

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 November 2016

Total camp population (18+): 34,812

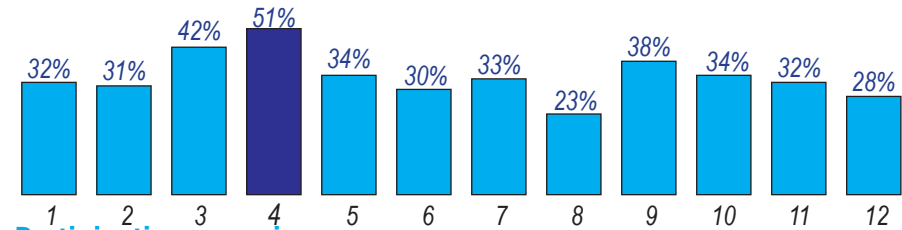
Total camp cases: 19,299

Total number of cash for workers:	5,646
Percentage of cash for workers:	16%
Total number of cases engaged in CfW:	5,248
Percentage of cases engaged in CfW:	27%
Total amount spent on CfW activities:	727,903 JD
Total number of cases with more than one cash for worker: **	398
Total number of vulnerable cash for workers:	742
Total number of cash for workers who have vulnerable family member:	778
Number of duplications identified*:	280
Number of duplications resolved*:	143

*Duplications indicate that an individual was selected to be engaged in CfW activities by two different organisations during the same period.
**A total of 146 cases had more than one cash for worker during the same time period (Duplication) while 252 cases had more than one cash for worker during the same month but on different dates.

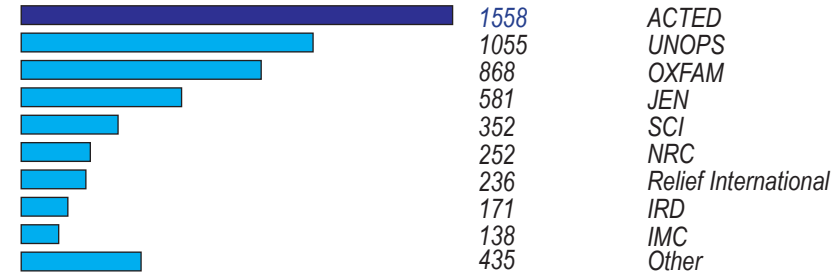
District of residence

Percentage of cases engaged in CfW in each district:



Participating agencies

Number of cash for workers by camp partners:



BNLWG response to community feedback:

In November, CfW was discussed at 6 community gatherings* held across the camp. The following feedback was provided:

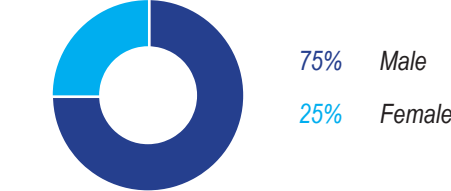
- Refugees stated that agencies should advertise CfW positions before conducting interviews and should give at least 3 days timeline to apply.
- Community continues to raise concerns about lack of CfW opportunities, citing need for more rotational positions and hiring district residents for work bound in one district.
- Refugees raised a concern regarding 50+ persons who do not benefit from CfW opportunities.

* 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 November, 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 November, rather than the number of positions filled.

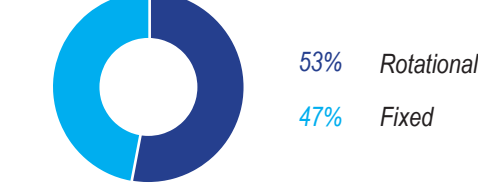
Gender of cash for workers

Proportion of cash for workers by gender:



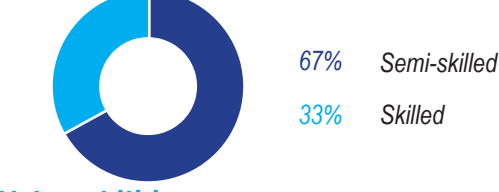
Position type

Proportion of fixed or rotational positions:



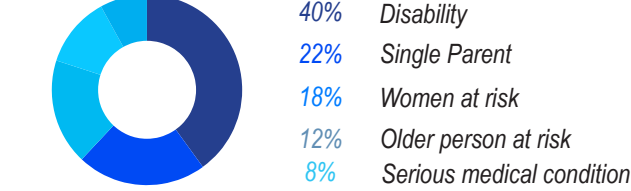
Skill level

Proportion of cash for work position skill level:



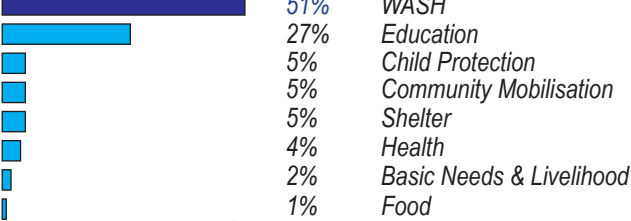
Vulnerabilities

Proportion of vulnerabilities identified for cash for workers and their family members:



Cash for Work Sectors

Proportion of cash for work positions by sector:



Feedback: UNHCR section:

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

- Agencies should share the list of volunteers with UNHCR to check their eligibility before engaging them in any activity.
- Agencies should submit the total amount spent on CfW activities at the end of each month.
- Agencies must adhere to the rotation mechanism that outlined in the SOPs.
- UNHCR should be informed immediately when fixed or rotational cash for workers cease to be employed by agencies.