

Research Terms of Reference

Economic Resilience Assessment - Armenia

ARM2102

Armenia

13/07/2021

V1

REACH Informing more effective humanitarian action

1. Executive Summary

Country of intervention	Armenia				
Type of Emergency	<input type="checkbox"/>	Natural disaster	<input checked="" type="checkbox"/>	Conflict	<input type="checkbox"/> Other (specify)
Type of Crisis	<input type="checkbox"/>	Sudden onset	<input checked="" type="checkbox"/>	Slow onset	<input type="checkbox"/> Protracted
Mandating Body/ Agency	Coordination Steering Group in Armenia				
IMPACT Project Code	66APL				
Overall Research Timeframe (from research design to final outputs / M&E)	01/07/2021 to 31/08/2021				
Research Timeframe <i>Add planned deadlines (for first cycle if more than 1)</i>	1. Pilot / training: 13/07/2021		6. Outputs (Secondary Data Review (SDR)) sent for validation: 16/08/2021		
	2. Start collect data: 15/07/2021		7. Outputs (Report) sent for validation: 23/08/2021		
	3. Data collected: 06/08/2021		8. Outputs published: 31/08/2021		
	4. Data analysed: 13/08/2021		9. Final presentation: 31/08/2021		
	5. Data sent for validation: 13/08/2021				
Number of assessments	<input checked="" type="checkbox"/>	Single assessment (one cycle)			
	<input type="checkbox"/>	Multi assessment (more than one cycle) <i>[Describe here the frequency of the cycle]</i>			
Humanitarian milestones <i>Specify what will the assessment inform and when</i>	Milestone		Deadline		
	<input type="checkbox"/>	Donor plan/strategy	-- / / --		
	<input checked="" type="checkbox"/>	Inter-cluster plan/strategy	Throughout the ongoing Armenia humanitarian response (3-4 quarter of 2021)		

e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;	<input type="checkbox"/>	Cluster plan/strategy	--/ /----
	<input type="checkbox"/>	NGO platform plan/strategy	--/ /----
	<input type="checkbox"/>	Other (Specify):	--/ /----
Audience Type & Dissemination Specify who will the assessment inform and how you will disseminate to inform the audience	Audience type		Dissemination
	<input checked="" type="checkbox"/> Strategic <input type="checkbox"/> Programmatic <input type="checkbox"/> Operational <input type="checkbox"/> [Other, Specify]		<input checked="" type="checkbox"/> General Product Mailing (e.g. mail to NGO consortium; HCT participants; Donors) <input checked="" type="checkbox"/> Cluster Mailing (Education, Shelter, and WASH) and presentation of findings at next cluster meeting <input checked="" type="checkbox"/> Presentation of findings (e.g. at HCT meeting; Cluster meeting) <input type="checkbox"/> Website Dissemination (Relief Web & REACH Resource Centre) <input type="checkbox"/> [Other, Specify]
Detailed dissemination plan required	<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/> No
General Objective	The objective of the economic resilience assessment is to inform ongoing and future cash and voucher assistance and in-kind transfers and livelihoods support to target populations (refugee-like population and host communities ¹) by identifying the main obstacles for the defined population groups in terms of getting a job/finding an income-generating activity, their intentions related to livelihood development and self-reliance, and possible support (assistance, training, etc.) needed in this regard in five regions in Armenia. The assessment will support the development of early recovery programming and contribute to exit strategies after the completion of immediate emergency assistance.		
Specific Objective(s)	1) To assess/ understand humanitarian and early recovery needs ² of the remaining refugee-like populations. ³ 2) To assess the economic environment in which refugee-like populations must integrate themselves due to protracted displacement. 3) To assess the demand side of the labour market and identify barriers to employment specifically impacting refugee-like populations.		
Research Questions	1. What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations? 2. What are the existing economic/livelihood opportunities for refugee-like populations? 2.1. What are the prevalent labour market trends ⁴ and intervention plans and policies specifically targeting refugee-like population?		

¹ Local communities in Armenia which hosted the refugee-like population, sharing accommodation, food and other available resources.

² Humanitarian activities are covered by the following sectors: Shelter/NFIs & WASH, Protection, Food Security & Nutrition, Health, while Early Recovery is a separate sector as defined by [Inter-Agency Response Plan for Armenia 2020-2021](#).

³ A term adopted by the Humanitarian Coordination Structure in Armenia and defined by [Inter-Agency Response Plan for Armenia 2020-2021](#) and [UNHCR's Global Trends in Forced Displacement – 2020](#). Furthermore, as defined by the UNHCR: "Since 2007 the refugee population category also includes people in a refugee-like situation, most of who were previously included in the Others of concern group. This sub-category is descriptive in nature and includes groups of persons who are outside their country or territory of origin and who face protection risks similar to those of refugees, but for whom refugee status has, for practical or other reasons, not been ascertained".

⁴ E.g. unemployment rate, employment by industry, workforce supply and demand, etc.

	<p>2.2. What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones, which might benefit the integration of the refugee-like population?</p> <p>2.3. What is the current state of affairs on the labour market and what economic trends (e.g. inflation, unemployment rate, GDP, etc.) can be observed across regions?</p> <p>3. What are the existing economic challenges creating integration barriers to refugee-like populations and how do those vary from the economic challenges faced by the host communities?</p> <p>3.1. To what extent has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?</p> <p>3.2. How do the main economic challenges that the refugee-like population has been facing during their integration vary from the economic challenges faced by the host communities?</p> <p>3.3. How do coping strategies employed to minimize the existing economic challenges vary between the people in a refugee-like population and host communities?</p> <p>3.4. What are the major professional sectors and skillset of the refugee-like population and how do these impact their integration process in Armenia?</p> <p>3.5. What types and modalities of assistance⁵ are needed by the refugee-like population and host communities to cope with the existing economic challenges and specifically needed by the people in a refugee-like situation to facilitate their integration?</p>			
Geographic Coverage	There will be a total of five regions targeted including Armenia's capital city, Yerevan, and the following marzes: Syunik; Kotayk; Ararat; and Lori.			
Secondary data sources	<p>1) Statistical Service of Armenia (ARMStat)</p> <p>2) Socio-Economic Impact Assessment of the COVID-19 Outbreak in Armenian Communities</p> <p>3) REACH's December 2020 Rapid Multi-Sector Needs Assessment (RMSNA)</p> <p>4) REACH's March 2021 Multi-Sector Needs Assessment (Second Round)</p> <p>5) IMPACT Initiatives Capacity and Vulnerability Assessment</p>			
Population(s)	<input type="checkbox"/>	People in a refugee-like situation in camp	<input type="checkbox"/>	People in a refugee-like situation in informal sites
<i>Select all that apply</i>	X	People in a refugee-like situation in host communities	X	People in a refugee-like situation in collective centers
	<input type="checkbox"/>	Refugees in camp	<input type="checkbox"/>	Refugees in informal sites
	<input type="checkbox"/>	Refugees in host communities	<input type="checkbox"/>	Refugees [Other, Specify]
	X	Host communities	X	Employment center officers/social workers
Stratification	<input type="checkbox"/>	Geographical #: ___	X	Group #: 4 (refugee-like population (female), refugee-like population (male), host
<i>Select type(s) and enter number of strata</i>		Population size per strata is known? <input type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> [Other Specify] #: __ Population size per strata is known?

⁵ In the context of this assessment, the focus is not only on humanitarian assistance, but, on a broader scope of assistance, including but not limited to assistance from family, friends, etc.

			communities (female and male), Employment center officers/social workers ⁶ Population size per strata is known? X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Data collection tool(s)	<input type="checkbox"/>	Structured (Quantitative)	X	Semi-structured (Qualitative)
	<i>Sampling method</i>		<i>Data collection method</i>	
Semi-structured data collection tool (s) # 1 <i>Focus Group Discussions with Refugee-Like population</i>	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #):_ _ _ _ _ <input type="checkbox"/> Individual interview (Target #):_ _ _ _ _ <input checked="" type="checkbox"/> Focus group discussion (Target #): 14 (7 with women, 7 with men) <input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _	
Semi-structured data collection tool (s) # 2 <i>Focus Group Discussions with Host communities (male and female)</i>	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #):_ _ _ _ _ <input type="checkbox"/> Individual interview (Target #):_ _ _ _ _ <input checked="" type="checkbox"/> Focus group discussion (Target #): 5 <input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _	
Semi-structured data collection tool (s) # 3 <i>Focus Group Discussions with Employment center officers / social workers</i>	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #):_ _ _ _ _ <input type="checkbox"/> Individual interview (Target #):_ _ _ _ _ <input checked="" type="checkbox"/> Focus group discussion (Target #): 2 <input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _	
Target level of precision if probability sampling	Not applicable, non-probability purposive sampling applied			
Data management platform(s)	<input type="checkbox"/>	IMPACT	X	UNHCR
	<input type="checkbox"/>	[Other, Specify]		

⁶ The following stratification leads to comparison between non-representative data for this assessment

Expected output type(s)	<input type="checkbox"/>	Situation overview #: __	X	Report #: 2	<input type="checkbox"/>	Profile #: __
	<input type="checkbox"/>	Presentation (Preliminary findings) #: __	X	Presentation (Final) #: 1	<input type="checkbox"/>	Factsheet #: __
	<input type="checkbox"/>	Interactive dashboard #: _	<input type="checkbox"/>	Webmap #: __	<input type="checkbox"/>	Map #: __
	<input type="checkbox"/>	[Other, Specify] #: __				
Access	X	Public (available on REACH resource center and other humanitarian platforms)				
	<input type="checkbox"/>	Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)				
Visibility Specify which logos should be on outputs	REACH					
	Donor: ECHO					
	Coordination Framework: Coordination Steering Group					
	Partners: N/A					

2. Rationale

2.1 Background

Findings from the second round of the Multi-Sector Needs Assessment (MSNA), conducted by REACH in close collaboration with the Information Management Working Group (IMWG) and the Coordination Steering Group (CSG) in Armenia in March-April 2021, and parallel REACH and AGORA assessments indicate that, while the majority of people who were displaced to Armenia because of the outbreak of war in Nagorno Karabakh in September-November 2020 have already returned to Nagorno Karabakh (NK), those who remain are expected to stay for the longer term. According to the findings of the 2nd round of the MSNA, 93.4% of assessed households (HHs) were not intending to move or were unable to communicate their intentions because of the movement of their areas of origin under Azerbaijani control, security concerns regarding returning to NK and other factors that increase their vulnerability. According to the latest approximate numbers from May 2021 around 37,000 people in a refugee-like situation remain in Armenia.⁷ Understanding residual humanitarian and early recovery needs of the remaining population will effectively inform when and how the transition from cash, in-kind, and voucher-based humanitarian support to sustainable interventions of different modalities should be implemented. While the existing assessments provided an overview of livelihood conditions of the refugee-like population in Armenia, including major livelihood needs and challenges faced (in terms of income-generating activities, debt loads, unemployment rates et al), there is a need for a more in-depth sector-specific understanding of the needs of this particularly vulnerable population within the context of a transitioning humanitarian response. The planned comprehensive economic resilience assessment will largely complement the existing quantitative data generated by REACH and AGORA.

2.2 Intended impact

To inform the implementation of voucher-based programming and other emergency livelihood assistance activities of ACTED, PIN, other humanitarian actors, and UN agencies operating in Armenia within this context, REACH is conducting

⁷ UNHCR Operational data portal, "Armenia: Population Data Estimates by Marz - May 2021", 2 June 2021

this complementary economic resilience assessment. As the movement dynamics of the refugee-like population are slowing down, the assessment intends to improve understanding of the current livelihood situation of the remaining refugee-like population and inform the humanitarian actors in programming strategies to address the residual humanitarian and early recovery needs of the targeted population groups. This additional assessment will be sector-specific, with an emphasis on qualitative data collection, and apart from complementing the existing multi-sector needs assessments and informing decision-making on early recovery assistance, will also lay foundations for long-term planning and interventions both by international actors and national/local authorities as relevant.

3. Methodology

3.1 Methodology overview

This assessment will follow a two-step process in parallel with one another. The first step will be a thorough secondary data review, and the second will be the facilitation of focus group discussions (FGDs). Focus groups were chosen as a preferred method of primary data collection in line with the research objective, which does not require studying statistical trends, but rather saturation of answers related to the researched phenomenon. There will be a total of 21 FGDs conducted, which will be stratified by four groups. The first two strata will be people in a refugee-like situation – men and women, the third will be host communities, and the fourth will be social workers working in municipalities and/or regional employment centers. For host communities, jobseekers who have been unemployed since the beginning of 2020 will be targeted. FGDs will consist of seven to ten participants per group, and there will be a total of five moderators to conduct group facilitation. FGD will last from 60 to 90 minutes.

FGDs will be conducted from the 15th of July to the 6th of August. Using a qualitative methodology for this assessment and non-probability purposive sampling to select FGD participants, this assessment will lead to achieving indicative findings.

3.2 Population of interest

The assessment will target three populations groups: refugee-like populations remaining in Armenia following the 2020 war in Nagorno Karabakh, host communities, and social workers working in municipalities and/or regional employment centers. There will be four strata: women in a refugee-like population, men in a refugee-like population, host communities, and social workers working in municipalities and/or regional employment centers. With respect to the refugee-like population, the study will assess their current livelihood situation and greater opportunities/ challenges for integration into the local labor market, whereas separate FGDs with people in a refugee-like situation and host community members will enable REACH to distinguish between pervasive barriers to employment and those specifically impacting refugee-like populations. The FGDs will measure participation on an individual level as opposed to a household level. The geographic areas covered by this assessment will include 5 regions overall. According to the latest figures of displaced populations in Armenia as of May 2021, approximately 37,000 people remain in a refugee-like situation throughout the country⁸. For the purpose of this research, the areas with the highest concentration of displaced populations will be targeted (see Table 1 below). This includes the capital, Yerevan, in addition to the following four marzes: Syunik, Kotayk, Ararat, and Lori, which have been selected based on the proportions of remaining refugee-like populations and the geographical variance aiming to cover marzes which range from North to South (to ensure geographic diversity and inclusion).

⁸ UNHCR Operational data portal, 2021

Table 1. Refugee-like population estimates in Armenia, as of May 2021

Marz	Refugee-like population estimates
Yerevan	12,075
Kotayk	7,269
Syunik	4,451
Ararat	4,145
Armavir	2,067
Gegharkunik	1,549
Vayots Dzor	1,487
Lori	1,302
Aragatsotn	1,168
Shirak	819
Tavush	657

3.3 Secondary data review

Five key sources will be used in the secondary data review (SDR) process. However, any additional secondary data sources providing relevant information on the research topic of this assessment will be considered. The first secondary data source will be the data from the Statistical Service of Armenia (ArmStat) to provide baseline socio-economic and infrastructural profile of the geographic areas of interest and Armenia as a whole. The second will be the UNDP Socio-Economic Impact Assessment of COVID-19 Outbreak in Armenian Communities, which was conducted during the COVID-19 outbreak and will provide an overview of the major economic stressors and socio-economic shocks the populations experienced in 2020. The third and fourth documents will be REACH's December 2020 Multi-Sector Needs Assessment (MSNA) as well as the Second Round of the MSNA. Finally, the key findings of the Agora Capacity and Vulnerability Assessment (CVA) will be utilized to measure the impacts of both the COVID-19 pandemic and the NK conflict on the demand side of the labor market, and specifically the experiences of refugee-like population and host communities in accessing employment opportunities.

3.4 Primary Data Collection

Method:

The assessment will follow a qualitative methodology using a semi-structured data collection tool. Primary data collection will be implemented through FGDs with refugee-like populations remaining in Armenia, host communities, and social workers from municipalities and regional employment centers. FGDs will be conducted in person, and, considering COVID-19 measures, will follow the global IMPACT COVID-19 standard operating procedures, including close adherence to COVID-19 mitigation measures on hygiene, mask-wearing, and social distancing at all stages of the data collection (training, interviews, debrief).

To have an opportunity to test the tool for its length, time, and understanding of questions, the FGDs have been planned to have the first two FGDs (one with the refugee-like population and the other with the host communities) also serve as a pilot. Based on the observations and lessons learned, the questionnaire may be re-adjusted, as necessary, as the team proceeds with the rest of the FGDs.

FGDs will be moderated by facilitators who will be selected from the network of collaborators established through previous IMPACT projects in Armenia (i.e. the MSNA, CVA, etc), based on their proven skills, mutual collaboration experience, and closer acquaintance with the context ensuring high-quality data collection process. Selected facilitators will undergo training during which the REACH staff will present the assessment objectives and methodology, questionnaire/guide to follow during the FGDs, as well as the required debriefing forms to be filled and submitted after each FGD. The distribution of responsibility

will be as follows: each selected region will have one recruiter assigned; hence there will be five recruiters in total. The role of the recruiter will be to work directly with REACH's field coordinator to identify research participants. The role of the facilitator, on the other hand, will be to moderate the FGD and thereafter, transcribe the recorded discussions. Once the data is gathered, external translators will be employed to translate the transcriptions from Armenian to English.

Sampling:

A non-probability purposive sampling approach will be followed to identify participants for the FGDs. Each FGD will be conducted with an estimated 7-10 participants, who will be selected through the outreach of project consortium members and/or in coordination with the regional (marz-level) and/or local (community-level) authorities. Institutional partners will support the identification of FGD participants from the target groups by providing contact lists for outreach purposes in the respective regions where the research will take place. The recruiters will conduct direct outreach to the regional employment centers and municipalities, which will support the participant recruitment process overall.

FGDs with the refugee-like population will be conducted with people in a refugee-like situation who were gainfully employed in the NK but are currently not working. FGDs with the host communities will be conducted with hosting community members who have been unemployed from the beginning of 2020 until the present moment. Stratifying by population groups will support REACH in distinguishing between pervasive barriers to employment and those specifically impacting refugee-like populations.

Additionally, FGDs with people in a refugee-like situation will be separated based on male and female participants to identify gender dynamics in the context of the specific economic challenges impacting women and men, whereas the FGDs with hosting communities will be conducted in a mixed format (male and female participants together).

Based on the known distribution of people in a refugee-like situation, the following table shows the distribution of FGDs across marzes and the four strata.

Table 2. Distribution of FGDs across marzes and the four strata

Marz	Number of FGDs with refugee-like population		Number of FGDs with host communities	Number of FGDs with employment center officers / social workers
	Male	Female	Mixed groups	Mixed groups
Yerevan	2	2	1	1 (including participants from Kotayk and Ararat – marzes with proximity)
Syunik	2	2	1	1
Kotayk	1	1	1	0
Ararat	1	1	1	0
Lori	1	1	1	0

To ensure proper coverage of the specific challenges and coping mechanisms, as well as labor market opportunities available both for host communities and the refugee-like population based on the community type, FGDs will ensure proportionate participation from urban and rural communities.

In terms of the background of the participants, each FGD will also ensure proportionality based on age, level of education, and previous sector of expertise. This will ensure diversity and capturing of a wider range of possible challenges, practices, and coping strategies. FGD participants who are social workers working in municipalities and regional employment centers will only be selected based on profession.

Tools:

A semi-structured assessment guide/questionnaire will be developed and later customized for each population group. The guide will be built in consistency with the research objectives and research questions, and allow for maximum possible elaboration and exploration of the topics.

Triangulation/ Monitoring:

Data collection will be overseen by a REACH's field coordinator and monitored from the Yerevan field office. In terms of survey content, it will be subject to daily data transcription by the facilitators and will be handed over for translation upon completion. Facilitators will also be briefed and debriefed by the field coordinator and the national assessment officer in which they will provide feedback to the facilitators and recruiters should any issues within the data collection process be registered. Additionally, weekly field visits will be scheduled by the assessment officer and the field coordinator to ensure the quality of data collection.

3.5 Data Processing & Analysis

The SDR will serve the purpose of identifying the gaps in the available information in economic/livelihoods sectors as well as providing an overview of the recent market dynamics based on the available statistics. In this regard, there will be no data cleaning conducted specifically for the SDR, rather a review of indicators available in different sources, such as ArmStat, MSNA, etc. Generally, SDR is not going to answer most of the research questions, as the secondary data does not have information regarding the economic and livelihoods needs of the affected population groups; it is rather linked to the research question 2.3 aiming to describe the current state of affairs on the labour market, focusing on spatial disaggregation of the economic trends. The report on the SDR will further link to the analysis based on the results of the FGDs.

Data collection will be implemented by FGD facilitators using a semi-structured questionnaire/guide. FGDs will be recorded and respectively transcribed after the actual discussion. Transcriptions will be anonymized and later translated to English as part of the final data package. In case one or more participants refuse to have a discussion recorded, less detailed anonymized meeting minutes will be used instead of a transcript of the recording. Once the transcriptions are ready and duly translated, all the recordings will be deleted. The collected data in the form of transcriptions will be reviewed once submitted by the moderators and will be coded into the Data saturation analysis grid by the REACH staff, adding new discussion points as they occur. The further findings will be analyzed through the narrative analysis as per guidelines for qualitative data processing.⁹ Data analysis will be conducted based on the data saturation analysis grid and the facilitator observations (filled in the debrief forms). The final data package will include the questionnaire/guide, FGD transcriptions (translated to English), data saturation analysis grid, and debrief forms. All personally identifiable information will be removed during the transcription stage and will not occur in the final data package. The findings will be shared with the partners in the form of a final report.

4. Key ethical considerations and related risks

The proposed research design meets/does not meet the following criteria:

<i>The proposed research design...</i>	<i>Yes/ No</i>	<i>Details if no (including mitigation)</i>
... Has been coordinated with relevant stakeholders to avoid unnecessary duplication of data collection efforts?	Yes	

⁹ IMPACT Data Processing and Analysis Guidelines for Qualitative Data, June 2021

... Respects respondents, their rights and dignity (specifically by: seeking informed consent, designing length of survey/ discussion while being considerate of participants' time, ensuring accurate reporting of information provided)?	Yes	
... Does not expose data collectors to any risks as a direct result of participation in data collection?	Yes	
... Does not expose respondents / their communities to any risks as a direct result of participation in data collection?	Yes	
... Does not involve collecting information on specific topics which may be stressful and/ or re-traumatizing for research participants (both respondents and data collectors)?	Yes	
... Does not involve data collection with minors i.e. anyone less than 18 years old?	Yes	
... Does not involve data collection with other vulnerable groups e.g. persons with disabilities, victims/ survivors of protection incidents, etc.?	Yes	
... Follows IMPACT SOPs for management of personally identifiable information ?	Yes	

5. Roles and responsibilities

Table 3: Description of roles and responsibilities

Task Description	Responsible	Accountable	Consulted	Informed
<i>Research design</i>	National Assessment Officer	Assessment Officer	IMWG, Research Design and Data Unit (RDDU)	UN Coordination Steering Group
<i>Supervising data collection</i>	Field Coordinator	National Assessment Officer	Assessment Officer	RRDU
<i>Data processing (checking, cleaning)</i>	National Assessment Officer	Assessment Officer	RDDU	HQ Program
<i>Data analysis</i>	National Assessment Officer	Assessment Officer	RDDU	HQ Program
<i>Output production</i>	National Assessment Officer	Assessment Officer	Research Reporting Unit (RRU)	HQ Program

Product review and validation	National Assessment Officer	Assessment Officer	RRU	HQ Program
Dissemination	Assessment Officer	Research Manager	Information Management Working Group (IMWG)	HQ Comms, RRU
Monitoring & Evaluation	Assessment Officer	Research Manager	IMWG	HQ Program
Lessons learned	Assessment Officer	Research Manager	IMWG, RDDU	HQ Program

Responsible: the person(s) who executes the task

Accountable: the person who validates the completion of the task and is accountable of the final output or milestone

Consulted: the person(s) who must be consulted when the task is implemented

Informed: the person(s) who need to be informed when the task is completed

Workplan

	01 – 08 July	08 – 15 July	15 – 22 July	22 – 29 July	29 July – 05 August	05 – 12 August	12 – 19 August	19 – 26 August	26 – 31 August
ToR / DAP									
Planning									
SDR									
Recruitment of participants									
Training of moderators									
FGDs									
Data Processing / Coding									
Data Analysis									
Reporting									

5. Data Analysis Plan

Research questions addressed with Semi-structured tool(s)

DAP for FGDs with the refugee-like population

Research Questions	SUBQ#	Data collection method	Sub-research question group	Sub-research Question	Questionnaire QUESTION	Probes	Key disaggregations	Strata
General Questions	0.1.	FGD	Key characteristics	Facilitator code	Facilitator code	N/A		Refugee-like population
	0.2.	FGD	Key characteristics	Marz name	Which marz are participants residing in currently?	N/A		Refugee-like population
	0.3.	FGD	Key characteristics	Community name	Which community are participants residing in?	N/A	Type of settlement (Urban, Rural)	Refugee-like population
	0.4.	FGD	Key characteristics	Strata	Which strata do the participants belong to?	N/A		Refugee-like population
	0.5.	FGD	Key characteristics	Type of accommodation	What is the type of accommodation in which the participants reside in?	<ul style="list-style-type: none"> • Own apartment/house • Rented apartment/house • Not rented apartment/house/shelter provided by the state, community, or an individual • Collective center • Hosted by a local family 	Type of settlement (Urban, Rural)	Refugee-like population
	0.6.	FGD	Key characteristics	Age group	What is the age of the participants?	<ul style="list-style-type: none"> • 18-25 • 26-35 • 36-47 • 48+ 		Refugee-like population

	0.7.	FGD	Key characteristics	Gender	What is the gender of the participants?	<ul style="list-style-type: none"> • Male • Female 		Refugee-like population
	0.8.	FGD	Key characteristics	Level of education	What is the highest level of education attained by the participants?	<ul style="list-style-type: none"> • Primary education (4th class) • Basic secondary education (8th/9th class) • Complete secondary/high school education (10th - 12th class) • Vocational training • Technical secondary education • Higher education (including postgraduate education) 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Professional sector / previous employment	Refugee-like population
	0.9.	FGD	Key characteristics	Previous occupation	What is the previous occupation/professional sector of the participants?	If displaced - occupation before displacement?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education	Refugee-like population
1. What are the key humanitarian needs related to the livelihoods or economic means of the remaining refugee-like populations?	1.1.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Would you please describe your current housing and livelihood conditions?	<ul style="list-style-type: none"> • Who do you currently reside with? Number of people living together. (Take into account the number of the children. In case of residing with a host family, clarify the number of host HH members) • Living conditions: conditions of the building (apartment/house), bathroom conditions, sufficient number of 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population

						rooms, accessibility of gas, electricity, and water supplies <ul style="list-style-type: none"> • Food security • Sufficiency of clothing • Affordability of utility payments • Affordability of education 		
	1.2.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Would you please describe your housing and livelihood conditions before the displacement?	<ul style="list-style-type: none"> • Living conditions: conditions of the building (apartment/house), bathroom conditions, sufficient number of rooms, accessibility of gas, electricity, and water supplies • Food security • Sufficiency of clothing • Affordability of utility payments • Affordability of education 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
	1.3.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	How would you describe your level of satisfaction with your existing housing and livelihood conditions?	If not satisfied, why? Please explain.	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population

	1.4.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	What are your priority needs in terms of housing and livelihood conditions?	Improving livelihood conditions? Access to food? Covering your basic needs (clothing, sanitation, education, and healthcare)? Paying your debts? Other?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
	1.5.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	What sources of income does your HH have?	Formal and informal income, savings; Agricultural production and various types of support should also be taken into account	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
	1.6.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	What kind of needs are you able to cover with your current income?	Food? Basic needs (clothing, sanitation, education, and healthcare)? Paying debts? Utility payments? Other? What are your main existing needs that you are not able to cover with the income of your HH?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
2. What are the existing economic/livelihood opportunities for refugee-like populations?	2.1.	FGD	Economic/Livelihood opportunities	What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the	Could you tell us a bit more about the last job/income-generating activity you had (or were involved in)?	When was it? No matter whether the participant had formal or non-formal work, the previous occupation should be clarified In which sector?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education	Refugee-like population

				<i>integration of the refugee-like population?</i>		<i>How long have you been involved in that job? Formal or informal? Permanent, temporary, daily casual? Occupation before displacement?</i>	<i>Professional sector / previous employment</i>	
	2.2.	<i>FGD</i>	<i>Economic/Livelihood opportunities</i>	<i>What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the integration of the refugee-like population?</i>	<i>After post-conflict relocation to Armenia, have you taken any steps to find a job?</i>	<p><i>If steps taken:</i></p> <ul style="list-style-type: none"> • <i>What steps have you taken to find a job?</i> <p><i>Have you directly applied for a job to an employer (a private or public entity, business, organization)?</i></p> <p><i>If yes:</i></p> <ul style="list-style-type: none"> • <i>Where did you apply to?</i> • <i>What kind of work did you apply for?</i> • <i>Why did you apply for the mentioned job?</i> • <i>How did you apply to mentioned business/es or organization/s?</i> • <i>Why did you apply to the mentioned employer/s?</i> • <i>What made you apply to the mentioned business/es or organization/s? Where did you learn about the mentioned employers from?</i> • <i>Why didn't you get the job you applied for?</i> 	<p><i>Age</i></p> <p><i>Gender (Male, Female)</i></p> <p><i>Type of settlement (Urban, Rural)</i></p> <p><i>Level of education</i></p> <p><i>Professional sector / previous employment</i></p>	<i>Refugee-like population</i>

						<p><i>If not applied:</i></p> <ul style="list-style-type: none"> • Why haven't you directly applied for a job to an employer (a private entity, business, organization)? <p><i>If no steps taken:</i></p> <ul style="list-style-type: none"> • Why haven't you taken any steps to find a job? 		
	2.3.	FGD	Economic/Livelihood opportunities	What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the integration of the refugee-like population?	Have you applied to the state institutions for support in finding a job after post-conflict relocation to Armenia?	<p><i>If yes:</i></p> <ul style="list-style-type: none"> • Which state institution/s did you apply to? • What kind of work did you apply for? • Why did you apply for the mentioned job? • How did you apply to the mentioned state institution/s? • Why did you apply to the mentioned state institution/s? • What made you apply to the mentioned institution/s? Where did you learn about the mentioned institution/s? <p><i>If not:</i></p> <ul style="list-style-type: none"> • Why haven't you applied to the state institutions in finding a job after relocating to Armenia? 	<p>Age</p> <p>Gender (Male, Female)</p> <p>Type of settlement (Urban, Rural)</p> <p>Level of education</p> <p>Professional sector / previous employment</p>	Refugee-like population

	2.4.	FGD	Economic/Livelihood opportunities	What are the prevalent labor market trends and intervention plans and policies specifically targeting refugee-like population?	Are you aware of any programs (whether undertaken by state, private entities, or international organizations) specifically designed to provide job-related support to people in a refugee-like population in Armenia?	If yes: <ul style="list-style-type: none"> • What kind of support do these programs provide? (Skills training, career guidance, employment, etc.) • Did you apply to or participate in any of these programs? If yes, how would you describe its usefulness? • If not, would you like to receive/do you think you could benefit from information about such programs? 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
3. What are the existing economic challenges creating integration barriers to refugee-like populations and how do those vary from the economic challenges faced by the host communities?	3.1.	FGD	Existing economic challenges and expectations	How do the main economic challenges refugee-like population has been facing during their integration vary from the economic challenges faced by the host communities?	In your experience, what are the main challenges in finding a job/income-generating activity in Armenia (since 2020, especially in the context of COVID-19 and NK war)?	Skills? Labour market opportunities? Regional disparities? Salary? Awareness, career guidance?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
	3.2.	FGD	Existing economic challenges and expectations	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	Could you tell us a bit more to what extent (if at all) COVID-19 affected your opportunities to find a job/ income-generating activity in Armenia?	Shut-down of businesses/ceasing of operations? Downcutting of the staff? Declined market opportunities? Closure of the borders, issues with import/export? Income decrease?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population

	3.3.	FGD	Existing economic challenges and expectations	How do the main economic challenges refugee-like population has been facing during their integration vary from the economic challenges faced by the host communities?	Could you tell us a bit more to what extent (if at all) the environment in your place of residence (neighbors, community, inter-personal relations, relations with the employers) affect your opportunities of finding a job/income-generating activity?	If relevant, in the case of the refugee-like population - have you faced any specific challenges based on your status?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
	3.4.	FGD	Existing economic challenges and expectations	How do coping strategies employed to minimize the existing economic challenges vary between the people in a refugee-like population and host communities?	Could you tell us a bit more about the steps you are undertaking (if at all) to overcome the challenges you are facing to improve your job opportunities?	If steps taken: • What steps are you taking to overcome the mentioned challenges? If no steps taken: • Why aren't you taking any steps to overcome the mentioned challenges?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population
	3.5.	FGD	Existing economic challenges and expectations	What types and modalities of assistance are needed by both population groups to cope with the existing economic challenges, and specifically needed by the people in a refugee-like situation to facilitate their integration?	What kind of support do you need to find a job/income-generating activity?	Capacity-building (extra knowledge and skills)? Information on the existing opportunities? Financial assistance? Relocation assistance? Livestock? Direct employment? Other? What type of support should the state provide to overcome the challenges and find a job? How can other stakeholders (NGOs, international	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Refugee-like population

						<i>organizations, business sector) support you to overcome the challenges and find a job?</i>		
<i>General Questions</i>	0.10.	<i>FGD</i>	<i>Other questions</i>	<i>Additional comments</i>	<i>What would you like to add? Are there any questions you would like to address?</i>	<i>N/A</i>	<i>N/A</i>	<i>Refugee-like population</i>

DAP for FGDs with the host communities

Research Questions	SUBQ#	Data collection method	Sub-research question group	Sub-research Question	Questionnaire QUESTION	Probes	Key disaggregations	Strata
General Questions	0.1.	FGD	Key characteristics	Facilitator code	Facilitator code	N/A		Host communities
	0.2.	FGD	Key characteristics	Marz name	Which marz are participants residing in currently?	N/A		Host communities
	0.3.	FGD	Key characteristics	Community name	Which community are participants residing in?	N/A	Type of settlement (Urban, Rural)	Host communities
	0.4.	FGD	Key characteristics	Strata	Which strata do the participants belong to?	N/A		Host communities
	0.5.	FGD	Key characteristics	Type of accommodation	What is the type of accommodation in which the participants reside in?	<ul style="list-style-type: none"> • Own apartment/house • Rented apartment/house • Not rented apartment/house/shelter provided by the state, community, or an individual 	Type of settlement (Urban, Rural)	Host communities
	0.6.	FGD	Key characteristics	Age group	What is the age of the participants?	<ul style="list-style-type: none"> • 18-25 • 26-35 • 36-47 • 48+ 		Host communities
	0.7.	FGD	Key characteristics	Gender	What is the gender of the participants?	<ul style="list-style-type: none"> • Male • Female 		Host communities

	0.8.	FGD	Key characteristics	Level of education	What is the highest level of education attained by the participants?	<ul style="list-style-type: none"> • Primary education (4th class) • Basic secondary education (8th/9th class) • Complete secondary/high school education (10th - 12th class) • Vocational training • Technical secondary education • Higher education (including postgraduate education) 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Professional sector / previous employment	Host communities
	0.9.	FGD	Key characteristics	Previous occupation	What is the previous occupation/professional sector of the participants?		Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education	Host communities
1. What are the key humanitarian needs related to the livelihoods or economic means of the remaining refugee-like populations?	1.1.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Would you please describe your current housing and livelihood conditions?	<ul style="list-style-type: none"> • Who do you currently reside with? Number of people living together. (Take into account the number of the children). • Living conditions: conditions of the building (apartment/house), bathroom conditions, sufficient number of rooms, accessibility of gas, electricity, and water supplies • Food security • Sufficiency of clothing • Affordability of utility payments 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Host communities

						• Affordability of education		
	1.2.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	How would you describe your level of satisfaction with your current housing and livelihood conditions?	<p>If not satisfied, why? Please explain.</p> <p>What are your priority needs in terms of housing and livelihood conditions?</p> <ul style="list-style-type: none"> • Improving livelihood conditions? • Access to food? • Covering your basic needs (clothing, sanitation, education, and healthcare)? 	<p>Age</p> <p>Gender (Male, Female)</p> <p>Type of settlement (Urban, Rural)</p> <p>Level of education</p> <p>Professional sector / previous employment</p>	Host communities
	1.3.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	What sources of income does your HH have?	Formal and informal income, savings; Agricultural production and various types of support should also be taken into account	<p>Age</p> <p>Gender (Male, Female)</p> <p>Type of settlement (Urban, Rural)</p> <p>Level of education</p> <p>Professional sector / previous employment</p>	Host communities
	1.4.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	What kind of needs are you able to cover with your current income?	<p>Food?</p> <p>Basic needs (clothing, sanitation, education, and healthcare)?</p> <p>Paying debts?</p> <p>Utility payments?</p> <p>Other?</p> <p>What are your main existing needs that you are not able to cover</p>	<p>Age</p> <p>Gender (Male, Female)</p> <p>Type of settlement (Urban, Rural)</p> <p>Level of education</p> <p>Professional sector / previous employment</p>	Host communities

						with the income of your HH?		
2. What are the existing economic/livelihood opportunities for refugee-like populations?	2.1.	FGD	Economic/Livelihood opportunities	What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the integration of the refugee-like population?	Could you tell us a bit more about the last job/income-generating activity you had (or were involved in)?	When was it? No matter whether the participant had formal or non-formal work, the previous occupation should be clarified In which sector? How long have you been involved in that job? Formal or informal? Permanent, temporary, daily casual?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Host communities
	2.2.	FGD	Economic/Livelihood opportunities	What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the integration of the refugee-like population?	Since the beginning of 2020, have you taken any steps to find a job?	If steps taken: • What steps have you taken to find a job? Have you directly applied for a job to an employer (a private or public entity, business, organization)? If yes: • Where did you apply to? • What kind of work did you apply for? • Why did you apply for the mentioned job? • How did you apply to mentioned business/es or organization/s? • Why did you apply to the mentioned employer/s? • What made you apply to the mentioned business/es or	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Host communities

						<p>organization/s? Where did you learn about the mentioned employers from?</p> <ul style="list-style-type: none"> • Why didn't you get the job you applied for? <p>If not:</p> <ul style="list-style-type: none"> • Why haven't you directly applied for a job to an employer (a private entity, business, organization)? <p>If no steps taken:</p> <ul style="list-style-type: none"> • Why haven't you taken any steps to find a job? 		
	2.3.	FGD	Economic/Livelihood opportunities	What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the integration of the refugee-like population?	Have you applied to the state institutions for support in finding a job since the beginning of 2020?	<p>If yes:</p> <ul style="list-style-type: none"> • Which state institution/s did you apply to? • What kind of work did you apply for? • Why did you apply for the mentioned job? • How did you apply to the mentioned state institution/s? • Why did you apply to the mentioned state institution/s? • What made you apply to the mentioned institution/s? Where did you learn about the mentioned institution/s? <p>If not:</p> <ul style="list-style-type: none"> • Why haven't you applied to the state 	<p>Age</p> <p>Gender (Male, Female)</p> <p>Type of settlement (Urban, Rural)</p> <p>Level of education</p> <p>Professional sector / previous employment</p>	Host communities

						<i>institutions in finding a job (since the beginning of 2020)?</i>		
3. What are the existing economic challenges creating integration barriers to refugee-like populations and how do those vary from the economic challenges faced by the host communities?	3.1.	FGD	<i>Existing economic challenges and expectations</i>	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	<i>In your experience, what are the main challenges in finding a job/income-generating activity in Armenia (since 2020, especially in the context of COVID-19 and NK war)?</i>	<i>Skills? Labour market opportunities? Regional disparities? Salary? Awareness, career guidance?</i>	<i>Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment</i>	<i>Host communities</i>
	3.2.	FGD	<i>Existing economic challenges and expectations</i>	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	<i>Could you tell us a bit more to what extent (if at all) COVID-19 affected your opportunities to find a job/ income-generating activity in Armenia?</i>	<i>Shut-down of businesses/ceasing of operations? Downcutting of the staff? Declined market opportunities? Closure of the borders, issues with import/export? Income decrease?</i>	<i>Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment</i>	<i>Host communities</i>
	3.3.	FGD	<i>Existing economic challenges and expectations</i>	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	<i>Could you tell us a bit more to what extent (if at all) the 2020 war in Nagorno-Karabakh affected your opportunities to find a job/income-generating activity?</i>	<i>Breadwinner killed in the war/missing? Decreased overall HH income because of a HH member partaking in the war? Lack of new job opportunities? Downcutting of the staff? Lack of investments due to the grown risk of conflict/war?</i>	<i>Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment</i>	<i>Host communities</i>

	3.4.	FGD	Existing economic challenges and expectations	How do the main economic challenges refugee-like population has been facing during their integration vary from the economic challenges faced by the host communities?	Could you tell us a bit more to what extent (if at all) the environment in your place of residence (neighbors, community, inter-personal relations, relations with the employers) affect your opportunities of finding a job/income-generating activity?	N/A	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Host communities
	3.5.	FGD	Existing economic challenges and expectations	How do coping strategies employed to minimize the existing economic challenges vary between the people in a refugee-like population and host communities?	Could you tell us a bit more about the steps you are undertaking (if at all) to overcome the challenges you are facing to improve your job opportunities?	If steps taken: • What steps are you taking to overcome the mentioned challenges? If no steps taken: • Why aren't you taking any steps to overcome the mentioned challenges?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Host communities
	3.6.	FGD	Existing economic challenges and expectations	What types and modalities of assistance are needed by both population groups to cope with the existing economic challenges, and specifically needed by the people in a refugee-like situation to facilitate their integration?	What kind of support do you need to find a job/income-generating activity?	Capacity-building (extra knowledge and skills)? Information on the existing opportunities? Financial assistance? Relocation assistance? Livestock? Direct employment? Other? What type of support should the state provide to overcome the challenges and find a job? How can other stakeholders (NGOs,	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Host communities

						<i>international organizations, business sector) support you to overcome the challenges and find a job?</i>		
<i>General Questions</i>	0.10.	<i>FGD</i>	<i>Other questions</i>	<i>Additional comments</i>	<i>What would you like to add? Are there any questions you would like to address?</i>	<i>N/A</i>	<i>N/A</i>	<i>Host communities</i>

DAP for FGDs with Employment center officers / social workers

Research Questions	SUBQ#	Data collection method	Sub-research question group	Sub-research Question	Questionnaire QUESTION	Probes	Key disaggregations	Strata
General Questions	0.1.	FGD	Key characteristics	Facilitator code	Facilitator code	N/A		Employment center officers / social workers
	0.2.	FGD	Key characteristics	Marz name	Which marz are participants residing in currently?	N/A		Employment center officers / social workers
	0.3.	FGD	Key characteristics	Community name	Which community are participants residing in?	N/A	Type of settlement (Urban, Rural)	Employment center officers / social workers
	0.4.	FGD	Key characteristics	Strata	Which strata do the participants belong to?	N/A		Employment center officers / social workers
1. What are the key humanitarian needs related to the livelihoods or economic means of the remaining refugee-like populations?	1.1.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Would you please describe the current housing and livelihood conditions of your beneficiaries displaced from NK? Would you please describe the current housing and livelihood conditions of your local beneficiaries from host communities?	<ul style="list-style-type: none"> • Living conditions: conditions of the building (apartment/house), bathroom conditions, sufficient number of rooms, accessibility of gas, electricity, and water supplies • Food security • Sufficiency of clothing • Affordability of utility payments 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers

						• Affordability of education		
	1.2.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	What are the main needs of refugee-like HHs in terms of housing and livelihood conditions? What are the main needs of /hosting HHs in terms of housing and livelihood conditions?	Improving livelihood conditions? Access to food? Covering your basic needs (clothing, sanitation, education, and healthcare)? Paying your debts? Other?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	1.3.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Can you tell us what sources of income/livelihood do your beneficiary HHs from NK have? What sources of income/livelihood do your beneficiary HHs from host communities have?	Formal and informal income, savings; Agricultural production and various types of support should also be taken into account	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	1.4.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Can you tell us what kind of needs are refugee-like HHs able to cover with their current income? What about hosting HHs?	Food? Basic needs (clothing, sanitation, education, and healthcare)? Paying debts? Utility payments? Other? What are the main existing needs your beneficiaries (both in refugee-like situation and hosting HHs) are not able to cover with their income?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers

	1.5.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Do you see any difference between the needs of refugee-like and host communities?	If yes: Please, describe the differences	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	1.6.	FGD	Economic/Livelihood needs	What are the key humanitarian needs related to livelihoods or economic means of the remaining refugee-like populations?	Are there HHs in your beneficiaries from NK where all the members of the family are unemployed? Are there any in local HHs?	How do these HHs manage to cover their basic livelihood needs?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
2. What are the existing economic/livelihood opportunities for refugee-like populations?	2.1.	FGD	Economic/Livelihood opportunities	What are the major professional sectors and skillset of the refugee-like population and how do these impact their integration process in Armenia?	Can you tell us what educational and/or professional skills do refugee-like populations have who have lost their jobs after the NK conflict and are currently looking for work?	<ul style="list-style-type: none"> • Difference men/women? • Technical skills? • Language skills? 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	2.2.	FGD	Economic/Livelihood opportunities	What are the major professional sectors and skillset of the refugee-like population and how do these impact their integration process in Armenia?	What educational and/or professional skills do host community members possess who have been unemployed and looking for a job since the beginning of 2020?	<ul style="list-style-type: none"> • Difference men/women? • Technical skills? • Language skills? 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers

	2.3.	FGD	Economic/Livelihood opportunities	What are the existing opportunities in terms of livelihoods/income-generating activities and specifically the ones which might benefit the integration of the refugee-like population?	Since the beginning of 2020, what type of jobs have beneficiaries in a refugee-like situation been looking for? And what type of jobs have the hosting community members been looking for?	<ul style="list-style-type: none"> • In which sector? • In which locations (urban, rural)? • What positions? • Full-time/part-time, etc? 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	2.4.	FGD	Economic/Livelihood opportunities	What are the prevalent labor market trends and intervention plans and policies specifically targeting refugee-like population?	How have refugee-like populations who are looking for a job since relocating to Armenia during/after the 2020 war become your beneficiaries?	<p>Did you first reach out to the refugee-like population or did they apply to you first? How did you outreach? What channels did you use to promote your work? Where and how do the refugee-like population learn about your activities, become aware of where to apply for employment-related support?</p>	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	2.5.	FGD	Economic/Livelihood opportunities	What are the prevalent labor market trends and intervention plans and policies specifically targeting refugee-like population?	Since 2020, as social workers, what role have you had/to what extent have you been involved in solving employment challenges of the unemployed refugee-like population? To what extent have you been involved in overcoming the employment challenges of the host communities affected by war?	<ul style="list-style-type: none"> • Type of interventions • In-person/remote? • Number of beneficiaries/participants • Targeting which challenges specifically (if relevant)? • Targeting specific population groups/age groups/gender? 	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers

					<p><i>(Question to the social workers)</i></p> <p>Since the end of the 2020 war, what projects have Employment Centers and State Social Services implemented among refugee-like populations and host communities to overcome the employment challenges caused by war? <i>(Question to the Employment center officers)</i></p>			
	2.6.	FGD	Economic/Livelihood opportunities	<p><i>What are the prevalent labor market trends and intervention plans and policies specifically targeting refugee-like population?</i></p>	<p>Since 2020, what interventions have you had in solving employment challenges of host communities affected by COVID-19? <i>(Question to the social workers)</i></p> <p>Since 2020, what projects have Employment Centers and State Social Services implemented among host communities to overcome the employment challenges caused by COVID-19? <i>(Question to the Employment center officers)</i></p>	<ul style="list-style-type: none"> • <i>Type of interventions</i> • <i>In-person/remote?</i> • <i>Number of beneficiaries/participants</i> • <i>Targeting which challenges specifically (if relevant)?</i> • <i>Targeting specific population groups/age groups/gender?</i> 	<p>Age</p> <p>Gender (Male, Female)</p> <p>Type of settlement (Urban, Rural)</p> <p>Level of education</p> <p>Professional sector / previous employment</p>	<p><i>Employment center officers / social workers</i></p>

3. What are the existing economic challenges creating integration barriers to refugee-like populations and how do those vary from the economic challenges faced by the host communities?	3.1.	FGD	Existing economic challenges and expectations	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	In your experience, what are the main challenges in finding a job/income-generating activity in Armenia (since 2020, especially in the context of COVID-19 and NK war)?	Skills? Labour market opportunities? Regional disparities? Salary? Awareness, career guidance?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	3.2.	FGD	Existing economic challenges and expectations	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	How do you think COVID-19 and hostilities in NK affected job opportunities in Armenia?	Shut-down of businesses/ceasing of operations? Downcutting of the staff? Declined market opportunities? Closure of the borders, issues with import/export? Income decrease?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	3.3.	FGD	Existing economic challenges and expectations	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	Who is particularly affected by the war and COVID-19 most of all?	In terms of social-cultural characteristics, educational background, and employment status of the people in concern	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers
	3.4.	FGD	Existing economic challenges and expectations	How has the COVID-19 pandemic and the war in 2020 impacted the economic situation in the country?	As service providers, what challenges have you faced in solving employment challenges of beneficiaries affected by COVID-19 and NK war in 2020?	Types of challenges (technical, capacity) Related to a specific group of beneficiaries (gender/age)?	Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment	Employment center officers / social workers

	3.5.	FGD	<i>Existing economic challenges and expectations</i>	What types and modalities of assistance are needed by both population groups to cope with the existing economic challenges, and specifically needed by the people in a refugee-like situation to facilitate their integration?	<i>Since 2020, which resources have you been lacking to solve employment challenges of refugee-like populations and host communities?</i>	<i>Lack of human, professional, financial, technical resources? Lack of mechanisms?</i>	<i>Age Gender (Male, Female) Type of settlement (Urban, Rural) Level of education Professional sector / previous employment</i>	<i>Employment center officers / social workers</i>
<i>General Questions</i>	0.10.	FGD	<i>Other questions</i>	<i>Additional comments</i>	<i>What would you like to add? Are there any questions you would like to address?</i>	<i>N/A</i>	<i>N/A</i>	<i>Employment center officers / social workers</i>