9: Methods of job seeking in refugee households



## Refugee Trainings and Qualifications

The possible ad hoc nature of the livelihoods sector in Akkar appears to be revealed through analysing Syrian refugees' perceptions of the value of their Syrian qualifications for working in Lebanon: 50% of refugees reported that their qualifications were relevant for jobs, while the other 50% felt that they were useless.

Disaggregation by level of education further shows that only a small proportion of Syrians with no education find their qualifications (i.e. non-academic/on the job training) to be relevant when job-seeking. Conversely, those with primary, secondary and tertiary educations find that the qualifications they hold are more useful for working in Lebanon. Overall, slightly more male refugees (54%) than female refugees (41%) in Akkar thought that their qualifications were relevant for jobs in Lebanon. This trend does not change when the variable of employment is further added: **employed and unemployed males are more confident of the value of their Syrian qualifications for employment in Lebanon than are their employed and unemployed female counterparts.** This finding is perhaps pointing to a need for more in-depth gender delineated assessments, to discover which type of trainings and education might be beneficial to job-seeking female refugees in Akkar.

## Sources of Income

### Employment Wages

Multiple recent assessments (e.g. ILO, EMMA35) have shown that it is becoming increasingly more difficult to find regular paying work to supplement income from sources such as humanitarian assistance or remittances. The 2013 ILO report found that the lowest monthly income among Syrian refugees in Lebanon was in Akkar Governorate, where refugees earned 357,000 LBP (USD 238) per month on average. This figure is well below the national average (418,000 LBP or USD 279 per month) as well as far below the national minimum wage of 675,000 LBP (USD 450) per month.<sup>36</sup> The ILO also found that female refugees' incomes (248,000 LBP or USD 165 per month) were significantly lower than their male counterparts' monthly earnings (432,000 LBP or USD 288 per month).<sup>37</sup> As such, the problems associated with the labour market in Akkar risk pushing Syrian refugees and specific vulnerable groups (e.g. female-headed households) into even more precarious living situations.

**This study found that refugees reported that they were being paid below the national daily average.** According to a 2012 governmental decree, the daily minimum wage in Lebanon was established at 30,000 LBP (USD 20).<sup>38</sup> However, when asked about perceived average daily wages for Syrians working in Lebanon in this assessment, only 1% of refugees in Akkar overall were thought to earn 30,000 LBP (USD 20) per day. The majority of refugees (33%) cited an average of 20,000 LBP (USD 13) per day as the most common wage, followed by 15,000 LBP (USD 10) per day (29%) and 10,000 LBP (USD 6) per day (23%) (see Figure 10 below).

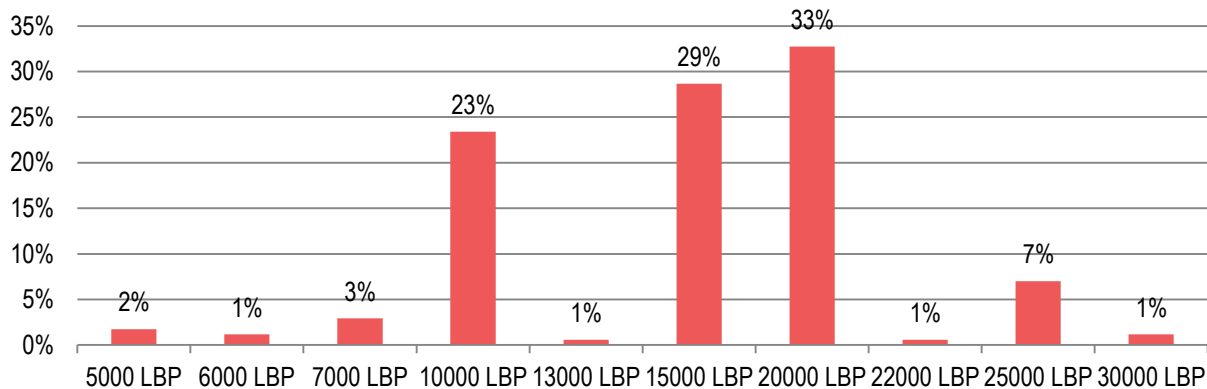
<sup>35</sup> ILO, note 21 *supra*; Inter-agency, note 4 *supra*

<sup>36</sup> ILO, note 21 *supra*

<sup>37</sup> Ibid.

<sup>38</sup> Inter-agency, note 13 *supra*

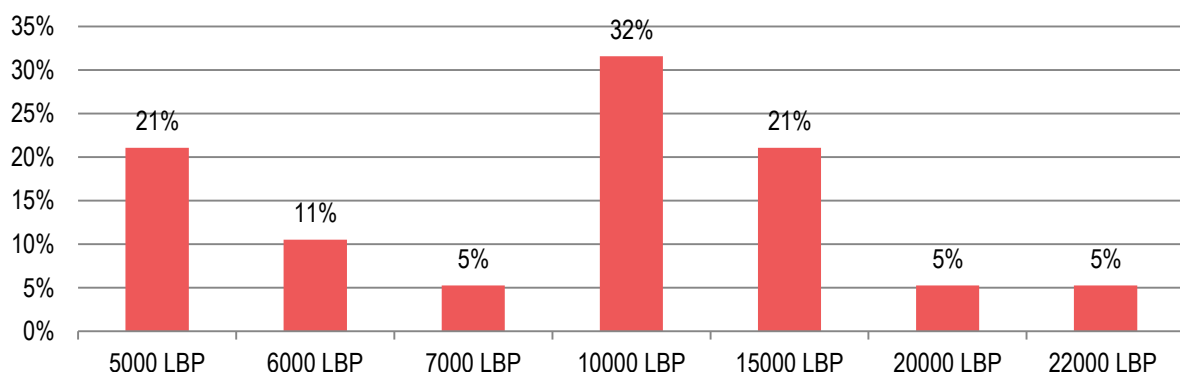
Figure 10: Average daily earnings across Syrian households in Akkar, in Lebanese Pounds (LBP)



Amongst the refugee households in Akkar that reported having at least one working member (32%), **the majority cited 10,000 LBP (USD 6) as their current daily salary**, with 24% reporting daily earnings of 20,000 LBP (USD 13) and 20% quoting 15,000 LBP (USD 10) as their income per day.

Within households with working members, 12% were headed by working females. **Employed female head of households reported that their daily wages were substantially lower than that of their male counterparts.** 32% of working women reported that they earned 10,000 LBP (USD 6) per day, 21% reported that they earned 15,000 LBP (USD 10), with a further 21% citing daily earnings as low as 5,000 LBP (USD 3) (see Figure 11 below).

Figure 11: Average daily earnings of female refugees in Akkar



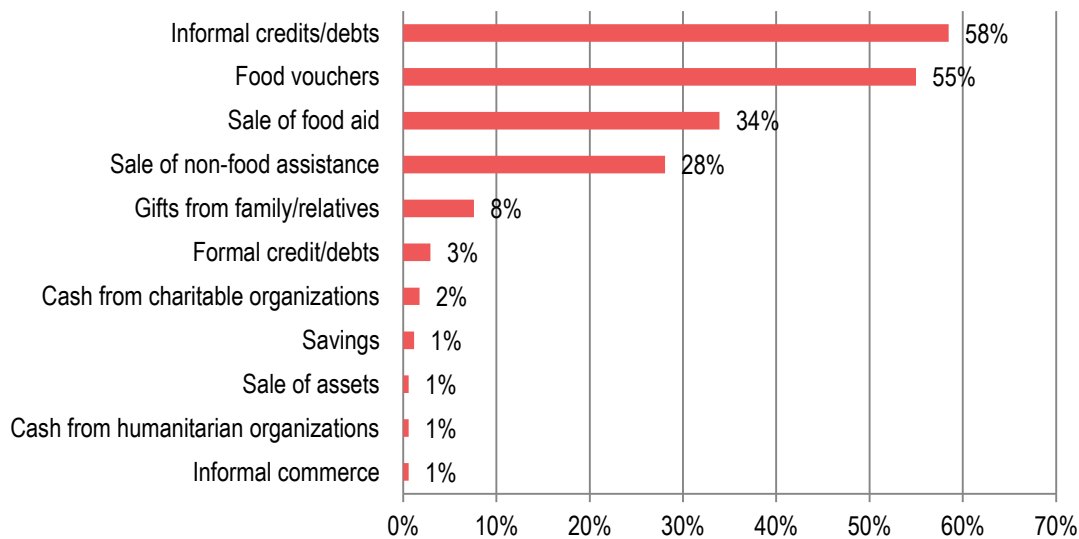
### Alternative Forms of Income

The demographic pressure experienced in Lebanon as a result of the Syrian crisis, and the resulting nationwide economic shock, has made it difficult for both Lebanese and Syrians to earn an adequate income: Wages are generally too low to cover basic expenditure needs amongst refugee households.

For example, the 2013 EMMA found that in North Lebanon and Bekaa, full-time wages could cover 30-60% of expenditure needs for construction and service sectors workers, compared to only 30-45% for agricultural workers.<sup>39</sup> **In a similar manner, the present assessment found that 85% of refugees in Akkar are obliged to rely on sources of income other than employment in order to meet their needs, which are presented in Figure 12 below.**

<sup>39</sup> Inter-agency, note 4 *supra*

Figure 12: Alternative sources of income amongst refugee households in Akkar



Thus, work is just one part of refugees' overall livelihood strategies, with 85% of households reporting some other source of cash or income. The deployment of negative coping mechanisms and strategies is particularly widespread, some of them being reflected in Figure 12 above.

### Debts

While a majority of households reported credit as a source of cash, debt was in fact more common, with credit markets being overwhelmingly informal. Overall, 89% of households had contracted debts, averaging USD 789 (1,183,500 LBP) in total. Among them, 6% of households owed debts to the person for whom they worked, which approximately amounted to USD 364 (546,000 LBP) on average.

This figure corresponds closely with the ones obtained through other assessments. Based on a review of available assessment data, the MSNA found that 70-91% of refugee households were in debt, with burdens ranging from USD 200-600 (300,000 – 900,000 LBP), with amounts increasing among large families and households that had been in Lebanon for long periods.<sup>40</sup>

The pervasiveness and size of household debts may have considerable long-term effects on refugee livelihoods and should be a cause for concern. **The nature of debts, particularly arrangements in which refugees owe money to their employers, may place already vulnerable groups in even more precarious positions.**

### Sale of Food Aid and Non-Food Assistance

While it appears that forms of humanitarian assistance also had an important role to play in supplementing refugee households' income (food vouchers (55%) and cash from humanitarian organizations (1%) were both cited as alternative means to obtain money), **it is important to note that the selling of food aid (34%) and non-food assistance (28%) for cash returns were both cited as common means for supplementing income** (see Figure 12 above). It is possible that this practice has a negative influence on the fair distribution and reception of aid throughout the governorate.

<sup>40</sup> Inter-agency, note 13 *supra*



### Work for Alternative Forms of Compensation

Moreover, **in an approximately 5% of refugee households in Akkar, at least one member was engaged in work for forms of compensation other than money, such as food or rent.** This raises questions on how free and fair certain labour relationships may be, as in some cases, workers also owed debts to the person they worked for.

Although more has to be done to understand the nature of such relationships, the context in which they occur – amongst vulnerable refugees, often with limited legal status and a corresponding lack of mobility – suggests that exploitative labour relationships may be present and could be relatively common in Akkar.

### Child labour

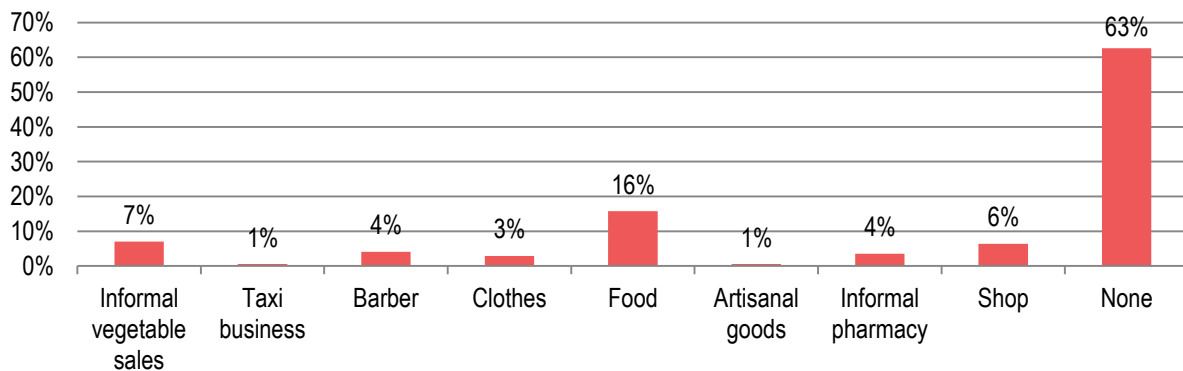
Child labour is another practice that may be encouraged by current conditions, although reliable figures may be hard to obtain. For example, the ILO found in its assessment that 8% of children aged 10-14 were working.<sup>41</sup> Similarly, the present assessment found that 8% of refugee households in Akkar reported children under 15 years old who were working at the time of the assessment. Additionally, 2% of refugee homes reported that young members of their household engaged in seasonal labour in line with the climatic cycle and agricultural harvests. However, it is highly possible that the sensitivity of this particular subject matter may result in figures being significantly underreported.

### Syrian Businesses

Moreover, in the present assessment, **23% of refugee households in Akkar Governorate reported that they would consider opening a business in order to increase their income.**

When reviewing the businesses already opened by Syrians in Akkar, the most common appeared to be in restaurants (16%), offering both formal and informal food selling options. Syrians also ran informal vegetable carts (7%) in the area, as well as unspecified shops (6%), informal pharmacies (4%) and hair salons (4%). A very small minority of refugees was found to sold handmade craft goods (1%) in Akkar (see Figure 13 below).

Figure 13: Types of Syrian business in Akkar



**The type of businesses run by Syrians coincides with the list of materials and amenities cited by refugees in Akkar as not being available in Lebanon, which suggests that Syrian businesses in Akkar might be attempting to fill a gap in the market for refugees needs.** Notably, refugees in Akkar reported not being able to access the same kinds of food (34%), medication (10%) and cleaning products that were otherwise available in Syria.

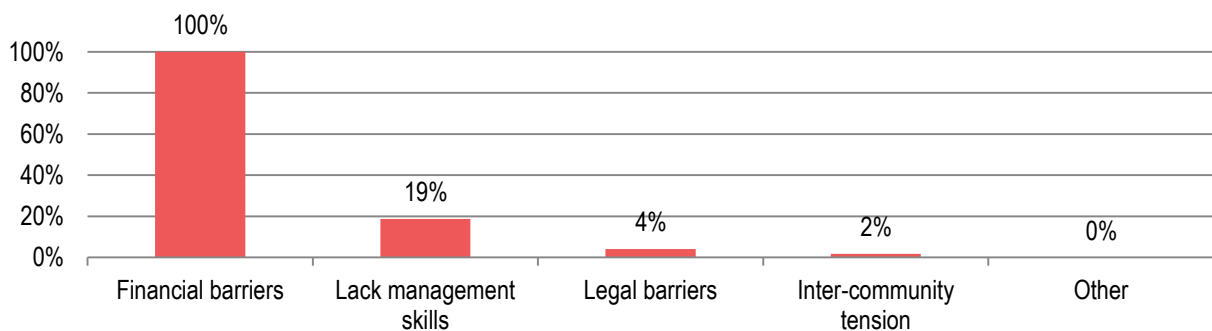
<sup>41</sup> ILO, note 21 *supra*

However, there are numerous barriers to opening a private business in Lebanon, that are reflected in the World Bank's 2014 ranking of countries in terms of ease of opening a business: Lebanon was ranked 120 out of 189 contenders.<sup>42</sup>

When Syrian refugees were asked about the key obstacles which prevented them from opening business, the most common answer was that they did not have the financial means (100%) to proceed with their business plans. Some also reported that they did not have the required management skills (19%) to run a successful business, and a further 4% cited legal concerns as another barrier. Interestingly, only 2% of refugees in Akkar claimed that inter-community tension was a key obstacle to opening a business (see Figure 14 below).

It is therefore possible that financial and educational assistance could help promoting the local economy in Akkar by fostering a variety of additional livelihood opportunities, which could benefit both vulnerable host and local groups.

**Figure 14: Barriers to opening a business**



<sup>42</sup> World Bank, Doing Business (Spring 2014); Inter-agency, note 2 *supra*

## CONCLUSION

**This assessment sought to provide baseline information about livelihoods opportunities for Syrian refugees in Akkar Governorate**, in order to fill gaps in current knowledge about access to employment opportunities for Syrians, and to inform the development of livelihoods interventions targeting vulnerable registered Syrian refugees.

**As one of Lebanon's poorest regions, Akkar has experienced a tremendous change in its labour market since the beginning of the crisis and the unprecedented influx of refugees.** The Lebanese economy as a whole is characterised by fragile infrastructure, and the already large informal sector has only expanded as a result of the increased demographic pressure of the last 4 years. Lebanon's poor are rapidly entering even more precarious living situations; simultaneously, poverty among Syrian refugees is also constantly increasing. Increased competition for low paid jobs has rendered many thousands of people – in particular young people and women – unemployed. Meanwhile, the overall Lebanese unemployment rate is expected to reach 20%.

Within this context of an unpredictable and volatile job market, **32% of Syrian households in Akkar reported that at least one member of the family was working.** Within these households, women were commonly not working, and furthermore, the vast majority had also never worked previously in Syria. From the refugees who had worked, or who were working in Lebanon at the time of this assessment, there appeared to be consensus that – especially for males – **there was an emphasis on agriculture and construction jobs, as well as other elementary occupations in Akkar, often regardless of past employment or level of educational attainment in Syria.**

Because of the overwhelming propensity for refugees to take up work in the informal sector in Akkar, there were a number of serious concerns reported. Firstly, refugees frequently noted the **irregular nature of work**, in the sense that it was unpredictable and hard to find and maintain. Additionally, refugees reported that the **salaries they earned for the work they did were too low** to sustain them and their families; furthermore, they reported that the jobs they could occupy were overly **demanding**. In a similar manner, **methods of job seeking were also quite informal**. Almost no refugees, male or female, relied on methods of work seeking, such as through newspaper advertisements, online, from the *mukhtar* or via employment agencies. Instead, they rather tried informal and ad hoc methods, such as door-to-door soliciting or asking Syrian and Lebanese acquaintances for jobs or job information.

Finally, in the absence of regular and well paid jobs, **alternative sources of income proved to be a key feature in refugees' life in Akkar.** As such, 85% of households relied on other income sources to supplement their families' financial needs. In particular, data showed that it was common to rely on informal credit or debt with local shops and business owners. Remittances also formed a large proportion of refugees' alternative income streams. Finally, there was some suggestion that a minority of households already engage in work for forms of compensation other than money, such as food or rent. This practice, although not fully investigated within the boundaries of this assessment, nonetheless presents suggestions of cases of exploitative or high risk working conditions across the governorate. Child labour was mentioned, and similarly requires more thorough and hastened attention.

In conclusion, this assessment has presented a preliminary analysis of the labour market situation in Akkar, from the perspective of Syrian refugees living in the governorate. Findings from this report corroborate earlier assessments which underscore the increasingly irregular nature of the Lebanese economy, particularly in the north of the country. **Equally, this assessment has highlighted further intricacies of the labour market in Akkar, which would benefit from further investigation prior to intervention; including an analysis of Lebanese host community engagement with the overall livelihoods sector.**

## Next steps

**Although data collected contributes to information gaps regarding Syrian refugees' livelihoods needs at the Akkar operational level, there remains a strong need to assess livelihoods at the level of Lebanese host communities, as well as throughout different sectors in the region.**

One of the main focal points for the 2015/2016 LCRP is the generation of livelihood opportunities for Lebanese and Syrians alike. With this in mind, REACH has partnered with FAO to conduct a food security and livelihoods assessment of Lebanese households throughout Lebanon; results are expected to be published during the first quarter of 2015. A comparative analysis will be conducted between the data presented in this assessment and the forthcoming FAO assessment, to allow for a full analysis of the labour market situation in Akkar Governorate. Recognising the significant differences in the livelihoods contexts across the different operational areas, REACH recommends that assessments of the livelihoods situation of Syrian refugees be conducted in the remaining operational areas in Lebanon, in order to allow for a national comparative analysis.

## ANNEXES

## Annex 1: Household Questionnaire

<b>REACH</b> Informing more effective humanitarian action		<b>Labour Market Assessment Tool</b>										
Date: [DD/MM/YY]		Database ID:										
Completed by:		Team ID:				Reviewed						
<b>A. General Information - Respondent</b>												
A1	Place of residence			Date of Arrival in Lebanon								
	Head of household?		Yes		No	If no, relationship:		Spouse		Child	Parent	Other
	Number of individuals in household:				Number of household members under 15							
	Respondent gender		Male		Female							
	Reason for settling in area			Access to employment		Family connections		Cheap living		Security		
A2				My community		Other		Lived/worked here previously				
	Housing	Independent House		Garage/shop worksite		Collective center		Homeless/none				
		One room structure		Unfinished building		Tent/handmade shelter in informal settlement						
		Factory/warehouse		Collective shelter		Formal tented		Other				
		Can you read and write?		Yes		No						
A3	Education		None		Primary School		Secondary School		University		Technical	Other
A4	University degree/Technical qualifications (if applicable)											
	Are you registered?		Yes		No	If yes, how long have you been registered?						
	Are there other household members who are registered?				Yes		No	If yes, how many?				
	Legal status	Have legal residency		Residency papers expired		Have not held legal residency						
	Sector in Syria	Agriculture/crop farming		Livestock		Manufacturing		Retail		Wholesale		
		Construction		Hotels/Restaurants		Transport		Finance		Real estate		
		Education		Health/Social work		Engineering		None		Other		

	Occupation in Syria	Service/sales		Other craft and related trade			
		Skilled agricultural		Plant machine			
		Armed forces		Elementary occupation			
		None		Other			
46	What was your salary per day?		Was your job part of the informal or formal market?				
Have you or anyone in your household lived and worked in Lebanon before 2011?					Yes	No	
Does anyone work or perform services in exchange for other compensation?					Yes	No	
47	Are your qualifications relevant to get a job here?		Yes	No			
If not, what would make them relevant?			On the job training		More study		
Specific qualification		Other					
49	Are you currently working?		Yes	No			
<b>B. Respondent - Not Working</b>							
31	When did you last work?						
32	Sector	Agriculture/crop farming		Livestock	Manufacturing	Retail	Wholesale
		Construction	Hotels/Restaurants	Transport	Finance	Real estate	
		Education	Health/Social work	Engineering	None	Other	
33	Occupation	Service/sales		Other craft and related trade			
Skilled agricultural		Plant machine					
Armed forces		Elementary occupation					
None		Other					
35	What was your last job in Lebanon?						
	Why did you leave?	Mistreatment by employer		Mistreatment by other staff		Work was too demanding	
		Replaced by other workers		Fired to due a disagreement with employer			
		Did not have the right skills		Low salary	Too far to travel	Received another offer	

B6	How are you searching for a job?	Online	Word of mouth	Newspaper	Religious	Municipality
		Employment agencies		Other	Door-to-door	Landlord Agency
		Syrian acquaintances		Lebanese acquaintances		Not looking
		Shawish		Humanitarian/outreach		
Why do you think you can't find employment?		Gender related		Not hiring Syrians	Dependents at home	
	Disability	Language	Unskilled	Education level	No employment in my area	
	Accent	No work	Other			
<b>C. Respondent - Working</b>						
C1	How long have you been working at your job?					
	What type of job is it?	Daily	Seasonal	Temporary	Permanent	
C2	Do you have a contract?		Yes	No		
C3	Occupation	Service/sales		Other craft and related trade		
		Skilled agricultural		Plant machine		
		Armed forces		Elementary occupation		
C4	None		Other			
Do you receive social security?		Yes	No			
	Sector	Agriculture/crop farming		Livestock	Manufacturing	Retail Wholesale
		Construction	Hotels/Restaurants	Transport	Finance	Real estate
		Education	Health/Social work	Engineering	None	Other



C5	Where is your work located?		Where do you work?		What is your job?	
	How many hours per day do you usually work?					
	How much is your salary per day?		How many days a week do you work?		How far do you have to travel for work?	
	How are you searching for employment?					
C6	Word of mouth		Online		Newspaper	
	SYR acquaintance		Lebanese acquaintance		Agency	
	Municipality		Shawish		Humanitarian/outreach worker	
C7	What are the challenges you face during work?		Low salaries		Long working hours	
	General mistreatment		Problems with authorities		Problems with host community	
	Not enough hours		Work is irregular		Salary withheld	
C8	Are you currently looking for other employment?		Yes		No	
	Sector		Agriculture/crop farming		Livestock	
			Construction		Hotels/Restaurants	
			Education		Health/Social work	
			Engineering		None	
D1	Why are you searching for other work?		Job security		More money	
	Treatment by superiors or colleagues		Travel time to work		Better working conditions	
	<b>D. Other Male Household Members</b>					
D2	Are there males between 18 and 59 in this HH?		Yes		No	
	Are there males employed?		Yes		No	
D3	Male 1-education		None		Primary School	
					Secondary School	
D4	What was their occupation before coming to Lebanon?					
	Occupation		Service/sales		Other craft and related trade	
			Skilled agricultural		Plant machine	
			Armed forces		Elementary occupation	
D5			None		Other	

D6	Sector in Syria		Agriculture/crop farming		Livestock		Manufacturing		Retail		Wholesale	
Construction			Hotels/Restaurants		Transport		Finance		Real estate			
Education			Health/Social work		Engineering		None		Other			
	What was their salary?		Was their work formal or informal?									
D7	Are their qualifications relevant to get a job here?		Yes		No							
D8	What would make their qualifications relevant?		On the job training		More study		Specific qualification					
	Male 1 and 2-working											
D9	Occupation in Lebanon		Service/sales		Other craft and related trade							
Skilled agricultural			Plant machine									
Armed forces			Elementary occupation									
None			Other									
D10	Sector in Lebanon		Agriculture/crop farming		Livestock		Manufacturing		Retail		Wholesale	
Construction			Hotels/Restaurants		Transport		Finance		Real estate			
Education			Health/Social work		Engineering		None		Other			
D11	What is their daily salary?		How many days do they work?									
D12	What are the challenges he faces during work?		Low salaries		Long working hours		Bad working conditions					
D13	General mistreatment		Problems with authorities		Problems with host community							
	Not enough hours		Work is irregular		Salary withheld		None of above					
	Are they looking for other work?		Yes		No							
D14	What challenges looking for other work?		Discrimination		Few opportunities		Security problems					
	Transportation		Checkpoints		Community tensions		Documentation					
	Salaries not enough to cover basic needs		Unacceptable working conditons		None of the above							
D15	Questions repeated for other male household members											
	Male 1 and 2 - Not working											
	Are there males unemployed?		Yes		No		If so, how many ?					

	Male 1-education		None		Primary School		Secondary School		University		Technical		Other	
D16	Have they worked before?		Yes		No									
D17	Occupation in Syria		Service/sales		Other craft and related trade									
Skilled agricultural			Plant machine											
Armed forces			Elementary occupation											
None			Other											
D18	Sector in Syria		Agriculture/crop farming		Livestock		Manufacturing		Retail		Wholesale			
Construction			Hotels/Restaurants		Transport		Finance		Real estate					
Education			Health/Social work		Engineering		None		Other					
D19	What was their salary?		Was their work formal or informal?											
D20	Are their qualifications relevant to get a job here?		Yes		No									
D21	What would make their qualifications relevant?		On the job training		More study		Specific qualification							
D22	When did he last work?													
D23	Previous occupation Lebanon		Service/sales		Other craft and related trade									
Skilled agricultural			Plant machine											
Armed forces			Elementary occupation											
None			Other											
	Previous sector (In Syria or Lebanon)		Agriculture/crop farming		Livestock		Manufacturing		Retail		Wholesale			
Construction			Hotels/Restaurants		Transport		Finance		Real estate					
Education			Health/Social work		Engineering		None		Other					
D24	What was his last job in Lebanon?													
D25	Why did he leave?		Mistreatment by employer		Mistreatment by other staff		Work was too demanding							
Replaced by other workers			Fired to due a disagreement with employer											
Did not have the right skills			Low salary		Too far to travel		Received another offer							
	How is he searching for a job?		Door-to-door											

D26	Word of mouth	Online	Newspaper	Agency	Mukhtar
	SYR acquaintance	Lebanese acquaintance			
D27	Shawish	Humanitarian/outreach			
	Why do you think he can't find employment?		Gender related	Not hiring Syrians	Have dependents at home
	Disability	Language	Unskilled	Education level	No employment in my area
D28	Accent	No work	Other		
D29	Questions repeated for other male household members				
	<b>E. Other Female Household Members</b>				
E1	Are there females between 18 and 59 in this HH?		Yes	No	If so, how many ?
	Are there females employed?		Yes	No	If so, how many ?
	Female 1-education	None	Primary School	Secondary School	University
				Technical	Other
	What was their occupation before coming to Lebanon?				
E2	Occupation in Syria	Service/sales	Other craft and related trade		
		Skilled agricultural	Plant machine		
		Armed forces	Elementary occupation		
		None	Other		
E3	Sector in Syria	Agriculture/crop farming	Livestock	Manufacturing	Retail
		Construction	Hotels/Restaurants	Transport	Finance
		Education	Health/Social work	Engineering	None
					Wholesale
					Real estate
					Other
E4	What was their salary?	Was their work formal or informal?			
E5	Are their qualifications relevant to get a job here?		Yes	No	
E6	What would make their qualifications relevant?		On the job training	More study	Specific qualification
E7		Service/sales	Other craft and related trade		

E7	Occupation in Lebanon	Service/sales	Other craft and related trade			
E8			Skilled agricultural	Plant machine		
			Armed forces	Elementary occupation		
			None	Other		
E9	Sector in Lebanon	Agriculture/crop farming	Livestock	Manufacturing	Retail	Wholesale
		Construction	Hotels/Restaurants	Transport	Finance	Real estate
		Education	Health/Social work	Engineering	None	Other
E10	What is their daily salary?		How many days do they work?			
	What are the challenges he faces during work?		Low salaries	Long working hours	Bad working conditions	
E11	General mistreatment	Problems with authorities	Problems with host community			
	Not enough hours	Work is irregular	Salary withheld	None of above		
E12	Are they looking for other work?		Yes	No		
	What challenges looking for other work?		Discrimination	Few opportunities	Security problems	
E13	Transportation	Checkpoints	Community tensions	Documentation		
	Salaries not enough to cover needs		Unacceptable working conditons	None of the above		
E14	Questions repeated for other female household members					
E15						

E16	Female 1 and 2 - Not working											
E17	Are there females unemployed?											
	None			Primary School		Secondary School		University		Technical		Other
	Have they worked before?											
	Yes											
	No											
	If so, how many ?											
	Occupation in Syria											
	Service/sales			Other craft and related trade								
	Skilled agricultural			Plant machine								
	Armed forces			Elementary occupation								
	None			Other								
	Sector in Syria											
	Agriculture/crop farming			Livestock		Manufacturing		Retail		Wholesale		
	Construction			Hotels/Restaurants		Transport		Finance		Real estate		
	Education			Health/Social work		Engineering		None		Other		
	What was their salary?											
	Was their work formal or informal?											
	Are their qualifications relevant to get a job here?											
	Yes											
	No											
	What would make their qualifications relevant?											
	On the job training			More study			Specific qualification					
E18	When did she last work?											
	Previous occupation Lebanon											
	Service/sales			Other craft and related trade								
	Skilled agricultural			Plant machine								
	Armed forces			Elementary occupation								
	None			Other								
E19	Sector in Lebanon											
	Agriculture/crop farming			Livestock		Manufacturing		Retail		Wholesale		
	Construction			Hotels/Restaurants		Transport		Finance		Real estate		
	Education			Health/Social work		Engineering		None		Other		
E20	What was her last job in Lebanon?											
E21	Why did she leave?											
	Mistreatment by employer			Mistreatment by other staff			Work was too demanding					
	Replaced by other workers			Fired to due a disagreement with employer								
	Did not have the right skills			Low salary			Too far to travel			Received another offer		

E21	Why did she leave?											
	Mistreatment by employer			Mistreatment by other staff			Work was too demanding					
	Replaced by other workers			Fired to due a disagreement with employer								
	Did not have the right skills			Low salary			Too far to travel			Received another offer		
Questions repeated for other female household members												
E22	How is she searching for a job?											
	Word of mouth			Online		Newspaper		Agency		Mukhtar		
	SYR acquaintance			Lebanese acquaintance								
	Shawish			Humanitarian/outreach								
E23	Why can't she find employment?											
	Disability			Language		Unskilled		Education level		Not hiring Syrians		Have dependents at home
	Accent			No work		Other				No employment in my area		
<b>F. Needs</b>												
F1	What challenges do Syrians in looking for work?											
	Transportation			Discrimination		Few opportunities		Security problems				
	Salaries not enough to cover basic needs			Unacceptable working conditons		None of the above						
F2	Do you think that Lebanese face the same challenges in looking for work?											
	Salaries not enough to cover basic needs			Discrimination		Few opportunities		Security problems				
	Unacceptable working conditons			None of the above								
F3	What challenges do you think Lebanese face?											
	Salaries not enough to cover basic needs			Discrimination		Few opportunities		Security problems				
	Unacceptable working conditons			None of the above								
F4	Do you think that Syrians face the same challenges?											
	Salaries not enough to cover basic needs			Discrimination		Few opportunities		Security problems				
	Unacceptable working conditons			None of the above								
F5	What challenges do you think Syrians face?											
	Salaries not enough to cover basic needs			Discrimination		Few opportunities		Security problems				
	Unacceptable working conditons			None of the above								
F6	What are the main industries/businesses in your area?											
	Agriculture/crop farming			Livestock		Manufacturing		Retail		Wholesale		
	Construction			Hotels/Restaurants		Transport		Finance		Real estate		
	Education			Health/Social work		Engineering		None		Other		
F7	What jobs are available in for you in your area?											
	Agriculture/crop farming			Livestock		Manufacturing		Retail		Wholesale		
	Construction			Hotels/Restaurants		Transport		Finance		Real estate		
	Education			Health/Social work		Engineering		None		Other		
F8	What jobs are available for you in your area?											
F9	What are the most desirable sectors to work in in your area?											
	Agriculture/crop farming			Livestock		Manufacturing		Retail		Wholesale		
	Construction			Hotels/Restaurants		Transport		Finance		Real estate		
	Education			Health/Social work		Engineering		None		Other		
F10	What impressions do Lebanese business owners have of Syrian workers in this area?											
	Hardworking			Skilled		Reliable		Unreliable		Other		

F11	What are the specific jobs available for females in your community?							
F12	What are the specific jobs available for youth in your community?							
F13	How much are Syrians paid on average per day?							
F14	How much are Lebanese paid on average per day?							
F15	Do you have any other sources of income?				Yes	No		
F16	If yes, what are they?		Formal credit/debts	Sale of non-food assistance	Savings			
	Informal commerce		Informal credit/debts	Cash from humanitarian organizations				
	Sale of assets		Gifts from family/relatives	Cash from charitable organizations				
	Remittances		Sale of food aid	Food voucher (e-card)	Begging			
F17	How much are the other sources of income?							
F18	Do any children under 15 in your household currently work?				Yes	No		
F19	Do any children under currently work when they aren't in school or when seasonal labour is available?				Yes	No		
F20	Does your household currently have any debts?				Yes	No	If yes, how much?	
F21	Do you or any members of your household owe money to the person for whom they currently work?				Yes	No		
	If yes, how much?							
F22	What skills do you think you'll need to get a better job?							
	Administrative skills		Computer skills	Communication skills				
	Basic literacy skills		Technical skills	Construction skills				
	Financial management skills		English Language skills	Other				
F23	What training would you be interested in?							
	Administrative skills		Computer skills	Communication skills				
	Basic literacy skills		Technical skills	Construction skills				
	Financial management skills		English Language skills	Other				
F24	What services were available in Syria that are not available here?							
F25	What products were available in Syria that are not available here?							
F26	What businesses are Syrians starting in the community?							
F27	What are some of the obstacles to starting a business?							
	Financial	Business management skills	Legal skills	Inter community tension	Other			