



# LIVELIHOODS SECTOR

## PEOPLE IN NEED



389,071

## PEOPLE TARGETED



99,355

## NEEDS-BASED APPEAL



\$248M

## PARTNERS



70

## GENDER MARKER



4\*

\*Intends to contribute to gender equality, including across age groups AND/OR people with disabilities

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## SECTOR OUTCOMES

### OUTCOME 1:

Stimulate local economic growth and market systems to foster income-generating opportunities and decent and safe employment

#### INDICATORS

- Number of decent job created and/or maintained (30% created and 70% maintained)
- Number of target Lebanese Businesses (Micro, small, medium, solo and social enterprises) and cooperatives that report increased performance and expanded market access (new clients, contracts, market access) as a result of programme activities (60% of targeted businesses)

### OUTCOME 2:

Improve workforce employability

#### INDICATORS

- Number of job seekers placed into jobs (at least 50% women)
- Number of targeted vulnerable men and women engaged in home-based income generation (at least 50% women)





### OUTCOME 3:

Strengthen policy development and enable environment for job creation

#### INDICATORS

- Number of policies, regulations and strategies amended and/or proposed approved/adopted by the Government

## POPULATION BREAKDOWN

POPULATION COHORT	PEOPLE IN NEED	PEOPLE TARGETED	FEMALE ♀	MALE ♂
 Vulnerable Lebanese	322,228	49,678	25,336	24,342
 Displaced Syrians	48,351	44,710	22,802	21,908
 Palestinian Refugees from Syria	5,549	1,490	760	730
 Palestine Refugees in Lebanon	12,943	3,477	1,773	1,704

# 1. SITUATION ANALYSIS

Three years into one of the worst economic and financial crises the world has seen, and eleven years into the Syria crisis, the world's largest refugee and displacement crisis, Lebanon continues to confront the most devastating multi-layered predicament in its modern history. The Gross Domestic Product (GDP) was estimated to have declined by 10.5 per cent in 2021 and was projected to further contract by 6.5 per cent in 2022<sup>[1]</sup>. The continuing inadequate macroeconomic policy reforms and the minimum level of stability on the political and security scenes foretell further deterioration of both the social and the economic situation in Lebanon. In July 2022 and because of the continuing fall in the GDP and the sizable exchange-rate devaluation, the World Bank changed Lebanon's classification to a "Lower Middle Income" country after 25 years of being categorised as an Upper-Middle Income country<sup>[2]</sup>. The inflation rate, which reached a devastating 890 per cent in June 2022, is disproportionately affecting the poor and the middle class, and more than half the country's population lives below the poverty line<sup>[3]</sup>. The Lebanese unemployment rate more than doubled from 11.4 per cent in 2018-19 to 29.6 per cent in 2022. The labour force participation rate declined from 48.8 per cent to 43.4 per cent, indicating that less than half of the working-age population were either working for pay or seeking employment. In January 2022, 23 per cent of employees were earning less than 1,066,700 LBP (which corresponds to two-thirds of the median monthly earnings of employees at their main job) and were thus considered to be low-pay workers as compared to 21.8 per cent in 2018-19<sup>[4]</sup>. Furthermore, 62 per cent of Lebanese households reported facing challenges affording basic needs as a result of lost or reduced employment<sup>[5]</sup>. Similar to previous years, the unemployment rate for women stood at 32.7 per cent, 4 per centage points higher than the unemployment rate for men, at 28.4 per cent. Women's labour force participation rate was 22.2 per cent (compared to 66.2 per cent for men). The youth unemployment rate was almost double that of adults at a staggering 47.8 per cent versus 25.6 per cent. Although unemployment increased nationally, the largest increase in unemployment was in Baalbek-Hermel, where it rose from 11 per cent in 2018-19 to 40.7 per cent in January 2022<sup>[6]</sup>.

With their pre-existing vulnerabilities, the displaced Syrians are among those who had the hardest hit by the crises. 55 per cent of the refugees within the working age group remain outside the labour force, with women's

labour force participation rate (LFPR) as low as 19 per cent. Construction and agriculture are the two main employment sectors for the displaced Syrians, yet even those with employment remain unable to cover the costs of their food and non-food essential needs from their earnings. In fact, households were only making 21 per cent of the monthly Survival Minimum Expenditure Basket (S/MEB) value from employment<sup>[7]</sup>. The unemployment rate of 13 per cent does not reflect a high per centage of employment (33 per cent) but is rather the result of the low labour force participation rate, which stands at only 45 per cent. PRL and PRS are also at the end of their rope with skyrocketing unemployment rates and increasing despair.

Of all population groups, women are the most affected by the crises, as they are the first to lose their jobs and must balance domestic and childcare responsibilities. Women also have a much lower likelihood of having financial accounts, debit, or credit cards than men, even after controlling for education and welfare status. Additionally, women are more likely to depend on another family member for access to financial services. Following the multiple crises affecting the country, the share of job losses among women was notably higher than that among men.

Aside from individuals, the crisis fell hardest on businesses that face temporary and permanent closures due to continued supply chain disruptions, increasing prices of raw material and production costs and limited access to financial resources.

Lastly, it is important to highlight that the perceived drivers of local tensions between the Lebanese host community and displaced Syrians were primarily economic, including grievances related to 'competition for lower skilled jobs' (50%). Among all waves of the UNDP/ARK Regular Perception Surveys, 2017-2022, this has remained the most frequently cited source of inter-communal tensions, by both Lebanese and Syrians<sup>[8]</sup>. Although this tension factor recorded the highest rate inter-communally, it was also reported as a source of intra-communal tension by 34 per cent of respondents. While competition over high-skilled jobs was scarcely cited across governorates as a factor for inter-communal tensions (reported by 4% nationally, 0% in Akkar and 9% in the North), competition over lower-skilled jobs was cited by 89 per cent of respondents in the Bekaa (highest) and 37 per cent of respondents in the South (lowest). Nationally, competition over lower-skilled jobs was cited by 50 per cent of respondents as a source of inter-communal tensions.

[1] <https://www.worldbank.org/en/country/lebanon/publication/economic-update-april-2022>.

[2] <https://economics.creditlibanais.com/Article/211158#en>.

[3] World Bank (2022). *Lebanon Economic Update, April 2022*.

[4] [https://www.ilo.org/beirut/publications/WCMS\\_844837/lang-en/index.htm](https://www.ilo.org/beirut/publications/WCMS_844837/lang-en/index.htm).

[5] Reach Lebanon Multisector Needs Assessment (MSNA) 2021 - <https://reliefweb.int/report/lebanon/multi-sector-needs-assessment-msna-key-findings-livelihoods-march-2022>.

[6] *Ibid*.

[7] VaSYR 2022 preliminary findings.

[8] Regular Perception Surveys on Social Tensions throughout Lebanon Wave XIV [https://drive.google.com/file/d/1yADfaDM8\\_m1F5x5gidPXgAsl511ZPsEH/view](https://drive.google.com/file/d/1yADfaDM8_m1F5x5gidPXgAsl511ZPsEH/view).

## 2. OVERALL SECTOR STRATEGY

The Livelihoods sector will continue with its main overarching objectives to alleviate the socio-economic shocks on the most vulnerable groups, including women, youth and persons with disabilities, through short- and long-term livelihoods support that will build their skills in order to increase their employability or allow for self-employment. Secondly, to engage and strengthen the private sector actors to identify and support key elements of growth and sustainability. And finally, to increase and strengthen mainstreaming efforts to ensure women's inclusion, conflict sensitivity and increased access to persons with disabilities across all sector activities as a result of reinforced referrals, dedicated technical guidance and support.

The sector's Theory of Change encompasses two interlinked constituents that contribute to medium- and longer-term recovery and stabilisation and alleviates the tensions between Lebanese host communities and displaced Syrians resulting from competition over livelihoods opportunities.

- If businesses in key economic sectors are supported, then local economic development will be stimulated, and job retention and creation will be actualized. All while working with the private sector and governmental institutions to enable the environment for job creation, reduce the gender gap in the economy and enforce decent work conditions.
- If the capacities of the most vulnerable populations are built through theoretical and practical training on skills related to and needed by the key economic sectors, then individuals in these communities will transition towards self-reliance.

### Assumptions and risks

The sector identified several contextual and circumstantial assumptions that are vital to the achievement of its objectives.

- The first assumption is a consistent funding that would allow the implementation of long-term interventions to support businesses in key economic sectors to improve their capacities and increase their access to financial resources as well as their internal and external market share and thus their revenues. This would ensure market-system development to maintain access to decent and long-term employment and income-generation. It further assumes that nexus-based approaches to economic recovery are continued, rather than deprioritised in favour of humanitarian interventions, in order to further strengthen the resilience of Lebanese markets against existing and newly arising shocks<sup>[9]</sup>.

- The second assumption is harmonisation of the transfer value to support the beneficiaries' abilities to meet their basic needs and to respond to the continuous currency fluctuation and devaluation that is leading to the loss of money value. Continuous monitoring and adaptation of transfer values are needed to ensure decent wages. As such, the sector will continue advocating for and promoting evidence-based approaches, such as the UNDP-led Wage Monitoring Assessment and information from the World Food Program (WFP) S/MEB. It is important to have the engagement of line ministries, donors and key sectors and partners.
- The third assumption is that donors will allow adequate budget allocations to cover additional costs to ensure beneficiaries' accessibility to and benefit from programmes. This includes, but is not limited to, support for transportation, fuel, electricity, ICT equipment and in-kind and/or food support as well as childcare services and alteration/adaptation of locations to allow accessibility to persons with disabilities.

Working in a rapidly deteriorating environment, the sector has identified several risk factors that can affect the implementation of the activities:

- A prolonged political and governmental paralysis could slow down the required overhaul of the economic crisis. This will also delay the implementation of possible international financial aid schemes to Lebanon, for example, the IMF, which will in turn further deepen the economic vulnerabilities of people in need, thus increasing the pressure on partners. To this end, the sector will advocate for increased funding to ensure access to temporary employment for the most vulnerable through the Labour-Intensive Programmes and permanent employment through the support to businesses to allow the creation of job opportunities. Furthermore, the implementation of the sector's third outcome, which pertains to policies, will be challenging if the current political situation persists (i.e., caretaker Government). For this, it will be recommended that partners continue working with the employees and employers' unions and syndicates while pursuing collaborations with the relevant ministries. (Probability: high, Impact: high)
- Increased economic vulnerabilities could contribute to more tensions between the host community members and the displaced Syrians due to competition over lower-skilled jobs. For this, the sector will coordinate closely with the Social Stability sector to mainstream conflict sensitivity and do-no-harm across the Livelihoods sector's activities through both training and implementation workshops and dedicated mainstreaming guidance notes. On the other hand, the sector will continue to facilitate cash for work task forces at the regional levels, where partners implementing cash for work activities have more in-depth sharing of information on their

<sup>[9]</sup> Lebanon is now the most remittance-dependent country on the planet, with remittances accounting for a staggering 53.8% of GDP in 2021. While it is difficult to determine the full extent to which Lebanese families receive remittances, an estimated 15% to 30% of households in 2022 rely on remittances as a source of income, up from 10% in 2018 and 2019. <https://mercycorps.org.lb/understanding-the-limitations-of-remittances-as-an-informal-social-safety-net-in-lebanon/>.

ongoing and planned activities to ensure harmonisation and complementarity. This will also prevent gaps and overlaps which might lead to perceptions of aid bias, tensions between the beneficiaries and increased pressure from local authorities. (Probability: high, Impact: high)

- Continued use and implementation of local-level market assessments which impede the possibility of implementing national-level value chain interventions as well as the possibility of understanding the national market dynamics, thus limiting the impact of interventions supporting businesses. The sector will advocate for a national market assessment and will continue its efforts to collect and disseminate assessments conducted by the different partners. The sector will also consult with the relevant line ministries (Ministry of Economy and Trade (MoET), Ministry of Industry (Mol), Ministry of Labor (MoL) and MoA) to identify key economic sectors according to the national priorities set by the government. (Probability: high, Impact: medium)
- Despite the economic crisis, the participation of women in the labour force is still significantly low due to continuing societal constraints as well as the market's failure to be gender sensitive. The sector will work with partners through policy interventions that can lift the barriers and promote women's work and boost their entrepreneurship. Coordination with relevant authorities and institutes will ensure the implementation and activation of protection from sexual harassment, exploitation and abuse at the workplace mechanism. The sector will also continue to promote and provide technical support to ensure gender mainstreaming in all the activities (this includes recommendations on providing safe transportation to women participants and childcare services). (Probability: high, Impact: high)
- Finally, increased vulnerabilities lead to increased exploitation, especially of the most vulnerable individuals. The sector will work on building the capacities of the sector partners towards having minimum standards in place for confidential and anonymous complaints and redress mechanisms, and for activating appropriate channels on the protection against sexual harassment, abuse and exploitation, to support vulnerable individuals in securing safe access to their workplace. Moreover, with the support of other sectors (i.e., Protection), the Livelihoods sector will continue to strengthen identification and referral capacities amongst partners' staff. Furthermore, the sector partners will be encouraged to include sensitisation on decent work conditions in all their activities, whether with businesses and employers or with individuals benefiting from cash for work activities, market-based skills training, and work-based learning. (Probability: high, Impact: high)

## Sector Results: LCRP impacts, Sector Outcomes and Outputs

Through its outcomes, outputs and activities, the sector contributes to all four LCRP Strategic Objectives. The awareness and sensitisation sessions on decent work conditions to both individuals and businesses to protect them from exploitation at the workplace and to increase their awareness of their rights and duties (Outcome 1 and Outcome 2) will contribute directly to the Strategic Objective one: "Ensure protection of vulnerable populations." The Strategic Objective two: "Provide immediate assistance to vulnerable populations" is achieved through the labour-intensive programmes that offer beneficiaries access to income that would support them in covering their basic needs (Outcome 1). In addition to its contribution to the second LCRP Strategic Objective, labour-intensive programmes (Outcome 1) also contribute to the Strategic Objective three, "Support service provision through national systems", as it supports municipalities in delivering basic services that the economic crisis makes it difficult for them to deliver. These services include the rehabilitation of infrastructure assets (such as retaining walls), environmental assets (such as reforestation, cleaning campaigns) and productive assets (such as agricultural lands).

Furthermore, the Livelihoods sector plays a critical role in Lebanon's stability by stimulating local economic growth that aims to increase the vulnerable communities' and individuals' self-reliance (Outcome 1). Through this, the sector contributes to Strategic Objective four "Reinforce Lebanon's economic, social and environmental stability". Through its three outcomes, the sector's contributions to achieving economic growth and decent work while working on ending poverty and ensuring gender equality, align with the Sustainable Development Goal (SDG) numbers eight, one and five respectively<sup>[10]</sup>.

The sector strategy will be aligned with the Government of Lebanon Stabilisation Roadmap<sup>[11]</sup>, the National Strategy for Social Protection<sup>[12]</sup>, the strategy of the MoSA<sup>[13]</sup>, the MoET's Lebanon SME Strategy<sup>[14]</sup>, the Ministry of Agriculture's National Agriculture Strategy 2020-2025 and the Ministry of Labour's Decent Work Country Programme 2017-2020<sup>[15]</sup>. The strategy will also align with MoSA, MoL and International Labor Organization (ILO) National Guidelines on Employment Intensive Projects, Lebanon's National Action Plan on

[10] <https://sdgs.un.org/goals>.

[11] Based on MoSA internal discussions with line ministries.

[12] A reform objective in Lebanon.

[13] It includes the National Social Protection Policy and the National Poverty Targeting Programme (NPT) <http://www.socialaffairs.gov.lb/en/MSASubPage.aspx?News=9>, including the Rural Development Plan by the Rural Development Committee and the Lebanon Host Communities Support Programme.

[14] [https://www.economy.gov.lb/public/uploads/files/6833\\_5879\\_4642.pdf](https://www.economy.gov.lb/public/uploads/files/6833_5879_4642.pdf).

[15] MoL confirmed that the programme and strategies within it are still valid and should be referred to.



Women's Economic Empowerment and the National Action Plan to Eliminate the Worst Forms of Child Labour In Lebanon by 2016<sup>[16]</sup>. All interventions will also be in line with the applicable legal frameworks of national laws and regulations on labour and employment, and with the Government policy paper on Syrian displacement to Lebanon. Moreover, the sector will, where appropriate, align with the National Strategic Framework for Technical and Vocational Education and Training in Lebanon 2023 – 2027 and the Lebanon 5-year Higher Education plan 2022- 2026 and the National Youth Policy Action plan 2022 – 2024<sup>[17]</sup>.

## Expected results

One main factor contributing to the increasing poverty is unemployment, which is driven by the economic crisis and the inability of the economy to create sufficient employment opportunities. As such, the sector will focus on the demand side of the labour market by supporting businesses. This will not only protect employment but also enhance productivity and foster the creation of new jobs with decent working conditions for both host and refugee communities. This includes promoting and strengthening the participation of the most vulnerable groups, including women, youth and persons with disabilities.

The sector framework is structured around three outcomes reflecting the priorities in terms of supporting the local economic growth and creating employment/income-generating opportunities, increasing workforce employability and institutional support.

**Outcome 1: Stimulate local economic growth and market systems to foster income-generating opportunities and decent and safe employment.**

The first outcome focuses on supporting market systems to stimulate local economic growth and encourage the creation and retention of short- and long-term employment to protect the vulnerable individuals, with particular attention paid to women and youth. Partners are recommended to mainstream sensitisation on decent work conditions across all the activities under this outcome, which will be achieved through three outputs.

**Output 1.1: Medium, Small and Micro enterprises (MSMEs) strengthened to enable growth and decent job creation.**

MSMEs play a vital role in economic development. Similarly, access to entrepreneurship and self-employment can offer effective coping strategies for poor and vulnerable communities to strengthen their livelihoods and create new opportunities for decent work. For this, it is imperative to raise the productivity and competitiveness of enterprises to support the local economic resilience to shocks and its ability to substitute

imports and finally to invest in human resources development. The interventions will aim to directly support 8,000 solo, micro, small, and social medium enterprises<sup>[18]</sup>, and cooperatives with a specific focus on women-led businesses<sup>[19][20][21]</sup>. The support will include<sup>[22]</sup>:

1. Capacity building on business development and management, financial management and market research.
2. Ideation, seed-funding, marketing, branding, e-commerce, access to financial resources favouring a blended finance approach (loans with interest subsidies and mixed with grants), cash and/or in-kind grants and incubation and digitalisation services.
3. Exploring market linkages<sup>[23]</sup>, and formalisation/registration and classification to facilitate access to international markets.
4. Production and processing, including process development, product design and packaging improvement, industrial hygiene and safety standards and quality control.

To this end, the sector promotes women's entrepreneurship in the green economy to transform potential energy solutions into women's economic empowerment. Furthermore, the sector will also support the establishment of 1,100 new businesses (start-ups)<sup>[24]</sup>.

<sup>[18]</sup> The sector will refer to the MoET classification of businesses which identified nano enterprises as those with less than 4 employees, micro enterprises between 4 and 10 employees, small enterprises with 11 to 50 employees and medium enterprises with 51 to 100 employees. [https://www.economy.gov.lb/public/uploads/files/6833\\_5879\\_4642.pdf](https://www.economy.gov.lb/public/uploads/files/6833_5879_4642.pdf).

<sup>[19]</sup> Sectors of business could include Agriculture (agritech, aquaculture, post-harvest infrastructure), Agro-food (including wine, olive oil, dried fruits and nuts, chocolate and other sweet products, dairy products), Industry-manufacturing (pharmaceutical industry, natural cosmetics, chemical industry, printing industry, furniture and wood industry, mechanical/electrical machinery, glass production), ICT sector (software companies, digital/start-up economy, business process services, telecom solutions, data centers and ICT manufacturing), Media (animated videos for learning purposes, marketing and advertising channels), Tourism (linked with media, arts and entertainment, marketing of products, education sector), Animal production and veterinary services (animal shelters, animal food processing and animal breeding). For more info [https://www.ilo.org/beirut/publications/WCMS\\_848390/lang-en/index.htm](https://www.ilo.org/beirut/publications/WCMS_848390/lang-en/index.htm).

<sup>[20]</sup> Priority sectors identified and prioritized by MoET and MoI and include Agriculture and agro-food, manufacturing and construction, pharmaceutical and medical equipment, renewable and green energy, creative and cultural industries and textile and furniture.

<sup>[21]</sup> Using a job creation impact estimate this support will contribute to maintaining/creating 10,400 jobs.

<sup>[22]</sup> In 2022 a dedicated task force from Core Group members drafted a guidance note on Support to Businesses which will be disseminated in 2023.

<sup>[23]</sup> Business to business, cross sectors, within the same value chain, or with foreign markets. It could also mean strengthening linkages between businesses and support functions.

<sup>[24]</sup> Unlike home-based income generating activities, the beneficiaries of the start-up businesses are not beneficiaries of market-based skills training or work-based learning activities.

<sup>[16]</sup> MoL and MoSA highlight the importance of complying with the national plan despite being outdated.

<sup>[17]</sup> Strategies to be published in January 2023.

**Output 1.2:** Competitive integrated value chains strengthened and upgraded<sup>[25]</sup>

The sector aims to strengthen and/or upgrade 90 value chains at both local and national levels. This could also include components of value chains depending on the availability and size of funding. Partners working under Output 1.1 will be encouraged to ensure that the businesses they support are guided into shifting to key value chains with high potential for creation of employment opportunities<sup>[26]</sup>. The sector will promote equal access of women-led businesses to the support provided and will increase youth involvement via innovation solutions. Key areas of intervention include:

1. Assessments to identify value chains in need of support to achieve growth.
2. Supporting knowledge and compliance with quality standards to improve exports.
3. Strengthening market linkages and seeking new approaches to cluster support either within the same value chains or between different entities across the country to ensure complementarity between interventions.

The Livelihoods sector will continue to work closely with the Food Security and Agriculture sector and the Ministry of Agriculture on agriculture and agro-food cooperatives to ensure a coordinated approach<sup>[27][28]</sup>.

**Output 1.3:** Vulnerable men and women have access to temporary employment in productive public infrastructures and environmental assets that have a local economic and stabilisation impact.

The output aims to engage 40,000 individuals from the most vulnerable groups, including women (30%) and persons with disabilities (5%), in decent immediate and temporary employment opportunities. Partners can also temporarily subsidise wages through their cash-for-work interventions to support job retention in MSMEs and cooperatives. When identifying projects, the sector will ensure that they address local municipal as well as governmental priorities to reduce tensions. Coordination will be close with the Food Security and Agriculture sector and Ministry of

Agriculture on projects related to agriculture<sup>[29]</sup>. Partners will facilitate the inclusion of women by putting in place special measures to encourage participation, such as safe transportation and childcare services.

## **Outcome 2: Improve workforce employability**

To alleviate poverty and counter dependency on aid, the sector will focus on increasing the employability of vulnerable populations, including women, youth, and persons with disabilities. The sector also aims to bridge the gap between the labour force demand and labour force supply. Additionally, partners will support 2,000 beneficiaries in starting their own home-based, income-generating activities<sup>[30]</sup>. Partners are encouraged to mainstream sensitisation on decent work conditions across all the activities under this outcome. This will be achieved through the following outputs:

**Output 2.1:** Vulnerable men and women have strengthened and appropriate technical skills to match the needs of the job market

To increase their employability, the sector will provide market-based skills training<sup>[31]</sup> to 15,000 beneficiaries. The activities for displaced Syrians will be divided among the three sectors as per MoL policies<sup>[32]</sup>. Through guidance notes and technical support, the sector will ensure that partners consider gender-transformative programmes for women participants and will promote engagement of women in the green economy to transform potential energy solutions into women's economic empowerment. It will also emphasise the need to counter factors limiting women's participation through the provision of services such as safe transportation and childcare. Furthermore, the sector will foster and facilitate communication and coordination between partners that are implementing activities related to supporting businesses as well as the partners under this output, in order to support the latter in designing projects that respond to the market needs.

**Output 2.2:** Career guidance, awareness-raising sessions, job matching, and work-based learning<sup>[33]</sup> opportunities offered to job seekers.

For 2023, the sector will keep the same target of the previous year (26,000) across the three activities under this output (15,000 career guidance, job matching and 9,000 work-based learning and 2,000 job seekers starting their own businesses)<sup>[34]</sup>. To ensure higher potential for employment, partners are advised to strengthen linkages between market-based skills training and work-based

<sup>[25]</sup> In 2022 a dedicated task force from Core Group members drafted a guideline on Support to Value Chains which will be disseminated in 2023.

<sup>[26]</sup> Refer to footnotes 19 and 20.

<sup>[27]</sup> MoA emphasises the need for coordination on the following activities: Agricultural roads (construction or rehabilitation) (Green plan), Agricultural cooperatives (General Directorate of Cooperatives), Irrigation network (on farm networks), Hill lakes (less than 100,000 m3), wholesale and retail markets, all other activities like distribution of agricultural inputs (seeds, fertilisers, pesticides, plants...), Fish sector, Animal sector, Forestation and reforestation and Fruit cooling rooms. MoA also emphasized the importance of coordinating interventions related to the production of wheat.

<sup>[28]</sup> The Support to MSMEs and Cooperatives interactive dashboard will serve as a planning tool for partners of both sectors to ensure complementarity, avoid duplications, gaps and overlapping.

<sup>[29]</sup> See footnote 27.

<sup>[30]</sup> These should be beneficiaries of Market-based skills training activities.

<sup>[31]</sup> ILO Mapping of training and post-training service providers in collaboration with the Ministry of Labour [https://ilo.org/beirut/publications/WCMS\\_861817/lang--ar/index.htm](https://ilo.org/beirut/publications/WCMS_861817/lang--ar/index.htm).

<sup>[32]</sup> Agriculture, construction, and environment.

<sup>[33]</sup> During 2022 a dedicated task force from the core group drafted work-based learning guidelines which will be disseminated in 2023.

<sup>[34]</sup> For the displaced Syrians these will be limited to the three sectors as per MoL policies.

learning. This will expose the beneficiaries to both the theoretical and practical sides of the training subject. Like output 1.1, partners will also be encouraged to create links between their work-based learning programmes and support to businesses programmes, as the former aims to equip the beneficiary with skills needed in the market and the latter aims at supporting businesses to create employment opportunities.

The sector also recommends programmes to prioritise targeting of new entrants to the labour market, such as youth and women (including female heads of households), whose ability to generate income will be crucial to lifting themselves and their families out of poverty. The sector will make efforts to shift the training contents for women and girls to sectors that are required by the market, in line with recent market assessments, while also ensuring that women have access to safe transportation and childcare. This will be done alongside skills leading to home-based opportunities (within the sectors specified by MoL for displaced Syrians) with a conflict-sensitive approach ensuring that competition with the host community over jobs is not exacerbated. Furthermore, partners are recommended to mainstream financial literacy training in all training modules to build the beneficiaries' capacities in better managing their scarce financial resources.

### **Outcome 3: Strengthen policy development and enable environment for job creation.**

This outcome will be achieved through two outputs:

**Output 3.1:** GoL supported to approve decrees/regulation/awareness-raising material on decent work conditions.

This output will be addressed by working with the MoL, both at the policy and enforcement levels, with a particular focus on increasing labour inspection capacity. In addition, the Livelihoods sector will work with Lebanese-owned enterprises and cooperatives to improve decent work conditions (and support the formalisation of businesses which should also contribute to this objective), while engaging in advocacy and awareness-raising activities focusing on minimum labour standards and regulations. The sector will require close collaboration with the MoL and its national and regional employment offices (NEOs). The Ministry, as the key administrative authority in the field of labour, responsible for employment conditions, labour relations, and for shaping employment policy, will be supported in developing and implementing labour policies within the boundaries of Lebanese laws. This will notably require support to labour inspection capacity to ensure enforcement of labour regulations that protect employees and employers and uphold the principles of decent work for both Lebanese and Syrians' labour.

**Output 3.2:** Policies, strategies and plans supporting job creation, MSMEs and livelihoods developed to improve the business eco-system.

The sector will encourage policy- and strategy-level development and institutional-level support to improve the

enabling environment for job creation<sup>[35]</sup>. Overall, the sector aims to support the development/amendment/proposition of six policies, strategies, and plans to the Government. This could include supporting the Ministries to adopt gender responsive policies strengthening women's access to employment, including in non-traditional sectors: industry sectors like plumbing, digital economy, paint production, and transport; to support the enterprises of women working in renewable energy; and in strengthening the fight against harassment in the workplace, including implementing the 2020 law on sexual harassment and including provisions against harassment in the Labour Code. Finally, the MoET and its network of local Chambers of Commerce will be supported in the implementation of the SME strategy.

**62% of Lebanese households reported facing challenges affording basic needs as a result of lost or reduced employment**

*Reach Lebanon Multisector Needs Assessment (MSNA) 2021*

Identification of sector needs and targets at the individual/HH, community and institutional/physical environment level.

Through the Lebanon Follow-up Labour Force Survey (ILO-CAS)<sup>[36]</sup>, the sector was able to identify those in need at the individual level using both the labour force participation rate and the unemployment rate. Similarly, the VaSYR 2022 preliminary findings were used to identify the population in need for displaced Syrians. The data gaps on vulnerable Palestine refugees in Lebanon and Palestinian refugees from Syria challenged the process<sup>[37]</sup>, thus the approximation used in the previous year was applied for this strategy. The sector target numbers were set using the 50/50 ratio between Lebanese and non-Lebanese (45 per cent displaced Syrians, 1.5 per cent Palestinian refugee from Syria and 3.5 per cent Palestinian refugee in Lebanon), noting that 5 per cent of target beneficiaries are persons with disabilities and 30 per cent are women (in some activities this is 50 per cent). Finally, gaps also persist in systemised local market assessments which will support the identification of intervention types and a national labour market assessment.

The sector will continue to use the geographical targeting for its labour-intensive programming, reflecting on the updated map of the 332 localities that host the highest number of displaced Syrians, Palestinian refugees and

<sup>[35]</sup> <https://www.labor.gov.lb/Temp/Files/e6c49b3c-ec31-4604-a76f-f02ca3210220.pdf> MoL three-year plan to improve employment and employment opportunities.

<sup>[36]</sup> [https://www.ilo.org/beirut/publications/WCMS\\_844837/lang-en/index.htm](https://www.ilo.org/beirut/publications/WCMS_844837/lang-en/index.htm).

<sup>[37]</sup> The Multi-Sectoral Needs Assessment (MSNA-OCHA) and the UNRWA Crisis Monitoring Report (September 2022) are not generalizable to the entire population.



deprived Lebanese<sup>[38]</sup>. Meanwhile, categorical targeting will be used to identify beneficiaries of labour-intensive programmes, market-based skills training, and work-based learning activities<sup>[39]</sup>. It is important to prioritise, to the extent possible, women, vulnerable households who are beneficiaries of cash assistance programmes (including beneficiaries of NPTP and ESSN for the Lebanese and beneficiaries of MPC for displaced Syrians), persons with disabilities, caregivers of persons with disabilities and caregivers of children engaged in labour. As for the value chain approach, the sector will use available data stored on the Inter-Agency Service Mapping Platform to

identify ongoing interventions and advise implementing partners on how to complement activities. The national employment regional offices should play a critical role in matching vulnerable individuals with opportunities generated by these programmes and will be supported through the third outcome of the strategy. Finally, the state of inter-communal relations is another important lens for geographic targeting, as job competition remains a widely cited source of tension<sup>[40]</sup>.

**[38]** Please see map (<https://data.unhcr.org/en/documents/details/96471>) for details of the 332 localities that host the highest number of displaced Syrians, Palestinian refugees and deprived Lebanese.

**[39]** During 2022 a dedicated task force from the core group drafted a note on Recommended Parameters on Outreach, Identification, and selection of Beneficiaries which will be disseminated in 2023.

**[40]** The context analysis will be updated periodically as tensions and conflicts are dynamic and change depending on internal/external elements, especially those related to the political and socio-economic situation. The updates will be shared through the Tension Monitoring System (TMS) reports.

## Total sector needs and targets:

Population Cohorts	Total Population	Total Population in Need	Total Population Targeted	Total Population Targeted			
				# Women	% Women	# Men	% Men
Lebanese	3,864,296	322,228	49,678	25,336	51%	24,342	49%
Displaced Syrians	1,500,000	48,351	44,710	22,802	51%	21,908	49%
Palestinian refugee from Syria	31,400	5,549	1,490	760	51%	730	49%
Palestine refugee in Lebanon	180,000	12,943	3,477	1,773	51%	1,704	49%
GRAND TOTAL	5,575,696	389,071	99,355	50,671	51%	48,684	49%

Type of Institutions	Total Targeted
MSMEs	8,000
Ministries (MoSA, MoET, MoL, MOInd, MoA, MEHE)	6



Training youth to learn new skills, earn an income and distribute bread packages to vulnerable families - ANERA



### 3. MAINSTREAMING OF GENDER AND GBV, PROTECTION, CONFLICT SENSITIVITY, PSEA, ENVIROMENT AND HEALTH

#### Gender

The Livelihoods sector will continue working closely with the Gender working group and the Inter-sector gender specialist to ensure the mainstreaming of gender across the sector's activities. This will be achieved through 1) dedicated gender mainstreaming workshops and training for partners, 2) production of guidelines and related recommendations<sup>[41]</sup>, and 3) providing support to partners when needed and if requested, including revision of proposals. Furthermore, the sector will continue advocating for gender-transformative programming to ensure increased access and engagement of women in non-traditional sectors when feasible.

#### Protection, child protection, persons with disabilities and PSEA

The sector will work with the Protection sector to ensure a protection mainstreaming approach to address issues inclusive of gender, youth and persons with disabilities, through identification of risks to meaningful access, accountability and participation and by taking steps to mitigate these risks. This includes ensuring that complaint, feedback and response mechanisms, including protection from sexual exploitation and abuse (PSEA) and child safeguarding are known, accessible and responsive in relation to the Livelihoods sector services. Emphasis on strengthening gender- and child-sensitive complaint, feedback and response mechanisms (CFRM) with the aim of ensuring that trends inform sector interventions and modalities and that people who provide a complaint or feedback receive responses in a timely and appropriate manner.

Information and communication channels must be designed in consultation with different age, gender and diversity groups and address identified barriers. The sector will promote the Inter-Agency minimum standard on complaint and feedback and opportunities for training on accountability for affected populations (AAP).

Another key component that the sector will work on is advocating decent work conditions, including raising awareness on child labour amongst employers and raising awareness of employees' rights and how to safeguard those. With regard to child protection, efforts will continue to prioritise caregivers of children engaged in the worst

forms of labour in the Livelihoods activities with the understanding that caregivers' access to employment and income will eradicate the need to send the child to work. To that end, the sector will work with the Child Protection working group to draft questions for the partners' vulnerability assessments to better facilitate the identification of these individuals. Finally, to ensure better inclusion of persons with disabilities in Livelihoods activities, the sector encourages partners to identify and target their support to key economic sectors in which jobs and opportunities accessible to persons with disabilities can be found.

The sector will ensure that sector indicators are age-, gender-, and disability-sensitive to 1) allow for accountability and 2) allow for reflection on the progress made and potential changes that could improve the approach to achieving targets. A dedicated PSEA sector focal point will support the sector in linking partners to PSEA Network training opportunities, guidance and key discussions. It will also regularly update partners on material produced by the PSEA network.

#### Conflict sensitivity

With its employment-oriented activities (cash for work, MBST and WBL), the sector aims to alleviate the tension resulting from competition over jobs. To achieve this outcome, however, interventions must be carefully designed to be conflict sensitive. The same applies to support provided to businesses activities. Programmes should strictly follow the Lebanese labour laws and regulations. As such, partners will need to undertake careful market analysis before programme development. They must also ensure that selection criteria are fair, transparent and publicly available. Furthermore, the sector will promote the utilisation of the Tension Monitoring System products (including the regular quarterly perception survey) to guide their programming. Regular presentations of tension trends related to livelihoods will be shared with sector partners. The sector partners will be encouraged to participate in dedicated conflict sensitivity and do-no-harm general and implementation workshops. Sector partners will also be supported in the uptake and utilisation of the three Lebanon context-specific guidance notes and three conflict sensitivity toolboxes for Lebanon, including one on conflict-sensitive cash assistance.

Lastly, the sector will explore the need for sector-specific conflict sensitivity checklists that can either be applied holistically across the different activities or specifically to one type of activity.

<sup>[41]</sup> Gender Mainstreaming and women inclusion in Livelihoods activities guideline will be finalized in 2022 and disseminated in 2023.

## Environment

The Livelihoods sector will continue to support environmental protection through the implementation of labour-intensive interventions, such as forest management and reforestation projects, land restoration activities (e.g. restoration of terraces), water conservation measures (e.g. shallow ponds for conserving soil moisture, re-building of stone weirs) and litter-cleaning campaigns (along waterways and roadsides). The Environmental Task Force highlighted the need for sector partners to ensure that labour-intensive activities include control mechanisms

so that they remain in line with environmentally approved plans. The sector will work with the ETF at the MoE on how partners can put such mechanisms in place. Livelihoods actors will also focus on promoting climate-sensitive value chains and sectors to promote circular economy to increase efficiency of resource management and limit production waste.



*Women reusable pads manufacturing initiative, Tripoli, Lebanon - Oxfam, 2022*

## OUTCOME 1: Stimulate local economic growth and market systems to foster income-generating opportunities and decent and safe employment

INDICATOR 1A	DESCRIPTION	MEANS OF VERIFICATION	UNIT	FREQUENCY
Number total number of decent job created and/or maintained (30 % created and 70% maintained)	New jobs created in supported Lebanese Businesses (Micro, small, medium, solo and social enterprises) and cooperatives who have hired new employees since the support was provided (30% of target). Jobs maintained in supported Lebanese Businesses (Micro, small, medium, solo and social enterprises) it can be considered that any support provided helps the business to maintain the jobs in this business = the #employees of the businesses they support as well as self-employed individuals (for micro-finance support) (70% of target).	Project reports from partners based on follow up individually (by phone or through visit) with all supported businesses after the support (grant, training) has been provided, 3 to 6 months after the support to the business ended.	Jobs	Quarterly

### TOTAL

Baseline	Result 2022	Target 2023
494	9,364	10,400



Lebanese



Displaced Syrians



Palestinian Refugees from Syria (PRS)



Palestine Refugees in Lebanon (PRL)

Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023
N/A	N/A	5,200	N/A	N/A	4,680	N/A	N/A	156	N/A	N/A	364

INDICATOR 1B	DESCRIPTION	MEANS OF VERIFICATION	UNIT	FREQUENCY
Number target Lebanese Businesses (Micro, small, medium, solo and social enterprises) and cooperatives that report increased performance and expanded market access (new clients, contracts, market access) as a result of programme activities (60% of targeted businesses)	Supported Lebanese Businesses (Micro, small, medium, solo and social enterprises) and cooperatives who report increasing profitability / production / expanded market access (new contracts, clients, market) 6 months after receiving support. This does not include start-ups under the assumption that they do not have a baseline to compare or report increased revenues	Project reports from partners based on follow up monitoring to supported Lebanese businesses/ cooperatives, activity info	Businesses	Bi-yearly

### TOTAL

Baseline	Result 2022	Target 2023
N/A	9,141	4,800

Micro-businesses			Nano-businesses			Social Entreprises		
Baseline	Result 2021	Target 2022	Baseline	Result 2021	Target 2022	Baseline	Result 2021	Target 2022
N/A	N/A	405	N/A	N/A	405	N/A	N/A	108

SMEs			Start-ups			Cooperatives		
Baseline	Result 2021	Target 2022	Baseline	Result 2021	Target 2022	Baseline	Result 2021	Target 2022
N/A	N/A	540	N/A	N/A	270	N/A	N/A	972

## OUTCOME 2: Improve workforce employability

INDICATOR 2A	DESCRIPTION	MEANS OF VERIFICATION	UNIT	FREQUENCY
Number of job seekers placed into jobs (at least 50% women).	Job seekers placed into jobs (at least 50% women)	Job seekers placed into jobs (at least 50% women)	Individuals	Monthly



## TOTAL

Baseline	Result 2022	Target 2023
N/A	1,492	2,000



## Lebanese



## Displaced Syrians



## Palestinian Refugees from Syria (PRS)



## Palestine Refugees in Lebanon (PRL)

Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023
N/A	N/A	1,000	N/A	N/A	900	N/A	N/A	30	N/A	N/A	70

## INDICATOR 2B

## DESCRIPTION

## MEANS OF VERIFICATION

## UNIT

## FREQUENCY

Number targeted vulnerable men and women engaged in home-based income generation (at least 50% women)

Individuals using the skills gained in trainings for activities at home

Activity Info

Individuals

Monthly

## TOTAL

Baseline	Result 2022	Target 2023
N/A	766	2,000



## Lebanese



## Displaced Syrians



## Palestinian Refugees from Syria (PRS)



## Palestine Refugees in Lebanon (PRL)

Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023	Baseline	Result 2022	Target 2023
N/A	N/A	1,000	N/A	N/A	900	N/A	N/A	30	N/A	N/A	70

## OUTCOME 3: Strengthen policy development and enable environment for job creation

## INDICATOR 3A

## DESCRIPTION

## MEANS OF VERIFICATION

## UNIT

## FREQUENCY

Number of policies, regulations and strategies amended and/or proposed approved/adopted by the Government

Decree, regulation, policy and strategy in place to support livelihoods, job creation or business eco-system and decent work

Official Gazettes & Official document from GoL and partners report

Document

Quarterly

## TOTAL

Baseline	Result 2022	Target 2023
7	0	4