

Incentive based work was introduced in 2014 in Azraq as a volunteer scheme thanks to the support of the Syrian Refugees Affairs Directorate (SARD). With the coordination of UNHCR, agencies developed SOPs and in May 2014 - right after the opening of the camp – the activity was launched.

Currently, the IBV scheme remains the main income-generating opportunity and an important cash injection for consumption in the camp; private business in the local market (Souq) are limited to 100 shops (as of November 2016) and benefit only few households.

The SOPs aims at ensuring that targeting is transparent and fair, and include:

- Application procedure.
- Management of the IBV database.
- Selection and Recruitment of IBVs by the humanitarian organizations and contractors.
- Categorization of jobs based on the skills and standard incentive rates.
- Rotation period for each category of work.
- Reporting & coordination procedures.

**Key figures**

**10,215** Individuals in total applied for the IBV Scheme since May 2014.

**1,979** Individuals are currently recruited under IBV Scheme as reported by the Organizations involved:

**NB: In addition, there are 108 refugees recruited as electricians (Electricity Project). Assistant teachers and the volunteers of IOM are not included.**

**Skill level**

- **62** are Highly Skilled positions
- **1,303** Skilled positions
- **614** Semi-Skilled positions

**Gender**

- **602** are female
- **1,377** are male

**Position type**

- **1,187** are on rotational position
- **792** are on fixed position

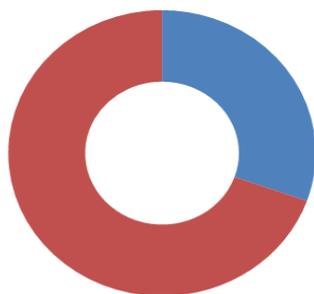
**Overall Registration per Village**

- **7%** V2
- **46%** V3
- **19%** V5
- **28%** V6

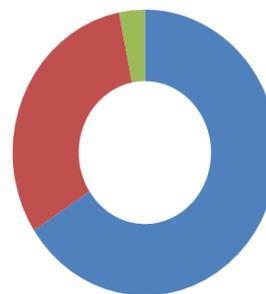
**Partners in Azraq Camp recruiting IBVs:**

ACF, ACTED, CARE, DRC, Finn Church Aid, Handicap International, IMC, IOM, IRC, Mercy Corps, NRC, Relief International, Save the Children Jordan/International, and World Vision.

**Gender of IBVs**



**Skill level**

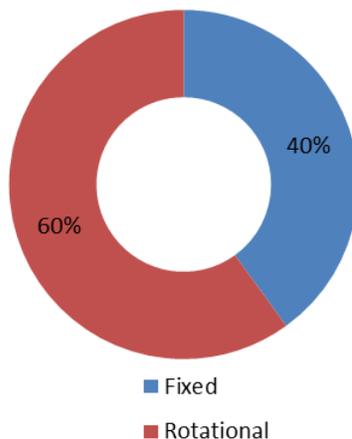


As of 31<sup>st</sup> October, the camp was hosting **53,939 individuals (13,288 cases)**. The **1,979** recruited IBVs represent **3.8 %** of the total registered population and **13.52%** of the cases/HHs.

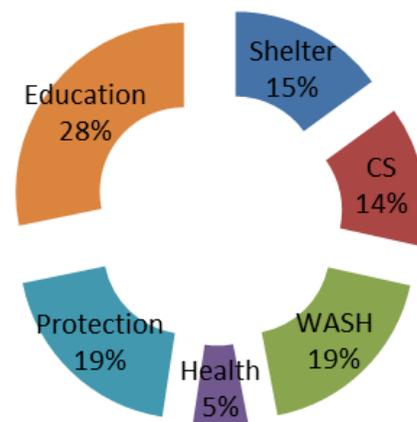
So far out of **10,215** applications, some **6,458** individuals/incidents were recruited through the IBVs Scheme – which represents **63.22 %** of the total applications.

Total amount spent on IBVs per month (6 hours, 22 days): **377,718 JOD**

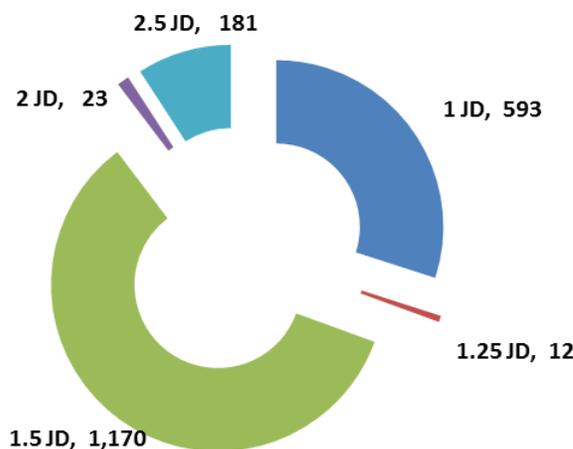
**Position type**



**Positions by Sector**



**# of IBVs - incentive per hour**



Partners	IBVs
ACF	199
ACTED	168
CARE	135
DRC	43
FCA	27
HI	4
IMC	177
IRC	37
MC	228
NRC	330
RI	512
SCI-KG	13
SCJ-IYCF	49
WVI	57
<b>Total</b>	<b>1,979</b>