

As a result of the lack of livelihoods opportunities in Zaatari camp, UNHCR and partners have focused their efforts on providing a significant number of services through Cash for Work (CfW); an initiative in which refugees are remunerated for supporting partner programming in the camp. CfW activities are coordinated by the Basic Needs and Livelihoods Working Group (BNLWG) and partner members, who during 2015 developed CfW guidelines that aim to promote equal CfW opportunities to all refugees in the camp, and improve information management about the active cash for workers by harmonizing the CfW approach of humanitarian actors. To facilitate the continuous development of the CfW guidelines and increase the transparency of CfW activities in the camp, the BNLWG has developed a CfW factsheet. This factsheet is based on the information that humanitarian actors in the camp provide to the BNLWG about their CfW activities at the end of each month.

Key Figures for May 2016

Total camp population: 79,327

Total camp cases: 19,854

Total number of cash for workers: **6,209**

Percentage of cash for workers: **8%**

Total number of cases engaged in CfW: **5,638**

Percentage of cases engaged in CfW: **30%**

Total amount spent on CfW activities: **N/A**

Total number of cases with **more than one** cash for worker: **571**

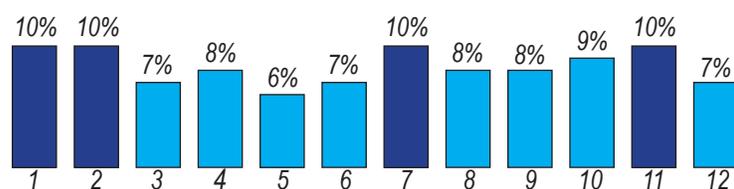
Number of duplications **identified***: **5**

Number of duplications **resolved***: **1**

**Duplications identified during the selection process indicate that an individual was selected to engage in CfW activities by two different organisations during the same period; once identified, UNHCR informs one of these organisations of the individuals' ineligibility for recruitment.*

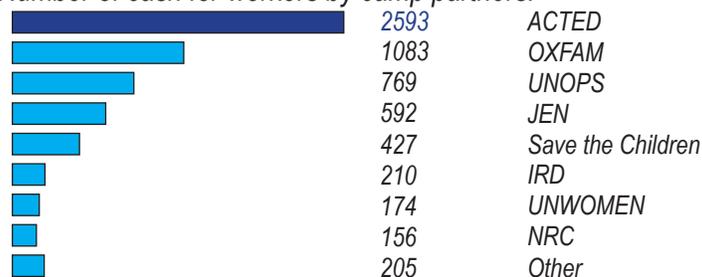
District of residence

Proportion of cash for workers by district of residence:



Participating agencies

Number of cash for workers by camp partners:



Feedback: Refugee community:

In May, CfW was discussed at many community gatherings* held across the camp. The following feedback was provided:

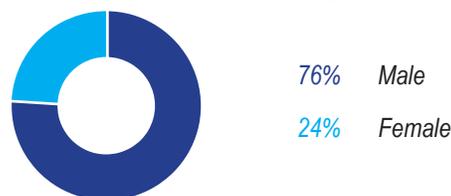
- The community highlighted issues of low wages, unethical hiring based on connections and biases rather than qualifications, and lack of opportunities for women.
- Refugees expressed their concern regarding NGOs hiring more than one person per case.
- Community continues to raise concerns about lack of CfW opportunities, citing need for more rotational positions and hiring district residents for work bound in one district.

*Community gathering are a two-way communication forum between Syrian refugees and camp partners to find solutions to community problems in Zaatari camp. Each gathering hones in on one primary topic.

**All reported figures and analysis on this factsheet are based on the cash for work data submitted by humanitarian actors in Zaatari camp for May, and are therefore not representative of the cash for workers who were employed by agencies who did not submit their data or have submitted incomplete data. Further, the analysis covers the total individual cash for workers reported as active during May, rather than the number of positions filled.*

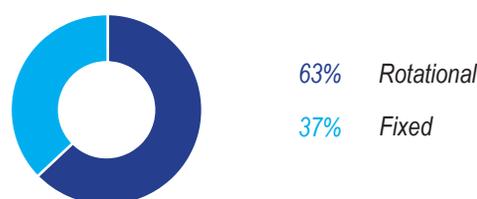
Gender of cash for workers

Proportion of cash for workers by gender:



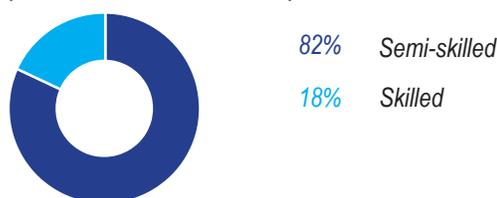
Position type

Proportion of cash for work positions in fixed or rotational positions:



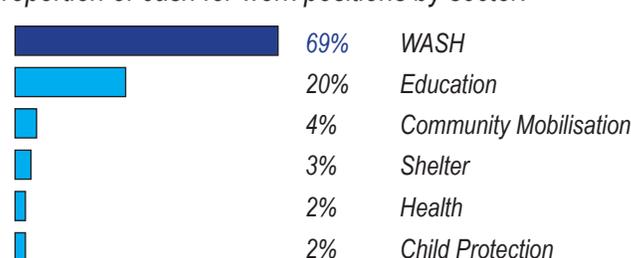
Skill level

Proportion of cash for work position skill level:



Cash for Work Sectors

Proportion of cash for work positions by sector:



Feedback: UNHCR section:

In May, UNHCR CfW data management team provided the following feedback regarding CfW activities:

- More quality control was requested as submitted CfW data may contain inaccurate and missing information..
- Agencies should adhere to the new SOPs.
- UNHCR should be informed immediately when fixed or rotational cash for workers cease to be employed by agencies.