

# Livelihoods Sector Working group – June 2022



Livelihoods Sector

- Opening and Agenda
- Welcome and introduction
- ILO tracer study publication (15 minutes)
- DRC Innovative Programme
- HelpAge presentation on Campaign on Social Pension for Older People in Lebanon
- Older people and Persons with disabilities in Livelihoods
- AoB



Activity Info deadline of reporting the activities of May 2022 under the Livelihoods Sector is on the 15th of June.



# ILO tracer study publication

**IMPROVED ACCESS TO EMPLOYMENT OPPORTUNITIES FOR LEBANESE AND REFUGEE GRADUATES FROM SKILLS TRAINING PROJECT  
AICS-SUPPORTED SKILLS TRAINING PROGRAMMES**

Tracer Study of Graduates – June 2021



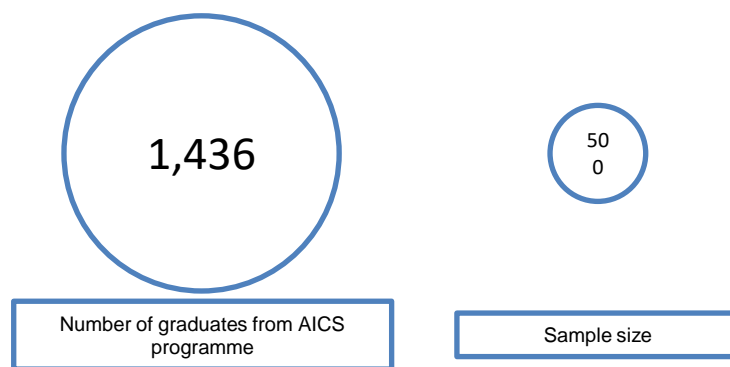
Two years after the ASTP, the tracer study aims at assessing the outcomes of the vocational training programme

### Background of the study:

- Programme funded by AICS for one year in 2018 to improve access to employment opportunities for **1,436 vulnerable youth** in Lebanon.
- Objectives of the tracer study conducted in December 2020: assessing the **outcomes** of the vocational training programme in terms of:
  - Appreciation of the training,
  - Employment and income trajectories,
  - Relevance between the skills learned and the jobs
  - Enabling and disabling factors to participation in the labour market among the population of graduates.

### Methodology:

- Phone survey with 500 graduates selected using proportional representation of **gender, nationalities and implementing partner INGOs**.
- Qualitative interviews with INGOs, local training providers, drop-out and employers.



## General information on the sample

Figure 1: Gender distribution

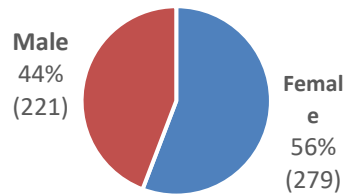


Figure 2: Nationality distribution

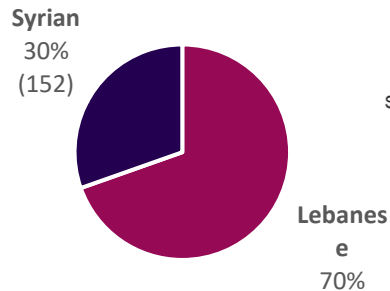
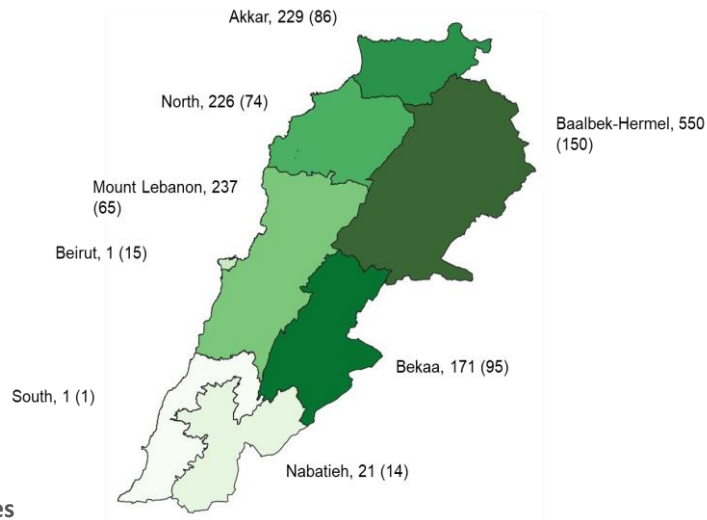


Figure 3: Number of graduates by governorate – Total and sample



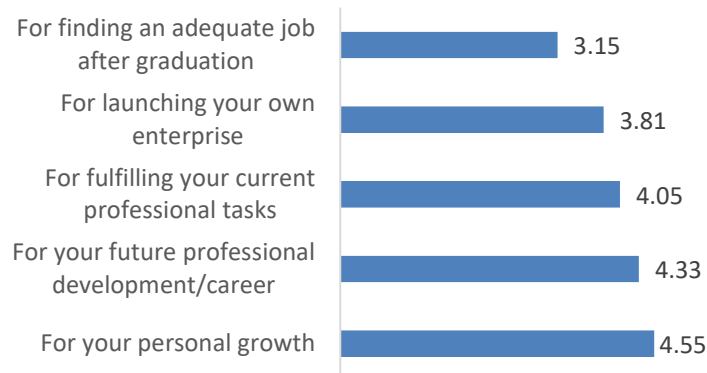
- **Average age** of graduates: 24.
- Beneficiaries belong to the **poorest groups in Lebanon**.
- Main specialties followed: **construction, agriculture and beauty**.
  - Construction mostly attended by males and beauty mostly by females; agriculture attracted both males and females.
  - Syrian beneficiaries tended to favour the agriculture and beauty sectors, in line with what is usually observed in Lebanon.

Graduates had a very favourable view of the quality of the training courses, especially in terms of personal development

Figure 4: : Looking back, if you were to choose again, to what extent would you choose the same: training institution and specialty?

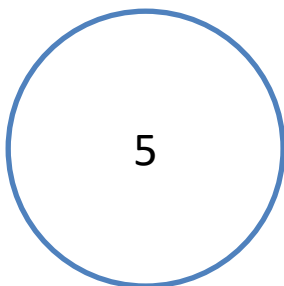


Figure 5: How do you rate the usefulness of your studies?



- On a scale from 1 (very unsatisfied) to 5 (very satisfied), graduates rated the programme at **4.74** (on average).
- The direct **usefulness of the training in finding a job** was perceived as more limited.
- Very few students considered **dropping out**, and it was mainly for personal reasons rather than dissatisfaction with the courses.
- Graduates were satisfied with **internships**, but their usefulness to find a job received the lowest rating.

## Employers' viewpoint



Qualitative interviews with business managers

*“She was happy, she really wanted to work, arrived early at work.”*

– Phone shop, Baalbek-Hermel, statement from an employer about a Syrian female intern who benefitted from training by LOST-AIN

*“She was very good, since they started the training she kept looking at what they were doing in the salon to learn, the next day she wanted to practice what she saw and it would work for her.”*

– Beauty centre, Baalbek-Hermel, employer statement about a Lebanese female intern who benefitted from training by Alafaq Institute

- From the employers' perspective: **high level of satisfaction with the interns:**
  - Good interpersonal soft skills (*politeness, motivation, punctuality, team spirit*)
  - Good theoretical skills (*knowledge in their specific field of study, capacity to understand*).
- However, most did not hire the trainee after the internship, mainly because they already had enough employees.
- All five employers initially approached by the Lebanese training provider
- Some employers receiving large numbers of trainees



Difficult transition from training to work: half of the graduates did not search for a job; over half did not work since the training

Figure 6: Did you look for a job after graduation?

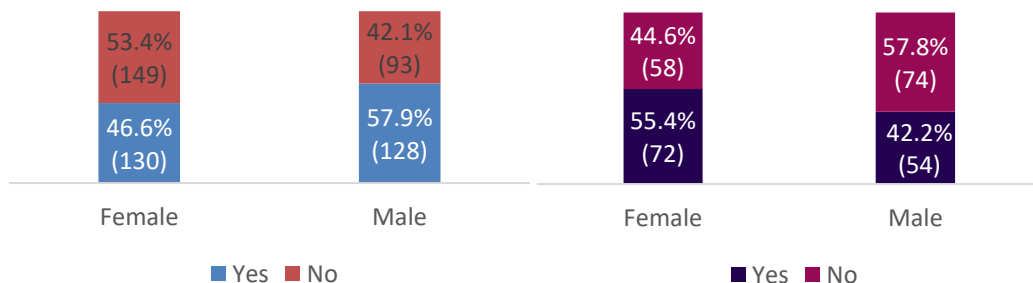


Figure 7: Were employers interested in the certificate/degree you received from the course?

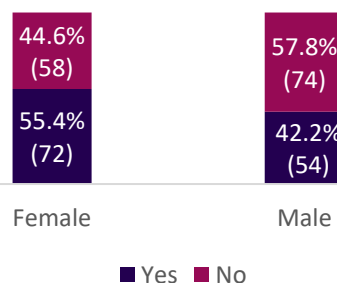
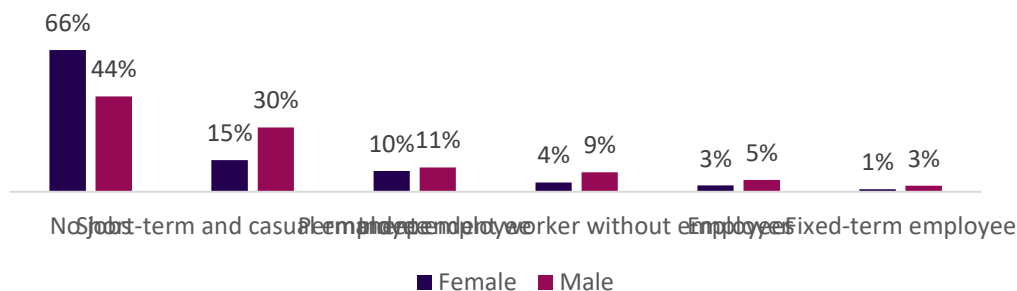


Figure 8: What job or jobs have you had in the past two years following your graduation?



- **48.4% did not search for a job** after the training.  
Factors:
  - Labour market side (“*few available jobs*”, “*low wages*”, “*distant places*”, etc.)
  - But also personal reasons, especially among females (marriage, pregnancy, etc.)
- Mixed **job search** patterns:
  - Informal (connections, family, etc.)
  - Formal (applications, job ads, etc.)
- According to graduates, there is **moderate (49%) interest from employers** in their vocational training degrees
- **54.9 % did not work** from the time of training (2018) until the time of the survey (end 2020).
- Among those who worked since the training:
  - Mostly **temporary jobs**
  - Around half worked in a **field related to their training**

Only 26.6% of graduates interviewed had worked in the week preceding the interview

Figure 9: Beneficiaries working for pay/profit at least for one hour in the week preceding the interview

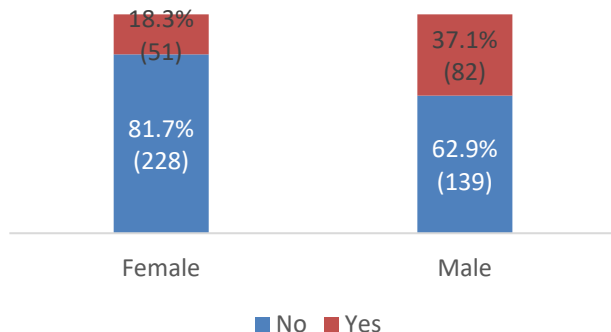


Figure 10: Employment status

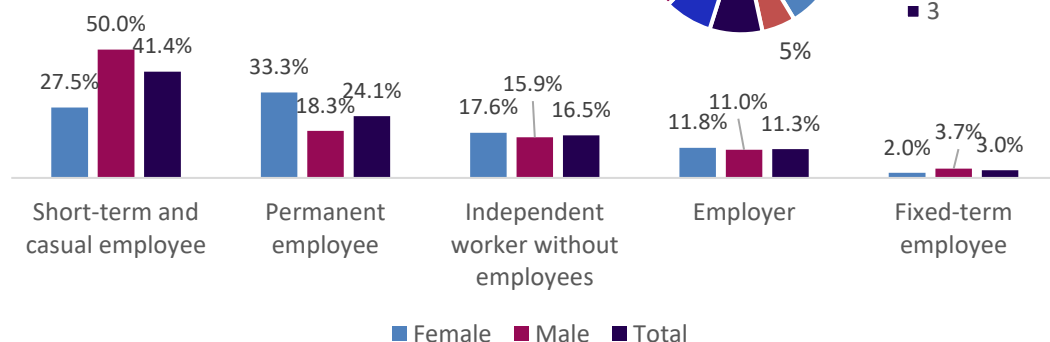
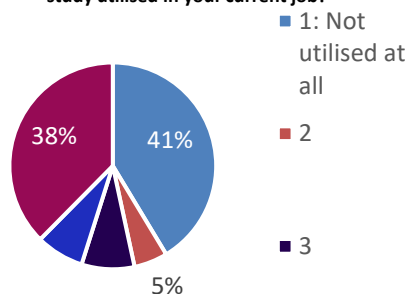


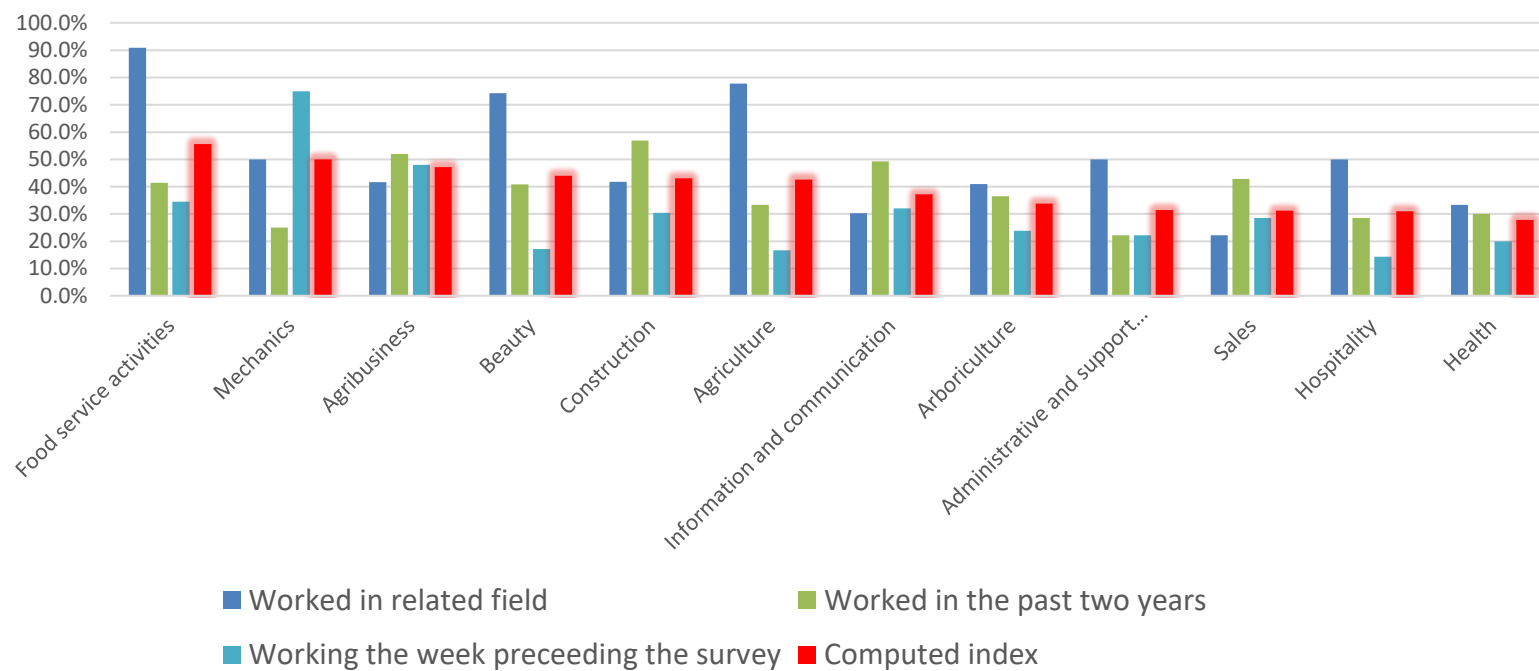
Figure 11: To what extent are the knowledge, skills and attitude you acquired during your study utilised in your current job?



- Men were more often in **temporary** jobs, while women were more often in permanent jobs. There were **more Syrian graduates in short-term or casual positions**.
- Decent work:**
  - 87% of graduates who worked did not have a written contract.
  - Median value of monthly income was 600,000 LBP, with important differences between genders and nationalities.
  - Almost no graduates received any work benefits other than their direct wage.
- Graduates who were in employment at the time of the study reported **using some of the skills** they acquired during the vocational training, but to a limited extent only.

## Promising sectors

Figure 12: Employment per sector



Nearly three-quarters (73.4%) of graduates interviewed had not worked in the week preceding the interview

Figure 13: Are you actively seeking work?

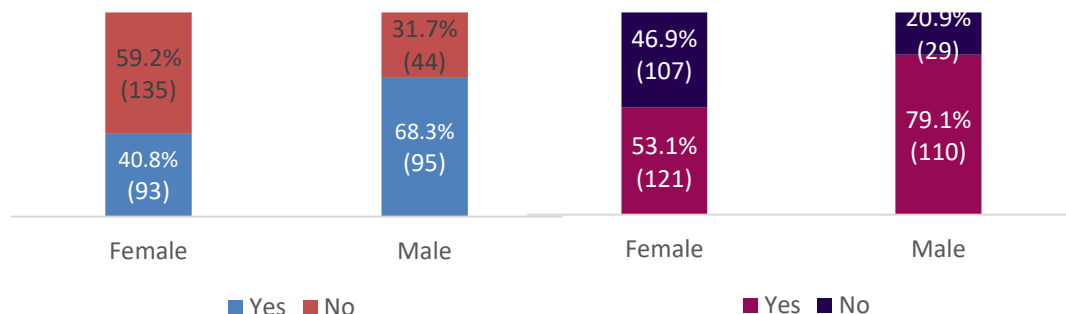
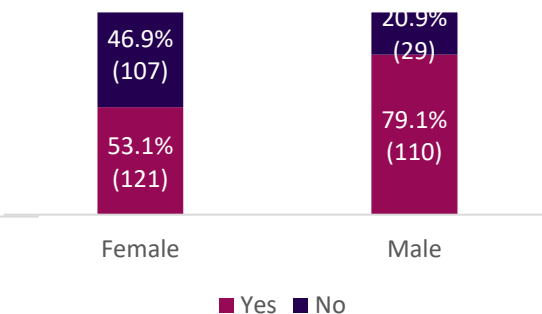
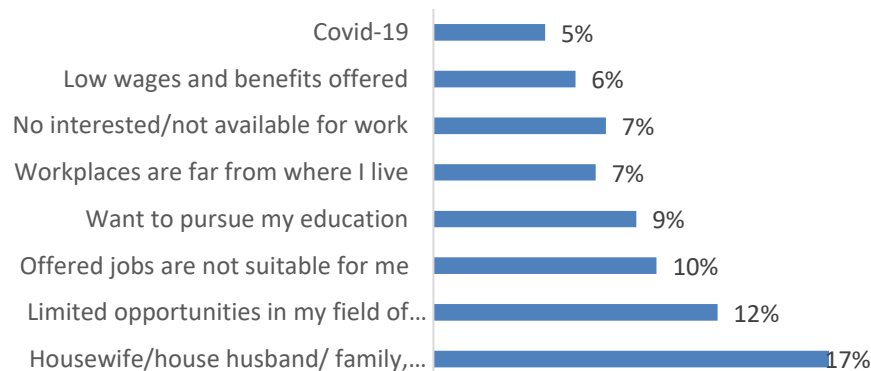


Figure 14: Are you available for work?



- **51% were actively seeking work**, with a noticeable difference between males and females / Syrian and Lebanese respondents.
- **62.9% were available for work**. This means that a number of beneficiaries available for work were not actively seeking work.
- The main reasons were **family-related** which could explain the high proportion of female respondents not seeking work. But there are also reasons linked to the situation of the labour market itself.

Figure 15: For what reasons are you not seeking/available for work?



## Additional constrains and obstacles to entering the job market

Figure 16: : Impact of disabilities on the job situation

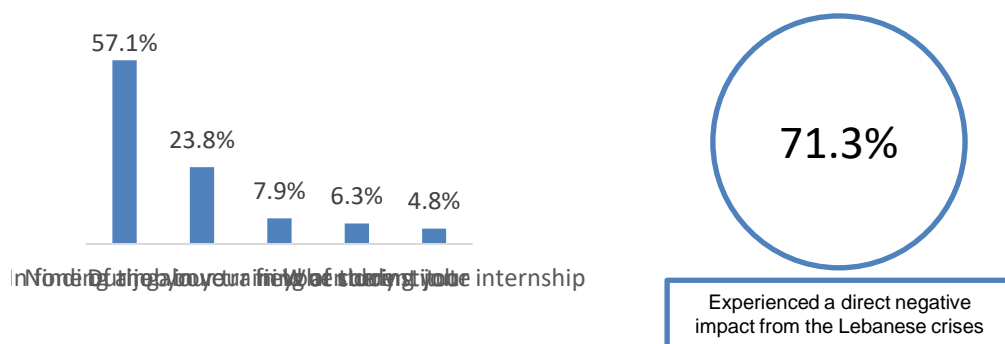
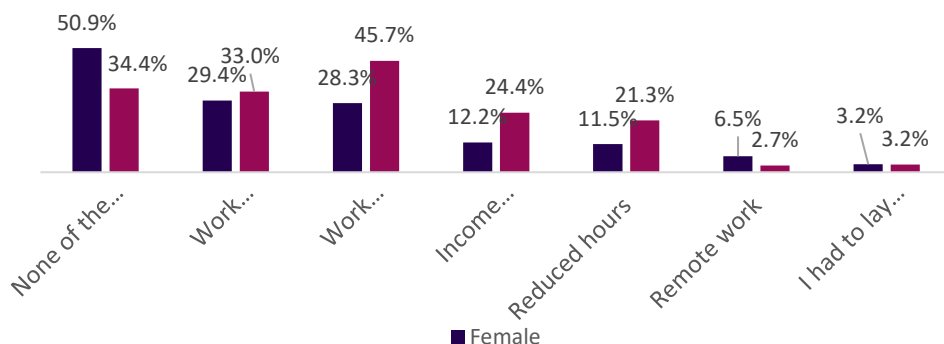


Figure 76: Impact of the crises on work situation



- 11% of the graduates had certain disabilities. **Main obstacles** created: to finding a job in their field of study.
- Serious impact of the crises** on graduates: reducing their chance to work, the amount of work and income (especially men and Syrians).

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### For VT programmes design

- Majority did not find an appropriate job in the field of training → Allow time for thorough, locally held **market assessments** to design training in response to labour market demand and identified job opportunities.
- Moderate interest from employers → Enhance **compatibility** of VT certificates with the Lebanese education system.

### VT programmes' organisational set-up

- Layers of implementing partners → Strengthen opportunities raised by the **partnership** between Lebanese training providers and International NGOs.

### Participants' selection

- Graduates not looking for a job → Follow specific processes for **pre-selection** of trainees to ensure that interest and need for the training are aligned.

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### Vocational training delivery

- *“Available jobs are not suitable for me”* → Look into ways of triggering **motivation** and minimising discouragement. Counselling services during the course; post-training support services to assist graduates in finding suitable jobs.
- *Positive impact on working graduates* → Contribute to **work improvements** and conditions for workers: take into consideration the availability of workers to take on training. i.e., offering evening classes, one day training per week, etc. Display to employers that releasing workers for training has added value and return on investment.
- Improve **exposure to work**: orientation sessions from experts in related field of studies, study visits to work sites, job shadowing.
- For **internships**, agree upon in advance with the employer a training plan stipulating specific competence and learning outcomes should be.

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### After the training

- Allow time for **post-training** support services such as employment counselling, job matching and placement, and business development support.
- Include more **coaching** to empower students in deconstructing preconceived ideas about the labour market and guidance on how to search for a job.
- **Strong gender differences in access to employment** → Additional support to supporting **women's** economic participation.
- **Absence of written contract, no benefits** → Include awareness raising towards trainees, and potentially towards employers, on what **decent work** means and employees' rights.

### Future studies

- Develop specific indicators addressing **informality and seasonal work**, well-suited to the reality of employment in Lebanon.
- **Labour market research** on specialties that graduates would not unanimously choose again, to assess needs for curriculum improvement and/or reorientation towards other specialties.
- Opportunities for **working abroad** for VT graduates in Lebanon: potential employment counselling and guidance support for accessing regional markets, understand regional market demand for VT graduates, potential entrepreneurship opportunities.





# DRC Innovative Programme

## **GBV Innovation programme:**

Advancing Economic Empowerment of GBV Survivors  
in Humanitarian Settings through Evidence and  
Localized Action for Gender Transformative Change

1/9/2021-  
30/8/2024

# Who we are:

The **Danish Refugee Council (DRC)**: INGO (established in 1956)

- Vision: “A dignified life for all displaced”
- Mission to “We assist refugees and the displaced, protect their rights and empower them towards a better future”
- The Danish Refugee Council has been working in Lebanon since 2004
- DRC Lebanon’s focus is to address the needs and rights of refugees in their protracted displacement and vulnerable host populations impacted by the crisis, while maintaining emergency response capacity to ensure flexibility in a highly volatile environment.

# Our partner:

The **Women's Refugee Commission (WRC)**: Research and advocacy organisation (established 1989)

- Mission: To improve the lives and protect the rights of women, children, and youth displaced by conflict and crisis, through research on their needs, identification of solutions, and advocacy for programs and policies to strengthen their resilience and drive change in humanitarian practice
- Not operational 'on the ground', but working out of NY, USA

# What is the GBV Innovation programme?

- **Title:** Advancing Economic Empowerment of Survivors of Gender-Based Violence in Humanitarian Settings through Evidence and Localized Action for Gender Transformative Change
- It's a 3 years program funded by BPRM, in partnership with Women Refugee commission
- It covers 4 sites: Jordan (East Amman), Lebanon (North and Bekaa Governorates), Niger (Maradi Region), Uganda (West Nile Sub-Region)

# Goal of the programme:

- The goal of the programme is to generate evidence on Gender Based Violence and Economic Recovery integrated programming which aims to address structural gender inequality as an underlying root cause of GBV and women's economic marginalization in forced displacement settings, by:
- 1. Uniting key stakeholders around longer term change objectives, and strengthen collective capacity to pursue these: We will do this by establishing Local Anchor Groups consisting of interested key stakeholders
- 2. Supporting the humanitarian community with evidence and evidence-based program models that effectively advance economic empowerment of GBV survivors: *This will be done through research at global and local (in each location) levels*

# How will we do it?

- Establish, engage and support ‘ Local Anchor Groups’ of key institutional stakeholders working on: Economic recover (EcRec)/Livelihoods and/or GBV and/or Gender.
- Produce research on existing integrated GBV-EcRec gender transformative program models and monitoring systems.
- Outline and pilot a gender transformative Theory of Change (ToC) and localized approach to integrated GBV-EcREC Programing in humanitarian settings – with and by the Local Anchor Groups

- **Need more info to share with your organisation/entity?**

Reach out to the DRC programme manager – we are happy to share information, appear for one-on-one briefings of potentially interested organisations/entities etc.

- **If you are interested in joining the Local Anchor Groups then...**

1. Confirm your interest to the DRC programme manager: Mariam Abu Samra on [Mariam.Abusamra@drc.ngo](mailto:Mariam.Abusamra@drc.ngo) / 76183296
2. Come to the LAG establishment meeting ( Date to be confirmed)
3. Develop, shape and contribute to the LAG from inception





# HelpAge presentation on Campaign on Social Pension for Older People in Lebanon

# **Influencing change in social protection in Lebanon**

Presentation by:  
HelpAge International

# Background

- Socio-economic and political issues
  - Mass protests
  - Long-standing economic crisis
- Covid-19 from early 2020
- Beirut Blasts in Aug 2020
- Headcount poverty rate
  - 2019 – 28%
  - May 2020 – 55.3%
  - Population is 4.8 million, approx # of poor is 2.7 million

# Older People Needs



- In a needs assessment conducted by HelpAge in Feb 2022 in partnership with Expertise France to understand the needs of older people across Lebanon showed that:
  - **47%** of older people reported denial of resources, services, and opportunities
  - **51%** reported lack of money as the main barrier to accessing health services
  - **38%** reported that they do not have access to sufficient food
  - For older Lebanese, the main sources of income were savings (**25%**), humanitarian assistance (**24%**), remittances (**19%**), and work/employment (**19%**).
  - For older Syrians, the top sources are humanitarian assistance (**65%**) and work/employment (**27%**).

# Initial Collaboration

HelpAge

International

- A brief outlining the need to develop an inclusive and rights-based social protection system was published (Year 2020)



# Partnership with the ILO



- Duration: 9 months
- Framework: UN joint program on –  
Transforming national dialogue for the  
development of an inclusive national social  
protection system for Lebanon

# Objectives

- To enable older people to participate and influence discussions on design and implementation of lifecycle social grants
- To engage local stakeholders and diverse CSOs
- To advocate for the establishment of social pensions

# Engage local stakeholders

- Project mobilized local CSOs, age-friendly and mainstream organisations
- Rapport building through bilateral engagement
- Two capacity building sessions – HelpAge, ILO SP unit, other experts
  - Voices Brief, findings
  - Situation of OP in Lebanon
  - Social Protection (subject matter)
  - Global & regional experiences
  - Success stories on activism – people with disabilities, nurses
  - 24 + 30 participants

Contd...



- Add-on engagement
  - To brainstorm and identify possible way forwards
  - (Inclusive) Participatory workshop with a diverse group
    - Older people,
    - Academicians,
    - NGO and CSO representatives,
    - Activists
  - 23 participants
  - Discussed different grassroots, sectoral, macro actions

# Participation of Older People, Advocacy for Social Pensions

- Recorded Older People's experiences, views and priorities on Social Protection - "Voices Brief"
  - Four FGDs
    - Lebanese OP, including older women
    - Syrian Refugees-OP, including women
    - Lebanese OP in rural area, incl. women
    - (Urban) OP from Uni of Seniors, incl. women
  - Arabic, English
- 3.5 minutes video documentary & smaller clips
- Joint Press Release
- Dissemination
- Social Media Campaign – global, regional & local



# The way forward

- Grassroot level actions
  - Mobilising older people and establishing older people institutions
  - Awareness, campaigns
- Intermediate actions
  - Involve academia, universities, dev think tanks to generate high quality evidence
  - Continue the engagement with local actors, older people (including women), network members, CSOs
  - Capacity building & advocacy initiatives
  - Stay prepared with policy inputs, strategic plan

# The way forward

- National level actions
  - Creating a positive narrative, effectiveness in countering extreme poverty
  - Advocate for systemic reforms - basic standard of living & human rights
  - Technical support, feasibility study with pathways to a sustainable social pension mechanism
  - Engage and collaborate with diverse stakeholders including government, parliamentarians
  - Partnerships

# Play Video



# Q&A

# Resources

- <https://archive.unescwa.org/publications/wealth-distribution-poverty-impact-covid-19-lebanon>
- <https://socialprotection.org/discover/publications/towards-rights-based-social-protection-system-lebanon-ensuring-income-and-0>

## Social media handles:

- Facebook: <https://www.facebook.com/HelpAgeInternational>  
<https://www.facebook.com/helpageME>
- Twitter: <https://twitter.com/HelpAge>  
<https://twitter.com/HelpAgeME>
- LinkedIn: <https://www.linkedin.com/company/helpage-international/posts/>
- Instagram: <https://www.instagram.com/helpageint/>

## Videos:

- Full video: <https://youtu.be/12jCU8zEJP0>
- Clip 1: Fatima: <https://youtu.be/sorBwULjS40>
- Clip 2: Josephine: <https://youtu.be/bOwW60zS2t4>
- Clip 3: Doris: <https://youtu.be/g8JJAuyRib4>
- Clip 4: Toufik: <https://youtu.be/dmfDLuF6QSQ>

## Voices Brief:

- A high-resolution copy can be downloaded using this [Link](#).

## HelpAge Website page:

- <https://www.helpage.org/what-we-do/lebanon-social-protection/>



# Thank You !

Contact: HelpAge International Lebanon Country Office

Sarah Abu Taha, Country Program Manager. Email: [sarah.taha@helpage.org](mailto:sarah.taha@helpage.org)

Hiba Shaer, Programme Coordinator. Email: [hiba.shaer@helpage.org](mailto:hiba.shaer@helpage.org)



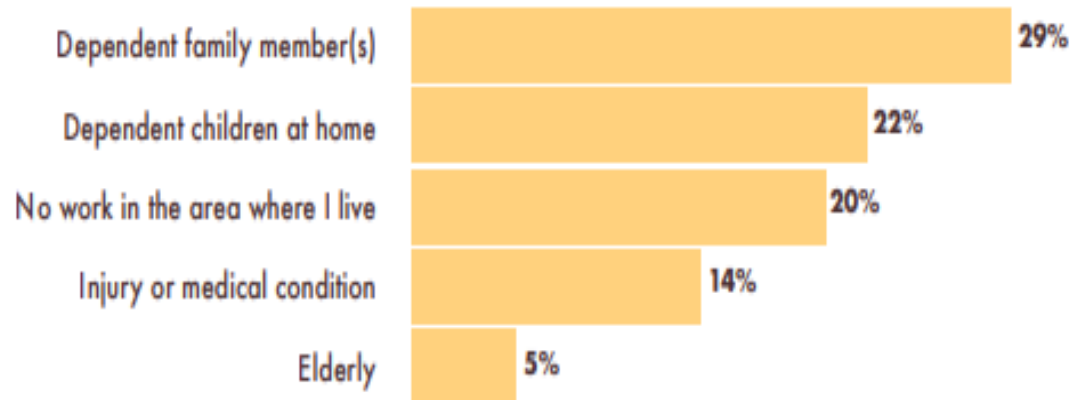


# Older people and Persons with disabilities in Livelihoods



# VaSYR

**Figure 4: Reasons for unemployment**





# MSNA

Among assessed Lebanese HHs in Jezzine (n=158) and Hasbaya (n=186) districts, 7% reported lack of job opportunities for people with disability as a main obstacle.



## Inclusive Livelihoods – Older people & PwDs

[illegible]



## Inclusive Livelihoods – Older people & PwDs

- What services are provided for older persons and persons with disability
- How are partners engaging with these groups?
- Main adaptations made to ensure inclusion in activities (and which)? Remaining adaptation gaps
- How are financial barriers impacting living conditions for older people / persons with disabilities and households with caregiving roles? (does gender and disability affect this experience)