

Research Terms of Reference

UN Women: Assessment on the Working Conditions of Women across Key Sectors
(including Syrian Refugees, IDPs, Returnees, and Non-Displaced Women)

IRQ 1809

Iraq

January 2019

VI

REACH Informing
more effective
humanitarian action

1. Executive Summary

Country of intervention	Iraq		
Type of Emergency	<input type="checkbox"/>	Natural disaster	<input checked="" type="checkbox"/> Conflict
Type of Crisis	<input type="checkbox"/>	Sudden onset	<input type="checkbox"/> Slow onset <input checked="" type="checkbox"/> Protracted
Mandating Body/ Agency	UN Women		
Project Code	10 DNH		
Overall Research Timeframe (from research design to final outputs / M&E)	18/11/2018 – 30/04/2019		
Research Timeframe <i>Add planned deadlines (for first cycle if more than 1)</i>	1. Start data collection: 23/01/2019		5. Outputs sent for validation: Preliminary presentation: 10/03/2019 Preliminary report: 10/03/2019 Final report: 15/04/2019
	2. Data collected: 21/02/2019		6. Preliminary presentation: 20/03/2019
	3. Data analysed: 28/02/2019		7. Outputs published: 30/04/2019
	4. Data sent for validation: 03/05/2019		8. Final presentation: 30/04/2019
	Number of assessments		
<input checked="" type="checkbox"/> Single assessment (one cycle)			
<input type="checkbox"/> Multi assessment (more than one cycle)			
Humanitarian milestones <i>Specify what will the assessment inform and when</i> <i>e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;</i>	Milestone		Deadline
	<input checked="" type="checkbox"/>	Donor plan/strategy	30/04/2019
	<input type="checkbox"/>	Inter-cluster plan/strategy	--/--/----
	<input checked="" type="checkbox"/>	Cluster plan/strategy (Livelihoods Cluster strategy for 2019)	30/04/2019
	<input type="checkbox"/>	NGO platform plan/strategy	--/--/----
	<input type="checkbox"/>	Other (Specify):	--/--/----
Audience type		Dissemination	

Audience Type & Dissemination <i>Specify who will the assessment inform and how you will disseminate to inform the audience</i>	<input checked="" type="checkbox"/> Strategic <input checked="" type="checkbox"/> Programmatic <input type="checkbox"/> Operational <input type="checkbox"/> [Other, Specify]	<input checked="" type="checkbox"/> General Product Mailing (e.g. mail to NGO consortium; HCT participants; Donors) <input type="checkbox"/> Cluster Mailing (Education, Shelter and WASH) and presentation of findings at next cluster meeting <input checked="" type="checkbox"/> Presentation of findings (e.g. at HCT meeting; Cluster meeting) <input checked="" type="checkbox"/> Website Dissemination (Relief Web & REACH Resource Centre) <input type="checkbox"/> [Other, Specify]
Detailed dissemination plan required	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
General Objective	To provide an understanding of challenges faced in accessing employment opportunities and in current working conditions among conflict-affected women ¹ in Iraq, so as to inform UN Women's programming and advocacy strategies aimed at improving women's livelihood situation in Iraq.	
Specific Objective(s)	<ol style="list-style-type: none"> 1. To understand the employment situation and working conditions of women in Iraq, especially in relation to: <ol style="list-style-type: none"> a. The individual and community-level factors (social, financial, logistical, legal, etc.) that facilitate or challenge women's access to decent employment.² b. The working conditions and challenges faced by women in the workplace. c. Employers' challenges and benefits in hiring female staff. 2. To identify existing strategies and projects from the government, civil society organisations, and employers aimed at fostering female participation in the labour market. <p>To understand how employment experiences and challenges and working conditions vary between women based on their displacement status (refugee, IDP, returnee and non-displaced) and governorate of residence.</p>	
Research Questions	<ol style="list-style-type: none"> 1. What is the current state of employment in Iraq for Syrian refugee, IDP, returnee and non-displaced women? 2. What are the enabling factors, both at the individual and community level, that drive women's access to decent employment in key employment sectors?³ 3. What challenges and barriers do women face in accessing decent employment in key employment sectors? 4. What conditions and risks do women face within the identified labor sectors, specifically with respect to protection, health and safety, equal participation, compensation, harassment, etc.? 5. What are the current labour laws and policies that affect women's engagement in the labour force? 	

¹ Syrian refugees, internally displaced people (IDPs), returnees, and non-displaced

² The International Labour Organisation defines decent work as, "Opportunities for work that is [sic] productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men." See <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>

³ These sectors will be, provisionally, agriculture, health, and education. Proposed employment sectors were chosen based on the relatively high number of women each employs, and the corresponding prospects for economic growth. For example, agriculture employs 44% of the female workforce, compared to 13% of the male workforce. According to recent economic profiles, education and health employ a significant portion of women not employed in agriculture.

	6. What strategies and projects, if any, are relevant actors (e.g., government bodies, employers, civil society actors, etc.) implementing to foster women's employment? 7. In what ways do women's experiences and challenges related to employment vary based on their displacement status (refugee, IDP, returnee, non-displaced) and governorate of residence?			
Geographic Coverage	Ninewa, Dohuk, Salah Al Din, Anbar, Kirkuk, Erbil, Sulaymaniyah, and Baghdad			
Secondary data sources	Reports from UN agencies and international organizations, past REACH research, UN Women project documents, Iraqi policy documents			
Population(s) <i>Select all that apply</i>	<input checked="" type="checkbox"/>	IDPs in camp	<input checked="" type="checkbox"/>	IDPs in informal sites
	<input checked="" type="checkbox"/>	IDPs in host communities	<input type="checkbox"/>	IDPs [Other, Specify]
	<input checked="" type="checkbox"/>	Refugees in camp	<input checked="" type="checkbox"/>	Refugees in informal sites
	<input checked="" type="checkbox"/>	Refugees in host communities	<input type="checkbox"/>	Refugees [Other, Specify]
	<input checked="" type="checkbox"/>	Host communities	<input checked="" type="checkbox"/>	[Other, Specify] Returnees
Stratification <i>Select type(s) and enter number of strata</i>	<input checked="" type="checkbox"/>	Geographical #: 7 Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/>	Group #: 6 Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
			<input type="checkbox"/>	[Other Specify] #: __ Population size per strata is known? <input type="checkbox"/> Yes <input type="checkbox"/> No
Data collection tool(s)	<input type="checkbox"/>	Structured (Quantitative)	<input checked="" type="checkbox"/>	Semi-structured (Qualitative)
	Sampling method		Data collection method	
Semi-structured data collection tool (s) # 1 <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/> Purposive <input checked="" type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input checked="" type="checkbox"/> Key informant interview (Target #): 20 <input type="checkbox"/> Individual interview (Target #): _____ <input type="checkbox"/> Focus group discussion (Target #): _____ <input type="checkbox"/> [Other, Specify] (Target #): _____	
Semi-structured data collection tool (s) # 2 <i>Select sampling and data collection method and specify target # interviews</i> <i>***If more than 2 structured tools please duplicate this row and complete for each tool.</i>	<input checked="" type="checkbox"/> Purposive <input checked="" type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #): _____ <input checked="" type="checkbox"/> Individual interview (Target #): 588 <input type="checkbox"/> Focus group discussion (Target #): _____ <input type="checkbox"/> [Other, Specify] (Target #): _____	
Semi-structured data collection tool (s) # 2 <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/> Purposive <input checked="" type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #): _____ <input type="checkbox"/> Individual interview (Target #): _____ <input checked="" type="checkbox"/> Focus group discussion (Target #): 12 <input type="checkbox"/> [Other, Specify] (Target #): _____	
Target level of precision if probability sampling	N/A % level of confidence		N/A +/- % margin of error	
Data management platform(s)	<input checked="" type="checkbox"/>	IMPACT	<input type="checkbox"/>	UNHCR
	<input checked="" type="checkbox"/>	[Other, Specify] UN Women		
Expected output type(s)	<input type="checkbox"/>	Situation overview #: __	<input checked="" type="checkbox"/>	Report #: 2 (brief analytical report and
			<input type="checkbox"/>	Profile #: __

				comprehensive report in English and Arabic)	
	X	Presentation (Preliminary findings) #: 1	X	Presentation (Final) #: 2	<input type="checkbox"/> Factsheet #: __
	<input type="checkbox"/>	Interactive dashboard #: _	<input type="checkbox"/>	Webmap #: __	<input type="checkbox"/> Map #: __
	<input type="checkbox"/>	[Other, Specify] #: __			
Access	X	Public (available on REACH resource center and other humanitarian platforms)			
	<input type="checkbox"/>	Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)			
Visibility Specify which logos should be on outputs	UN Women, REACH				

2. Rationale

2.1. Rationale

In 2018, the Iraqi crisis entered a new, recovery phase, with military operations against ISIL having officially concluded. The country now faces the challenge of addressing both the short- and long-term consequences of mass population displacement as people either return to their homes or attempt to establish themselves in new locations. As of 15 December 2018, the International Organization for Migration (IOM) Displacement Tracking Matrix (DTM) reported over 1.8 million internally displaced persons (IDPs) in Iraq, primarily concentrated in Ninewa, Dohuk, and Erbil, as well as 4.16 million returnees, primarily concentrated in Ninewa, Anbar, and Salah Al-Din.⁴ In addition, the country remains host to refugees from multiple countries of origin due to ongoing insecurity in neighbouring countries. As of November 2018, 251,793 Syrian refugees and 44,325 non-Syrian refugees remained in Iraq,⁵ the vast majority of which live in the Kurdistan Region of Iraq (KRI) governorates of Erbil, Dohuk, and Sulaymaniyah.⁶

The protracted crisis and consequent displacement have impacted livelihoods in a variety of ways: a lack of livelihoods is one of the top three needs cited by crisis-affected populations.⁷ Conflict has disrupted agriculture, trade routes, and markets. Foreign investment has also decreased as a result of insecurity. Widespread displacement of uncertain duration and challenges in obtaining work and residency permits challenge displaced people's ability to access employment. Women in particular face significant challenges in accessing employment due to a combination of limited economic opportunities and individual- and community-level factors. In 2017, the labour force participation rate for women overall in Iraq was at 18.7%, compared to 74.1% for men. Of those who are in the labour force, defined as individuals who are either currently employed or actively seeking employment, 11.9% of women were unemployed, compared to 7.2% of men. These figures have held relatively steady over the last five years.⁸ Conflict-affected women, particularly those who are displaced, face additional barriers to securing employment, such as legal restrictions, a lack of social support, and exacerbated vulnerability. In the Iraqi context, the nature of these challenges for specific groups of women (i.e. refugee, IDP, returnee and non-displaced women) are not yet fully understood.

In 2019, UN Women plans to work in collaboration with the Ministry of Labour and Social Services (MoLSA) to promote decent labour standards and sufficient work opportunities by advocating for the promotion of decent work opportunities and monitoring women's working conditions. To inform this work, REACH intends to conduct a cross-sector analysis to better understand the current working conditions of the most vulnerable conflict-affected women, specifically to identify the most prominent challenges facing these groups in accessing meaningful employment opportunities. The analysis will directly feed

⁴ International Organisation for Migration Displacement Tracking Matrix, accessed December 2018, <http://iragdtm.iom.int/IDPsML.aspx>

⁵ UNHCR, "Fact Sheet: Iraq," November 2018. <https://reliefweb.int/sites/reliefweb.int/files/resources/UNHCR%20Iraq%20Factsheet%20November%202018.pdf>

⁶ 3RP, "Iraq: Syrian Refugee stats and locations," September 2018. <https://data2.unhcr.org/en/documents/download/66319>

⁷ "2017 Humanitarian Needs Overview: Iraq," November 2018. https://reliefweb.int/sites/reliefweb.int/files/resources/irq_2019_hno.pdf

⁸ International Labour Organisation, "World Employment and Social Outlook," accessed December 2018, <https://www.ilo.org/wesodata/>

into UN Women and MoLSA advocacy and programming strategies and will increase information about the working conditions and access to employment of female refugees, IDPs, returnees and non-displaced members in target sectors employing women or in which women are most often seeking employment.

3. Methodology

3.1. Methodology overview

REACH will pursue a semi-structured approach to this project using qualitative research tools. A secondary data review (SDR) will first be conducted to evaluate and synthesize key existing research on the current state of women's employment in Iraq, to identify key stakeholders, and to inform the development of the key informant interview (KII), individual interview (II), and focus group discussion (FGD) questionnaires.

Following the SDR, primary data will be collected through KIIs, IIs, and FGDs with the populations of interest and relevant stakeholders, using a combination of purposive and snowball sampling techniques. REACH will lead the design of the indicators and questionnaires in consultation with UN Women focal points. This data will be analysed using thematic content analysis.

Findings will be consolidated into an initial brief analytical report to present the main findings of the assessment and a final comprehensive report detailing key findings and recommendations, in both Arabic and English.

Key definitions

Decent work	“Opportunities for work that is [sic] productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.” ⁹
Unemployed	“Those of working age who were not in employment, carried out activities to seek employment in a recent period (comprising the previous 4 weeks or month) and were currently available to take up employment.” ¹⁰
Out of the labour force	Refers to those individuals of working age who neither employed nor seeking employment. This includes those who were previously employed or have previously sought employment but are no longer employed or have not sought employment in the last four weeks. ¹¹
Returnee	“All those previously displaced since January 2014 who return to their sub-district of origin, irrespective of whether they have returned to their former residence or to another shelter type. The definition of returnees is not related to the criteria of returning in safety and dignity, nor with a defined strategy of durable solution.” ¹²

3.2 Population of interest

The populations of interest for this assessment include female Syrian refugees and IDPs both in and out of camps, returnees, and non-displaced women in selected governorates in both the KR-I and federal Iraq, including Erbil, Dohuk, Sulaymaniyah,

⁹ International Labour Organisation, “Decent work,” accessed December 2018, <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

¹⁰ International Labour Organization, “Labour underutilization,” accessed December 2018, https://www.ilo.org/global/statistics-and-databases/statistics-overview-and-topics/WCMS_470306/lang--en/index.htm

¹¹ International Labour Organisation, “Labour Force,” accessed December 2018, https://www.ilo.org/global/statistics-and-databases/statistics-overview-and-topics/WCMS_470304/lang--en/index.htm

¹² IOM DTM, “Methodology,” accessed January 2019, <http://iraqdtm.iom.int/Methodology.aspx>

Ninewa, Salah Al Din, Baghdad, and Anbar. These geographic areas were selected based on UN Women's areas of focus and the concentrations of the four populations of interest in these areas.

For each of the four groups of women, the research will focus on three sub-groups:

- Women who are employed in target sectors (i.e., agriculture, education, health)¹³;
- Women who are unemployed (i.e., currently not employed but seeking employment); and
- Women who are out of the labour force (i.e., currently not employed and not seeking employment).

Proposed employment sectors were chosen based on the relatively high number of women each employs, and the corresponding prospects for economic growth. For example, agriculture employs 44% of the female workforce,¹⁴ compared to 13% of the male workforce.¹⁵ According to recent economic profiles, education and health employ a significant portion of women not employed in agriculture.¹⁶

In addition to these populations of interest, the research will also target representatives from the Ministry of Labour and Social Affairs and the High Council of Women Affairs in both the KRI and federal Iraq. These individuals will provide a more thorough understanding of the legal frameworks that shape how women access and engage in employment. REACH will also contact employers in the target sectors who employ women. This group will provide further insight into issues surrounding demand for women's work, institutional perceptions of women in the workplace, women's working conditions, the barriers and challenges employers face in hiring women, and how they overcome these barriers. Finally, REACH will also contact civil society stakeholders, including both local and international organisations, who are working on women's livelihoods to examine what strategies these stakeholders use to promote and facilitate women's employment. This group will offer an additional perspective on legal frameworks and access to employment for women.

3.3 Secondary data review

REACH will conduct a thorough review of existing data and research. The SDR aims to inform the identification of key sectors and geographic areas for this assessment, and to identify gaps in existing research to inform data collection tool design. The SDR will review sources that examine women's working conditions in Iraq; legal frameworks governing women's participation in the labour market; and previously identified challenges, enabling factors, and drivers of women's employment. This will be combined with stakeholder mapping to identify relevant actors engaged in addressing issues of gender equality and women's empowerment across the selected sectors in Iraq. Such stakeholders include, but are not limited to, employers, civil society organisations, government bodies, coalitions, and international institutions, including non-governmental organisations (NGOs), intergovernmental organisations, and advocacy groups.

The SDR will consider the following sources: UN Women reports and publications; national and policy documents; previous research conducted by international and local institutions; project documents; Human Development Reports; UNHCR vulnerability assessments; and prior REACH research conducted for UN Women in Jordan in 2016 and 2018.

The SDR will produce a detailed glossary containing terminology and definitions to be used throughout data collection and analysis to guide enumerators and analysis of findings. The field team will be thoroughly briefed on all relevant definitions during the data collection kick-off and training session, to ensure they are applied accurately during interviews.

¹³ The research will address questions related to both formal and informal employment, though this sub-group will not be stratified according to this employment categorisation.

¹⁴ World Bank Data, "Employment in agriculture, female (% of female employment)," accessed December 2018, <https://data.worldbank.org/indicator/SL.AGR.EMPL.FE.ZS>

¹⁵ World Bank Data, "Employment in agriculture, male (% of male employment)," accessed December 2018, <https://data.worldbank.org/indicator/SL.AGR.EMPL.MA.ZS>

¹⁶ UN Women, "Country Gender and Economic Profiles," October 2016, <http://www2.unwomen.org/>

<http://www2.unwomen.org/media/field%20office%20arab%20states/attachments/2016/country%20gender%20economic%20profiles%20report%20en%202016.pdf?la=en&vs=2839>

3.4 Primary Data Collection

3.4.1 Methods

Primary data collection will take a qualitative approach at the individual level through KIIs, IIs, and FGDs. KIIs will be conducted with civil society and government stakeholders, as well as employers in the target sectors. These interviews will build on the secondary data review in identifying key themes and trends in women's employment for further exploration within IIs and FGDs, which will be conducted only with women from the target populations of interest.

3.4.2 Sampling

Key informants (KIs), individuals for interview and FGD participants will be selected through a combination of purposive and snowball sampling. For the KIIs and IIs, UN Women and REACH networks will provide initial contacts, and enumerators will ask KIs to refer additional contacts from the populations of interest.

Key informant interview profiles

Civil Society Stakeholders (6)	Government Stakeholders (5)	Employers (9)
Representatives from local NGOs implementing programming or advocating for women's livelihoods	Representatives from the Ministry of Labour and Social Affairs (Federal Iraq and KRI) (2)	Directors of companies employing women (9 - 3 per sector)
Representatives from international NGOs implementing programming or advocating for women's livelihoods	Representatives from the KRI High Council of Women's Affairs (1); State Ministry for Women's Affairs or National Council for Women's Empowerment (1)	
	Representatives from governing bodies addressing refugee and IDP work rights and regulations (1)	

Individual interviews

IIs will be stratified by population of interest, employment status, sector of employment (for employed women only) and governorate. The study will aim to conduct 588 interviews with diverse representatives from each strata, though additional interviews may be required if interviewees provide highly disparate responses. Interviews with particular populations of interest will be foregone in governorates that are not host to a significant concentration of the population. For example, there are minimal or no registered Syrian refugees hosted in Anbar, Baghdad, Ninewa, and Salah Al Din,¹⁷ and minimal or no registered returnees in Dohuk and Sulaymaniyah.¹⁸ A reduced number of interviews will be conducted with populations of interest in governorates that are host to small proportions of those populations (e.g., less than 10% of the IDP population in Baghdad, Erbil, and Salah Al Din reside in camps, and a minimal number of returnees are registered in Baghdad and Erbil).¹⁹

	Syrian Refugees						Internally Displaced Persons (IDPs)					
	In camp			Out of Camp			In Camp			Out of Camp		
	E	UE	OLF	E	UE	OLF	E	UE	OLF	E	UE	OLF
Anbar							12	4	4	12	4	4
Baghdad							6	2	2	12	4	4
Dohuk	12 ²⁰	4	4	12	4	4	12	4	4	12	4	4
Erbil	12	4	4	12	4	4	6	2	2	12	4	4
Ninewa							12	4	4	12	4	4
Salah Al Din							6	2	2	12	4	4
Sulaymaniyah	12	4	4	12	4	4	12	4	4	12	4	4

¹⁷ UNHCR, November 2018.

¹⁸ IOM DTM, December 2018.

¹⁹ Ibid.

²⁰ Four interviews per employment sector (agriculture, education, health), for a total of 12 interviews.

	Returnees			Non-Displaced		
	E	UE	OLF	E	UE	OLF
Anbar	12	4	4	12	4	4
Baghdad	6	2	2	12	4	4
Dohuk				12	4	4
Erbil	6	2	2	12	4	4
Ninewa	12	4	4	12	4	4
Salah Al Din	12	4	4	12	4	4
Sulaymaniyah				12	4	4

E = employed

UE = unemployed

OLF = out of labour force

Focus Group Discussions

Following the IIs, FGDs will be held with women as well as their male family members from the populations of interest, security and access situation permitting. KIs and individual interviewees will be asked to refer individuals for participation in the FGDs, and UN Women and REACH networks and partners in each governorate will also assist in recruiting participants. The final number and location of FGDs will be determined based on findings from the KIIs and IIs. An estimated 12 FGDs will be conducted according to the matrix below, disaggregated by employment status with representation from each population of interest in each group. This method will facilitate more in-depth discussion of issues raised during IIs and provide a forum for comparing experiences among the population groups. FGDs with male family members offer insight into men's perceptions of employment and decision-making power, which in many cases significantly influence women's employment opportunities.

	Employed	Unemployed	Not in Labour Force
Women	2	2	2
Male Family Members	2	2	2

3.4.3 Tools

Key informant interviews (KIIs)

KIIs will be conducted with relevant government, civil society stakeholders, and employers. Enumerators will conduct the majority of the KIIs over the phone, due to potential security and access restrictions on the anticipated geographic areas of coverage. The REACH Assessment Officer will conduct debriefs with enumerators within one day of the interview and provide feedback on any information needing to be triangulated.

Individual interviews (IIs)

IIs will be conducted with women from the populations of interest. The majority of these interviews will also be conducted over the phone. Enumerators will use a Kobo form containing a semi-structured questionnaire translated into Kurdish and Arabic to streamline data collection. The tools will be based on similar tools developed for REACH projects in other contexts,²¹ as well as information derived from the SDR. The REACH Assessment Officer will conduct debriefs with enumerators within one day of the interview and provide feedback on any information needing to be triangulated.

Focus group discussions (FGDs)

²¹ Specifically the UN "Women Working" assessment currently ongoing in Jordan.

All FGDs will be conducted using a question route translated into Kurdish and Arabic. These question routes will be developed based on similar tools used by REACH in other contexts, and findings from the SDR, KIIs, and IIs. Where possible, these will be conducted in person. REACH assessment staff will debrief with FGD facilitators after each session.

3.4.4 Potential Challenges and Limitations

Volatile security and environmental contexts in some of the intended data collection locations may limit access for the assessment (for example, recent heavy rain and flooding have caused periodic closures of the main routes between governorates). These potential challenges to data collection can be mitigated by using phones for KIIs and IIs wherever possible, and allowing for flexibility in the timing of FGD facilitation. Access to Anbar is particularly limited, and the capacity of local enumerators is uncertain. REACH will therefore consult with UN Women about potential contingencies for this area, which may include collaborating with local partners, offering remote training, or conducting additional IIs instead of FGDs.

Further, given the high levels of mobility of some populations of interest and varying population concentrations within the governorates, locating women to participate in IIs and FGDs may hinder data collection. The study will therefore rely heavily on local partners and networks to facilitate identification of prospective participants. Gathering women who are formally employed for an FGD during the work day may also prove to be a limitation. If this is not feasible, REACH will adapt the methodology to shift the FGDs to further IIs.

Finally, the mixed composition of FGDs may instigate tensions between participants, which could have ripple effects outside of the focus groups. Enumerators will be trained to mitigate these tensions during the session. If ripple effects are noted or suspected, we will alter the composition of the FGDs accordingly.

4. Roles and responsibilities

Table 3: Description of roles and responsibilities

Task Description	Responsible	Accountable	Consulted	Informed
<i>Research design</i>	REACH Assessment Officer	REACH Assessment Officer	UN Women; IMPACT HQ Research Unit	REACH Country Coordinator
<i>Supervising data collection</i>	Enumerators; Field Officer; Database Officer; REACH Assessment Officer; REACH Junior Assessment Officer	REACH Assessment Officer	REACH Assessment Manager; IMPACT Operations Coordinator	REACH Country Coordinator
<i>Data processing (checking, cleaning)</i>	REACH Assessment Officer	REACH Assessment Officer	REACH Assessment Manager; IMPACT HQ Data Unit	REACH Country Coordinator
<i>Data analysis</i>	REACH Assessment Officer	REACH Assessment Officer	REACH Assessment Manager; IMPACT HQ Data Unit	REACH Country Coordinator
<i>Output production</i>	REACH Assessment Officer	REACH Assessment Officer	REACH Assessment Manager; UN	REACH Country Coordinator; UN

			Women; IMPACT HQ Reporting Unit	Women Focal Point
<i>Dissemination</i>	REACH Assessment Officer	REACH Assessment Officer	REACH Assessment Manager; UN Women Focal Point; IMPACT HQ Communication Unit	REACH Country Coordinator; UN Women Focal Point; Other Stakeholders (i.e. Clusters)
<i>Monitoring & Evaluation</i>	REACH Assessment Officer	REACH Assessment Officer	REACH Assessment Manager; IMPACT HQ	REACH Country Coordinator
<i>Lessons learned</i>	REACH Assessment Officer	REACH Assessment Officer	REACH Assessment Manager REACH HQ	REACH Country Coordinator

Responsible: the person(s) who executes the task

Accountable: the person who validates the completion of the task and is accountable of the final output or milestone

Consulted: the person(s) who must be consulted when the task is implemented

Informed: the person(s) who need to be informed when the task is completed

5. Data Analysis Plan

KEY INFORMANT INTERVIEWS AND INDIVIDUAL INTERVIEWS

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregation
Metadata	Metadata	N/A	All	All	Key informant sex				
		N/A	All	All	Phone				
		N/A	All	All	Governorate				
		N/A	All	All	District				
		N/A	All	All	Neighbourhood				
		N/A	All	Enumerator name	Enumerator name				
		N/A	II	All Women	Population of Interest			Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	In camp; out of camp
		N/A	II	All Women	Are you the head of your household?			Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	In camp; out of camp
		N/A	II	All Women	What is your name?			Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	In camp; out of camp
		N/A	II	All Women	How old are you?			Population group (Syrian	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
								refugees; IDPs; returnees; non-displaced women) Governorate	
		N/A	KII	Civil Society Organisation	Which organisation does the key informant represent?		N/A		
		N/A	KII	Civil Society Organisation	What is the role of the key informant in the organisation?		N/A		
		N/A	KII	Employers / Business Owners	Name of business				
		N/A	KII	Employers / Business Owners	Position of respondent in business				
		N/A	KII	Employers / Business Owners	Employment sector				
		N/A	KII	Employers / Business Owners	Number of employees				
		N/A	KII	Employers / Business Owners	Number of female employees				
		N/A	KII	Employers / Business Owners	Estimated average age of female employees		18-24; 25-40; 41-55; 56+		
		N/A	KII	Government Body	Name of government body				
		N/A	KII	Government Body	Position in government body				
		N/A	KII	Government Body	Purpose of government body				
1. What is the current state of employment in Iraq (sectors, employment status, etc.) for Syrian refugee, IDP,	1.1 Employment Status	1.1.1	II	All Women	Are you currently employed?	Yes; No		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (closed-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
returnee and host community women?		1.1.2	II	All Women	If not currently employed, are you currently looking for a job, or have you looked for a job in the last four weeks?	Yes; No		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	<i>In camp; out of camp</i>
		1.1.3	II	Unemployed Women; Women Not in Labour Force	Have you ever been employed?	Yes; No	<i>If no, have you ever sought employment but were unable to get it?</i>	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	<i>In camp; out of camp</i>
		1.1.3.1	II	Unemployed Women; Women Not in Labour Force	[IF NO to 1.1.3] Have you ever sought employment but were unable to get it?	Yes; No		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	<i>In camp; out of camp</i>
		1.1.4	II	Women Not in Labour Force	Do you plan to look for work in the future?	Yes; No	<i>If yes, when? If no, why not?</i>	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate	<i>In camp; out of camp</i>
		1.1.5	KII	Civil Society Organisation	Are there specific groups of women who are more likely to have jobs?		<i>What kind of jobs do these women have? Why?</i>	Population group (Syrian refugees; IDPs; returnees; non-	<i>In camp; out of camp</i>

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
								displaced women) Governorate	
		1.1.6	KII	Employers / Business Owners	Does your business employ women?	Yes; No	<i>If no, why not?</i>	Other population of interest	
		1.1.7	KII	Employers / Business Owners	Do you currently employ any Syrian women refugees?		<i>If yes, have you noticed any benefits of hiring Syrian women refugees? If no, have you ever thought about hiring Syrian women? If yes, why do you not currently employ any? If no, why not?</i>	Other population of interest	
		1.1.8	KII	Employers / Business Owners	Do you currently employ any IDP women?		<i>If yes, have you noticed any benefits of hiring IDP women? If no, have you ever thought about hiring IDP women? If yes, why do you not currently employ any? If no, why not?</i>	Other population of interest	
	1.2 Sector of Employment	1.2.1	II	Employed Women	In which sector are you employed?	Agriculture; health; education		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	<i>In camp; out of camp</i>
		1.2.1.1	II	Employed Women	[IF AGRICULTURE to 1.2.1] What do you do in the agricultural sector?	Agriculture; livestock; forestry; fishing; food processing; other	<i>Other: please specify</i>	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	<i>In camp; out of camp</i>
		1.2.1.2	II	Employed Women	[IF HEALTH to 1.2.1] What do you do in the health sector?	Doctor; nurse; healthcare worker; technician; specialist; administration; other	<i>Other: please specify</i>	Population group (Syrian refugees; IDPs; returnees; non-	<i>In camp; out of camp</i>

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
								displaced women) Governorate Sector of employment	
		1.2.1.3	II	Employed Women	[IF EDUCATION to 1.2.1] What do you do in the education sector?	Primary school teacher; secondary school teacher; university professor; administrator; other	<i>Other: please specify</i>	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	<i>In camp; out of camp</i>
		1.2.2	II	Employed Women	How common is it for women like you to be employed in this sector?	Very common; somewhat common; not common; don't know		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	<i>In camp; out of camp</i>
		1.2.3	II	Employed Women	How many other women like you do you know who are employed in this sector?	0-5; 6-10; 11-25; 26-50; 51+		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	<i>In camp; out of camp</i>
		1.2.4	II	Unemployed Women [previously employed]; Women Not in Labour Force	In which sector were you most recently employed?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology;	<i>Other: please specify.</i>	Population group (Syrian refugees; IDPs; returnees;	<i>In camp; out of camp</i>

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregation	
				[previously employed]		international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other		non-displaced women) Governorate Sector of employment		
		1.2.5	II	Unemployed Women; Women Not in Labour Force [previously looked for a job but never worked]	In which sector were you looking for work?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other	Other: please specify.	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	<i>In camp; out of camp</i>	
		1.2.4	KII	Civil Society Organisation	In which sectors are women typically employed?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other	Are there specific groups of women who are more likely to have jobs? What kind of jobs do these women have? Why?	Other population of interest		
	1.3 Changes in Employment Due to Displacement	1.3.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[For refugees, IDPs, and returnees] Did you work before you were displaced?		Yes; No		Population group (Syrian refugees; IDPs, returnees)	In camp; out of camp
		1.3.1.1	II	Employed Women; Unemployed Women	[IF YES to 1.3.1] In which sector did you work before you were displaced?		Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services;	Other: please specify.	Population group (Syrian refugees;	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				[previously employed]; Women Not in Labour Force [previously employed]		human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other		IDPs, returnees)	
		1.3.1.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.1] What type of employment agreement did you have?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	Other: please specify.	Population group (Syrian refugees; IDPs, returnees)	In camp; out of camp
		1.3.1.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.1] In which, if any, of the following ways has the amount of time you work changed during the time you were displaced compared to the time before you were displaced?	Working more hours; working fewer hours; working more days; working fewer days; starting to work at a younger age; starting to work at an older age; stopping work at a younger age; continuing to work at an older age; none; other	Why?	Population group (Syrian refugees; IDPs, returnees)	In camp; out of camp
		1.3.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[For returnees] Did you work while you were displaced?	Yes; No		Returnees Governorate	
		1.3.2.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force	[IF YES to 1.3.2] In which sector did you work while you were displaced?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public	Other: please specify.	Returnees Governorate	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				[previously employed]		administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other			
		1.3.2.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.2] What type of employment agreement did you have?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	Other: please specify.	Returnees Governorate	
		1.3.2.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.2] In which, if any, of the following ways has the amount of time you work changed since returning from displacement, compared to the time you were displaced?	Working more hours; working fewer hours; working more days; working fewer days; starting to work at a younger age; starting to work at an older age; stopping work at a younger age; continuing to work at an older age; none; other		Returnees Governorate	
		1.3.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[For non-displaced women] Has your work changed since the conflict began?	Yes; No		Non-displaced women Governorate	
		1.3.3.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.3] Has the sector in which you work changed since the conflict began? If yes, which sector did you work in before?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication;	Other: please specify.	Non-displaced women Governorate	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
						wholesale and retail, trade, repair; other			
		1.3.3.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.3] Has the type of employment agreement you have changed since the conflict began? If yes, what was it before?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	Other: please specify.	Non-displaced women Governorate	
		1.3.3.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.3] Has the amount of time that you work changed since displaced people came to your community? If yes, what was it before?	Working more hours; working fewer hours; working more days; working fewer days; starting to work at a younger age; starting to work at an older age; stopping work at a younger age; continuing to work at an older age; none; other	Why?	Non-displaced women Governorate	
		1.3.4	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[For non-displaced women] Has your community taken in displaced people? If yes, has your work changed since displaced people came to your community?	Yes; No		Non-displaced women Governorate	
		1.3.4.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.4] Has the sector in which you work changed since displaced people came to your community? If yes, which sector did you work in before?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other	Other: please specify.	Non-displaced women Governorate	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregation	
		1.3.4.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.4] Has the type of employment agreement you have changed since displaced people came to your community? If yes, what was it before?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	Other: please specify.	Non-displaced women Governorate		
		1.3.4.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 1.3.4] Has the amount of time that you work changed since displaced people came to your community? If yes, what was it before?	Working more hours; working fewer hours; working more days; working fewer days; starting to work at a younger age; starting to work at an older age; stopping work at a younger age; continuing to work at an older age; none; other	Why?	Non-displaced women Governorate		
2. What are the legal aspects that affect women's engagement in key labour sectors? What are the current labour standards for women in Iraq?	2.1 Current Legal Requirements for Employment	2.1.1	KII	Government Body	What are the current legal requirements for women to gain employment in the area you represent?		Have any of these frameworks changed recently? If so, which ones, and when? In what ways do these differ for internally displaced women? In what ways do these differ for refugee women?	Other population of interest		
	2.2 Current Legal Requirements for residency permits	2.2.1	KII	Government Body	What is the process for refugees to obtain residency permits?		Are there particular steps in this process that applicants find challenging? [Prompt if necessary: Finding a sponsor; cost; obtaining necessary documents; moving from a camp to an urban area; other] What are the main reasons for applicants to have their applications rejected?	Other population of interest		
	2.3 Awareness and Opinions of Employment Laws and Policies	2.3.1	II	Employed Women; Unemployed Women; Women Not in the Labour Force	Are you aware of any national labour laws or policies about working conditions?	Minimum wage; limits on working hours; maternity leave; pension; health insurance; harassment; discrimination; retirement age			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		2.3.1.1	II	Employed Women; Unemployed Women;	[IF YES to 2.3.1] What are your opinions and perceptions of each policy?			Insufficient; comprehensive; too limited; not implemented; useful; biased against women; fair]	Population group (Syrian refugees,	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregation
				Women Not in the Labour Force				IDPs, returnees, non-displaced women) Governorate	
	2.4 Awareness and Opinions of Laws and Policies Related to residency permits	2.4.1	II	Employed Women; Unemployed Women; Women Not in the Labour Force	[FOR REFUGEES] Are you aware of the procedures to obtain a residency permit?	Yes; No; Don't know		Syrian refugees Governorate	In camp; out of camp
3. What are the enabling factors, both at the individual and community level, that drive women's access to employment?	3.1 Access to Job Opportunities	3.1.1	KII	Civil Society Organisation	How do you think social and cultural attitudes affect women's ability to access employment?		<i>In what ways does it facilitate access? In what ways does it hinder access?</i>	Other population of interest	
		3.1.2	KII	Employers / Business Owners	Did women apply for positions at your business without solicitation, or did you seek out women to apply for jobs at your business?		<i>If you sought out women, what did you do, and why? Were there any specific profiles of women that you looked for?</i>	Other population of interest	
	3.2 Motivation for Employment	3.2.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	What is the primary reason you looked for a job?		Needed additional income (other family members are working); needed additional income (woman is the only household member capable of working); family asked to find job; personal satisfaction; other (please specify)	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.2.2	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	How did you look for job opportunities?		Asked contacts and networks (friends and family); asked contacts and networks (politicians); looked for job advertisements; recruited; started own business; contacted NGO or CBO; contacted labour office; other	<i>Contacts and networks: [Prompt if needed: family; friends; politicians] If not, why not? Job advertisements: If so, where? [Prompt if needed: online; newspaper; other] If not, why not? Recruited: If so, by whom? [Prompt if needed: employer; external agency; other] Contacted NGO or CBO: If so, which one? If not, why not? Contacted labour office If not, why not? Other</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
		3.2.3	II	Employed Women; Unemployed Women	What is most important to you about a job?	Salary; prestige; relevant to interests; benefits; ability to provide for family; flexibility to spend time with family; flexibility in working hours (generally); social appropriateness; enjoy job; other		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.2.4	II	Employed Women; Unemployed Women	What are your career goals?	Remain at my current place of employment; find a different job (same sector); find a different job (different sector); find a different job (higher salary); find a different job (more responsibility); leave the workforce; return to school/vocational training; start my own business; other	<i>If "to leave the workforce," why?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.2.5	II	Women Not in Labour Force [previously employed]	Are you planning to return to work?	Yes; No	<i>If yes, why, and when? If no, why not?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
	3.3 Support from Family Members	3.3.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	In general, how supported do you feel by family members and friends regarding your employment?	Very supported; somewhat supported; not supported; choose not to answer		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregation
		3.3.1.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	[IF "VERY SUPPORTED" OR "SOMEWHAT SUPPORTED" to 3.3.1] What kind of support do you receive from your family members and friends?	Encouragement; referrals to contacts; help with job applications; help with household chores; help with children; financial support; other	<i>If "other" please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
	3.4 Decision-making Capacity	3.4.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed]	Who decided that you would look for a job?	Myself; husband; husband and I; father; mother; other	<i>If "other" please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.4.2	II	Employed Women; Women Not in Labour Force [previously employed]	Who made the decision to accept the offer of employment?	Myself; husband; husband and I; father; mother; other	<i>If "other" please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.4.3	II	Unemployed Women	Who will make a decision about accepting a job once you've found a job?	Myself; husband; husband and I; father; mother; other	<i>If "other" please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
	3.5 Capacity, Training, and Education	3.5.1	II	Employed Women; Unemployed Women [previously	What factors do you believe enabled you to get your job?	Work expertise; technical or professional training; educational attainment; connections with politicians; personal or family connections; other		Population group (Syrian refugees, IDPs,	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				employed]; Women Not in Labour Force [previously employed]				returnees, non-displaced women) Governorate	
		3.5.2	II	Employed Women; Unemployed Women	Do you believe that you have the skills to be successful in your sector? [SPECIFY SECTOR]	Yes; No	<i>If no, why do you feel that way? What skills and training would you need in order to feel that you would be successful in your job sector?</i> <i>If yes, why do you feel that way? What skills and training do you have that you feel will make you successful in your job sector?</i>	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	In camp; out of camp
		3.5.3	KII	Employers / Business Owners	Have you noticed any benefits of employing women? If yes, what are they?		<i>What are the most important characteristics that you look for in a female job candidate (skills, personal qualities, etc.)?</i> <i>What are the most important characteristics that you look for in a female employee (skills, personal qualities, etc.)?</i> <i>Are there more women (than men) with specific skills relevant to working in your sector [NAME SECTOR]? What skills are these?</i> <i>Are there more women (than men) with specific interests relevant to working in your sector [NAME SECTOR]? What interests are these?</i>	Other population of interest	
	3.6 Perceptions of Appropriate of Jobs for Women	3.6.1	II	Employed Women; Unemployed Women; Women Not in Labour Force	Are there certain jobs that you believe are more suited for women?	Yes; No; Women Should Not Work; Don't Know	<i>Why?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.6.1.1	II	Employed Women; Unemployed Women;	[IF YES to 3.6.1] What kind of employment agreements do you believe are more suited for women?	Own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time	<i>Why?</i>	Population group (Syrian refugees,	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				Women Not in Labour Force		employment; temporary part-time employment; other		IDPs, returnees, non-displaced women) Governorate	
		3.6.1.2	II	Employed Women; Unemployed Women; Women Not in Labour Force	[IF YES to 3.6.1] Which sectors do you believe are more suited for women?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other	Why?	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.6.2	II	Employed Women; Unemployed Women; Women Not in Labour Force	Are there certain jobs that your family believes are more suited for women?	Yes; No; Women Should Not Work; Don't Know	Why?	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.6.2.1	II	Employed Women; Unemployed Women; Women Not in Labour Force	[IF YES to 3.6.2] What kind of employment agreements do they believe are more suited for women?	Own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	Why?	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		3.6.2.2	II	Employed Women; Unemployed Women; Women Not in Labour Force	[IF YES to 3.6.2] Which sectors do they believe are more suited for women?	Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public	Why?	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
						administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other		women) Governorate	
4. What challenges and barriers do women face in accessing decent employment?	4.1 Challenges in Obtaining Residency Permits	4.1.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	[FOR REFUGEES] Have you acquired a residency permit? If yes, did you face challenges in getting a residency permit?	Yes; No		Syrian refugees Governorate	In camp; out of camp
		4.1.1.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	[IF YES to 4.1.1] Which challenges did you face?	Finding a sponsor; cost of application; obtaining necessary documents; having time to apply; application took too long to be approved; transportation; moving from a camp to an urban area; moving from an urban area to a camp; other		Syrian refugees Governorate	In camp; out of camp
		4.1.1.2	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	[IF YES to 4.1.1] Which of these obstacles was most challenging?	Select from options		Syrian refugees Governorate	In camp; out of camp
		4.1.2	KII	Civil Society Organisation	In your experience, is it challenging for refugees to gain residency permits?		<i>If yes, which challenges do they face? [Prompt if necessary: Finding a sponsor; cost; obtaining necessary documents; moving from a camp to an urban area; other]</i> <i>From your experience, what obstacles to</i>	Syrian refugees Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
							<i>obtaining a residency permit are the most challenging for women who want to work? From your experience, do you think that more refugee women would seek employment if obtaining a residency permit were easier? If not, why not?</i>		
	4.2 Challenges in Obtaining Employment	4.2.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	Did you face any challenges in finding a job? If so, what challenges did you face?	Challenging to find jobs relevant to previous experience; challenging to find interesting jobs; challenging to find a socially acceptable job; insufficient experience; insufficient education; trained in a sector different from the one you applied to; too old or too young for the job; increased competition for jobs; difficult to find a job for which you had transportation; difficult to balance domestic and work responsibilities; [For refugees/IDPs]: Have you been denied a job because you are a refugee/IDP?; [For refugees/IDPs]: Have you been unable to find a job due to language or accent differences?	<i>Increased competition for jobs: If so, why? Difficult to balance home life and work life: If so, why? Which factors were most challenging?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
4.2.1.1		II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	[IF YES to 4.2.1] Are any of these challenges specific to work in your sector? If so, which and why?				Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
4.2.2		KII	Civil Society Organisation	To what extent do you think women face more difficulty in finding formal employment than men?			<i>Prompt if necessary: Does it take them longer; are there fewer desirable jobs for women; are salaries low or insufficient; do they have insufficient experience; do they have insufficient education; do they have insufficient contacts and networks</i>	Other population of interest	
4.2.3		KII	Civil Society Organisation	To what extent do you think that available work opportunities align with women's interests? With women's skills?			<i>Why or why not?</i>	Other population of interest	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
		4.2.4	KII	Civil Society Organisation	From your experience, what are the main challenges that Syrian refugee women face when seeking employment in their place of displacement?	<p>Is it difficult to find a job relevant to their previous professional experience? Is it challenging to find interesting jobs? Is it challenging to find a socially acceptable job? Do they have insufficient experience for some of the jobs they want to apply to? Do they have insufficient education for some of the jobs they want to apply to? Are they trained in a sector different from the one they applied to? Do you think there is increased competition for jobs? If so, why? Is it difficult to find a job for which they have transportation? Have they been denied a job because they are a refugee/IDP? Have they been unable to find a job due to language or accent differences? Other</p>	<p><i>Other: please explain How do these challenges differ for women living in camps compared to women living out of camps?</i></p>	Other population of interest	
		4.2.5	KII	Civil Society Organisation	From your experience, what are the main challenges that internally displaced women face when seeking employment in their place of displacement?	<p>Is it challenging to find appropriate/relevant opportunities? Is it challenging to find a socially acceptable job? Do they have insufficient experience for some of the jobs they want to apply to? Do they have insufficient education for some of the jobs they want to apply to? Are they trained in a sector different from the one they applied to? Do you think there is increased competition for jobs? If so, why? Is it difficult to find a job relevant to their previous professional experience? Is it difficult to find a job for which they have transportation? Have they been denied a job because they are a refugee/IDP? Have they been unable to find a job due to language or accent differences? Other</p>	<p><i>Other: please explain How do these challenges differ for women living in camps compared to women living out of camps?</i></p>	Other population of interest	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
		4.2.6	KII	Civil Society Organisation	From your experience, what are the main challenges that returnees face when seeking employment after returning from their place of displacement?	<p>Is it challenging to find appropriate/relevant opportunities? Is it challenging to find a socially acceptable job? Do they have insufficient experience for some of the jobs they want to apply to? Do they have insufficient education for some of the jobs they want to apply to? Are they trained in a sector different from the one they applied to? Do you think there is increased competition for jobs? If so, why? Is it difficult to find a job relevant to their previous professional experience? Is it difficult to find a job for which they have transportation? Have they been denied a job because they are a refugee/IDP? Have they been unable to find a job due to language or accent differences? Other</p>	<i>Other: please explain</i>	Other population of interest	
		4.2.7	KII	Civil Society Organisation	From your experience, what are the main challenges that non-displaced women face when seeking employment?	<p>Is it challenging to find appropriate/relevant opportunities? Is it challenging to find a socially acceptable job? Do they have insufficient experience for some of the jobs they want to apply to? Do they have insufficient education for some of the jobs they want to apply to? Are they trained in a sector different from the one they applied to? Do you think there is increased competition for jobs? If so, why? Is it difficult to find a job relevant to their previous professional experience? Is it difficult to find a job for which they have transportation? Other</p>	<i>Other: please explain</i>	Other population of interest	
		4.2.8	KII	Employers / Business Owners	To what extent do you think women in your community face more difficulty in finding formal employment than men?		<i>If you think it is more difficult for women, why?</i>	Other population of interest	
		4.2.9	KII	Employers / Business Owners	To what extent do you think that work opportunities in your community align with women's interests? With women's skills?			Other population of interest	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
		4.2.10	KII	Government Body	Do you think it is challenging for a woman to find employment? Why?		<i>To what extent do you think women face more difficulty in finding formal employment than men? [Prompt if necessary: Does it take them longer; are there fewer desirable jobs for women; are salaries low or insufficient; do they have insufficient experience; do they have insufficient education; do they have insufficient contacts and networks]</i>	Other population of interest	
		4.2.11	KII	Government Body	Do you think that available work opportunities in the geographic area you represent align with women's interests? With women's skills?		<i>Why or why not?</i>	Other population of interest	
	4.3 Access to Education and Training	4.3.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	Did you face any challenges accessing education or training that you need to get the job you want?	Yes; No		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	In camp; out of camp
		4.3.1.1	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a job but never worked]	[IF YES to 4.3.1] What challenges did you face?	Access to schools; access to schools in own language; access to schools for girls/women; access to relevant training courses; access to relevant training courses in own language; access to relevant training courses for girls/women; cannot afford school or training courses; other	<i>If other, please specify.</i>	Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	In camp; out of camp
		4.3.2	II	Employed Women; Unemployed Women; Women Not in Labour Force [previously employed; previously looked for a	Would you be interested in taking part in job training, if such opportunities were available?	Yes; No	<i>If yes, what kind of training would you like to have?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				job but never worked]					
		4.3.3	II	Employed Women; Unemployed Women; Women Not in Labour Force	Have you ever participated in job training?	Yes; No	<i>If yes, from whom, and what kind of training did you receive?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
	4.4. Sector-Specific Challenges	4.4.1	II	Employed Women	What challenges do you face in your sector of work?	[Questions below only asked to women employed in each sector] Agriculture: Do you own the land you farm? Do you rent the land you farm? Do you find it challenging to access the land you farm? Is it challenging to access agricultural inputs (seeds, tools, fertilizer, etc.)? Is it challenging to access irrigation systems? Is it challenging to access farming equipment (tractors, tills, etc.)? Are fields unsafe due to explosive remnants of war? Is it challenging to access markets? Education: Are there school facilities available for you to teach in? Is it challenging to access supplies for teaching? Do you teach mobile populations of students? Is it challenging to access training and certification to become and remain a teacher? Health: Are there health facilities available for you to work in? Is it challenging to access health supplies?		Population group (Syrian refugees; IDPs; returnees; non-displaced women) Governorate Sector of employment	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
						<p>Do you fear insecurity from armed groups while working in a health facility?</p> <p>Is it challenging to access training and certification to become and remain a healthcare worker?</p>			
	4.5 Disincentives to Joining or Rejoining the Labour Force	4.5.1	II	Women Not in Labour Force [never employed and never sought employment]	What is the reason you have never sought employment?	<p>Do not want to work; domestic responsibilities; social pressure; availability of interesting jobs; insufficient education; insufficient skills; do not know how to look for a job; health conditions; other</p>		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		4.5.2	II	Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Why did you leave your job?	<p>Retired; got married; had children/childcare; moved; started university/training; illness, disability, injury (health); lost interest; no longer financially necessary to work; working incompatible with housework responsibilities; family objects; salary too low; quit/lost job and could not find new one; quit/lost job and did not want</p>		Population group (Syrian refugees, IDPs, returnees, non-displaced)	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
						to find a new one; personal differences with management/colleagues; concerns about safety on the way to work; afraid to lose assistance from the government, NGOs, or the UN if I worked, other		women) Governorate	
		4.5.3	II	Women Not in Labour Force [previously employed; previously looked for a job but never worked]	Why are you not currently looking for another job?	Retired; got married; had children/childcare; moved; started university/training; illness, disability, injury (health); lost interest; no longer financially necessary to work; working incompatible with housework responsibilities; family objects; salary too low; quit/lost job and could not find new one; quit/lost job and did not want to find a new one; personal differences with management/colleagues; concerns about safety on the way to work; afraid to lose assistance from the government, NGOs, or the UN if I worked; insufficient time to look for a job; don't know how to look for a job; other		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		4.5.4	KII	Civil Society Organisation; Employers / Business Owners; Government Body	In general, what do you think are the reasons why some women do not work?	They are waiting to receive a residency permit; there are not enough opportunities; it is challenging to find a job; insufficient education/training; household responsibilities; childcare; discrimination against hiring women; cultural/societal/familial/religious pressure; unsafe working conditions; lack of reliable and safe transportation; cost of transportation; fear of harassment on the way to work; other		Other population of interest	
		4.5.5	KII	Civil Society Organisation	In general, what do you think are the reasons why some women do not want to work?	Household responsibilities; childcare; discrimination against hiring women; cultural/societal/familial/religious pressure; unsafe working conditions; lack of reliable and safe transportation; cost of transportation; fear of harassment on the way to work; other		Other population of interest	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
4.6 Employer Challenges		4.6.1	KII	Employers / Business Owners	Have you (your business/organisation) faced challenges in finding women to hire? If yes, what kind of challenges?	Yes; No If yes: Do the women applying for jobs at your business have sufficient education? Do the women applying for jobs at your business have sufficient experience? Is your sector considered acceptable for women to work in? Other	<i>Other: please specify</i> Are there particular groups of women that it is especially challenging to hire (refugees, IDPs, etc.)? If so, which groups, and why?	Other population of interest	
		4.6.2	KII	Employers / Business Owners	Have you (your business/organisation) faced challenges in retaining female staff? If yes, what kind of challenges?	Yes; No If yes: Do women leave for jobs with better wages or benefits? Do women leave because they want to change sectors? Do women leave to get married? Do women leave when they have children?	<i>Other: please specify</i> Are there particular groups of women that it is especially challenging to retain (refugees, IDPs, etc.)? If so, which groups, and why? What, if anything, have you done to mitigate these challenges?	Other population of interest	
		4.6.3	KII	Employers / Business Owners	[IF EMPLOYER EMPLOYS REFUGEES] What role, if any, do you play in facilitating your employees' residency permits?	Sponsor women financially; help them fill out paperwork; none; other	<i>Other: please specify</i>	Other population of interest	
		4.6.4	KII	Employers / Business Owners	[IF EMPLOYER EMPLOYS REFUGEES] What challenges do you face in facilitating employees' residency permits?			Other population of interest	
		4.6.5	KII	Employers / Business Owners	[IF EMPLOYER EMPLOYS REFUGEES] In your experience, what challenges do employees face when trying to gain residency permits?	Finding a sponsor; cost; obtaining necessary documents; moving from a camp to an urban area; none; other	<i>Other: please specify</i> From your experience, what obstacles to obtaining a residency permit are the most challenging?	Other population of interest	
		4.6.6	KII	Employers / Business Owners	[IF EMPLOYER EMPLOYS REFUGEES] From your experience, do you think that obtaining a residency permit is a major barrier preventing women from joining the work force?			Other population of interest	
5. What conditions and risks do women face within the identified labor sectors, specifically with respect to protection,	5.1 Contracts and Job Security	5.1.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Do/Did you have a employment agreement for your job?	Yes; No		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
health and safety, equal participation, compensation, harassment, etc.?		5.1.1.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.1.1] What kind of employment agreement do you have?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.1.1.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.1.1] Are there any benefits included in your employment agreement?	Pension; childcare; working hour limits; vacation; sick leave; health insurance; maternity leave; other	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.1.1.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.1.1] Which of these benefits is most important to you?	Pension; childcare; working hour limits; vacation; sick leave; health insurance; maternity leave; other	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.1.1.4	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.1.1] Do you know what the conditions are if you or your employer wants to end your employment agreement?	Yes; No	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.1.2	II	Unemployed Women [never employed]; Women Not in Labour Force [previously]	Is it important to you to have a formal employment agreement when you have a job?	Yes; No	<i>If no, why not? How do you think this affects your working conditions?</i>	Population group (Syrian refugees, IDPs, returnees, non-	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				looked for a job but never employed]				displaced women) Governorate	
		5.1.2.1	II	Unemployed Women [never employed]; Women Not in Labour Force [previously looked for a job but never employed]	[IF YES to 5.1.2] What kind of employment agreement would you like to have?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.1.2.2	II	Unemployed Women [never employed]; Women Not in Labour Force [previously looked for a job but never employed]	[IF YES to 5.1.2] Which of these benefits is most important to you?	Pension; childcare; working hour limits; vacation; sick leave; health insurance; maternity leave; other	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.1.3	KII	Employers / Business Owners	Do women in your business receive employment agreements?	Yes; No; Don't Know		Other population of interest	
		5.1.3.1	KII	Employers / Business Owners	[IF YES to 5.1.3] If yes, what kind of contracts do women usually receive?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other		Other population of interest	
		5.1.3.2	KII	Employers / Business Owners	[IF YES to 5.1.3] If yes, what policies are in place for when you or the employee wants to end the contract early for any reason (poor performance, finding a new job, etc.)?			Other population of interest	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregation
		5.1.4	KII	Employers / Business Owners	What kind of benefits does your business offer for all employees [medical insurance, pension, etc.]?	<p>Does your business specify a maximum number of hours that employees work?</p> <p>Does your business offer health insurance?</p> <p>Does your business offer paid leave (days off in which employees still receive a salary) to employees?</p> <p>Does your business offer maternity leave (time off for women after they have a baby)?</p> <p>Does your business have policies in place for if someone gets injured at work and needs medical care and/or cannot work for a short period of time?</p> <p>Does your business offer pensions to its employees?</p> <p>Does your business offer support to employees who become unable to work due to a new disability?</p>	<p>What are the conditions for receiving a pension?</p> <p>What are the conditions for receiving disability insurance?</p>	Other population of interest	
		5.1.5	KII	Employers / Business Owners	Does your business/company/organisation offer any benefits or special services for female employees?		<p>[Prompt if necessary: assistance for childcare; transportation; maternity leave]</p> <p>[Probing Questions]</p> <p>If yes, what kind of services?</p> <p>If yes, do many women use these services?</p> <p>If yes, how do you believe these services benefit women?</p> <p>If no, why not?</p>	Other population of interest	
		5.1.6	KII	Civil Society Organisation	What kind of employment agreements do women in your community typically have?	Written; verbal; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other	Why?	Other population of interest	
5.2 Career Advancement		5.2.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	To what extent do you feel that you can advance in your job?	Can definitely advance; can possibly advance; can't advance; other	<p>[Prompt if necessary: get a job in the same sector with more responsibility; get a job in the same sector with better pay; etc.]</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
		5.2.1.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[[If "can definitely advance" or "can possibly advance" to 5.2.1]: Which factors do you think enable you to advance in your job?	Experience; good performance; connections with the boss; support from the boss; support from colleagues; other	<i>Other: please specify</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.2.1.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[[If "can possibly advance" or "can't advance," to 5.2.1] Why not? What would need to change for you to be able to advance in your job?			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.2.2	KII	Employers / Business Owners	Are there opportunities for the women you employ to progress in their job?		<i>Prompt if necessary: get a job in the same sector with more responsibility; get a job in the same sector with better pay; etc. If yes, what kinds of opportunities? If yes, to what extent do these opportunities differ between men and women? Why?</i>	Other population of interest	
	5.3 Compensation	5.3.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Do you feel that you receive adequate wages for the work you do?	Yes; No; Don't Know	<i>If no, why not?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.3.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Do you think that you receive wages equal to men in your job performing the same or similar tasks?	Yes; No; Don't Know	<i>If no, why not?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
		5.3.3	II	Women Not in Labour Force [previously looked for a job but never worked]	Do you believe you would receive wages equal to men in your place of employment performing the same or similar tasks?	Yes; No; Don't Know	<i>If no, why not?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
	5.4 Discrimination	5.4.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Do you believe that your chances of being hired are the same as those of men in your community?	Yes; No; Don't Know	<i>If yes, why?</i> <i>If no, why not?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.4.2	KII	Employers / Business Owners	Do you feel you need to make special provisions for female employees?		<i>If yes, why?</i> <i>If yes, what provisions do you make?</i> <i>[Prompt if necessary: Different wages; different working hours; different advancement opportunities; different benefits; other]</i>	Other population of interest	
	5.5 Equal Participation	5.5.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	To what extent do you feel you have the ability to express your opinions in your place of employment?	Can freely express opinions; can somewhat express opinions; can't express opinions		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.5.1.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[If "can somewhat express opinions" or "can't express opinions" to 5.5.1] What prevents you from being able to express your opinions?			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
	5.6 Harassment	5.6.1	KII	Employers / Business Owners	Have any women you know experienced harassment at their place of employment?		<i>Would you be willing to share that experience?</i>	Other population of interest	
		5.6.2	II	Employed Women; Unemployed Women; Women Not in Labour Force	Have any women you know experienced harassment at their place of employment?	Yes; No		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.6.2.1	II	Employed Women; Unemployed Women; Women Not in Labour Force	[IF YES to 5.6.2] Would you be willing to share that experience?			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.6.2.2	II	Employed Women; Unemployed Women; Women Not in Labour Force	[IF YES to 5.6.2] What happened after the harassment: was there any follow-up, was it reported? Please explain.			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.7 Safety in the Workplace	5.7.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Have you ever had any issues with health and safety at work?	Yes; No	<i>Prompt if necessary: Physical environment; machinery; other</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate
	5.7.1.1		II	Employed Women; Unemployed Women	[IF YES to 5.7.1] Would you be willing to share that experience?			Population group (Syrian refugees,	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				[previously employed]; Women Not in Labour Force [previously employed]				IDPs, returnees, non-displaced women) Governorate	
		5.7.1.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.7.1] What happened after the incident: was there any follow-up, was it reported? Please explain.			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.7.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Have you ever had any issues with personal security at work?	Yes; No	<i>Prompt if necessary: Threats from external forces</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.7.2.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.7.2] Would you be willing to share that experience?			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.7.2.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[IF YES to 5.7.2] What happened after the incident: was there any follow-up, was it reported? Please explain.			Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
5.8 Transportation		5.8.1	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Do you feel that you have adequate transportation to work?	Yes; No; Don't Know		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.8.2	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	What kind of transportation do you take to get to work?	Walking; using family vehicle; using someone else's vehicle; carpooling; taxi; public transportation; bicycle; other	<i>If other, please specify.</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.8.3	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Is your transportation safe?	Yes; No; Don't Know		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.8.4	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	Is your transportation reliable?	Yes; No; Don't Know		Population group (Syrian refugees, IDPs, returnees, non-displaced women) Governorate	In camp; out of camp
		5.8.5	II	Employed Women; Unemployed Women [previously employed]; Women Not in	Is your transportation affordable?	Yes; No; Don't Know		Population group (Syrian refugees, IDPs, returnees, non-	In camp; out of camp

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
				Labour Force [previously employed]				displaced women) Governorate	
		5.8.6	II	Employed Women; Unemployed Women [previously employed]; Women Not in Labour Force [previously employed]	[FOR REFUGEES and IDPs IN CAMPS] Do you need to leave the camp to go to work?	Yes; No; Don't Know		Syrian refugees; IDPs Governorate	In camp
6. What strategies and projects, if any, are relevant actors (e.g., government bodies, employers, civil society actors, etc.) implementing to foster women's employment?	6.1 Policies	6.1.1	KII	Civil Society Organisations ; Government Body	What can be done at a policy level to support women's employment in Iraq?		<i>Who are the actors that should be involved?</i>	Other population of interest	
		6.1.2	KII	Employers / Business Owners	What else do you believe could be done to support women's employment in Iraq, whether in your own business policies or at the national or local policy levels?		<i>Who are the actors that should be involved?</i>	Other population of interest	
	6.2 Programmes	6.2.1	KII	Civil Society Organisation	What programmes, if any, do you implement to support women's employment? What have been the outcomes of those programmes?			Other population of interest	
		6.2.2	KII	Civil Society Organisation	What programmes, if any, do you implement to support refugees women's employment during displacement? What have been the outcomes of these programmes?			Other population of interest	In camp; out of camp
		6.2.3	KII	Civil Society Organisation	What programmes, if any, do you implement to support internally displaced women's employment during displacement? What have been the outcomes of these programmes?			Other population of interest	In camp; out of camp
		6.2.4	KII	Civil Society Organisation	What programmes, if any, do you implement to support returnees' employment after returning from displacement? What have been the outcomes of these programmes?			Other population of interest	
		6.2.5	KII	Civil Society Organisation	Do you target any particular sectors of employment with these programmes?	If yes, which sectors have these programmes targeted, and why? Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance,	Why?	Other population of interest	

Research Questions	Sub-research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Questionnaire RESPONSES (close-ended)	Probes	Primary Disaggregation	Secondary Disaggregations
						insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other			
		6.2.6	KII	Civil Society Organisation	What else do you believe could be done to encourage or enable more women to become active in the formal labour market, whether in your own programming or in the larger framework of employment in Iraq?		<i>By whom do you think this needs to be done?</i>	Other population of interest	
		6.2.7	KII	Government Body	What programmes, if any, is the government implementing to support women's employment? What have been the outcomes of those programmes?			Other population of interest	
		6.2.8	KII	Government Body	What programmes, if any, is the government implementing to support refugees women's employment during displacement? What have been the outcomes of these programmes?			Other population of interest	
		6.2.9	KII	Government Body	What programmes, if any, is the government implementing to support internally displaced women's employment during displacement? What have been the outcomes of these programmes?			Other population of interest	
		6.2.10	KII	Government Body	What programmes, if any, is the government implementing to support returnees' employment after returning from displacement? What have been the outcomes of these programmes?			Other population of interest	

FOCUS GROUP DISCUSSIONS

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
<i>Metadata</i>	<i>Metadata</i>	N/A	FGD	<i>District</i>	<i>District</i>	<i>N/A</i>		

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		N/A	FGD	Employment status	Employment status	For female focus groups: employed; unemployed; not in the labour force For male focus groups: employment status of female family members: employed; unemployed; not in the labour force		
		N/A	FGD	Facilitator name	Facilitator name	N/A		
		N/A	FGD	Gender	Gender of participants	Female; male		
		N/A	FGD	Governorate	Governorate	N/A		
		N/A	FGD	Location	Location	N/A		
		N/A	FGD	Note taker name	Note taker name	N/A		
		N/A	FGD	Number of participants	Number of participants	N/A		
		N/A	FGD	Population of interest	Number of participants from each population group of interest	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp	
1. What is the current state of employment in Iraq (sectors, employment status, etc.) for Syrian refugee, IDP, returnee and Non-displaced women?	1.1 Employment Status 1.2 Sector of Employment	1.1.1	FGD	Employed Women; Unemployed Women	What are the most common types of jobs for you and women like you who are employed to have?	In which sectors are you and women like you employed? [Prompt if necessary: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] What type of employment agreement do you and women like you have? [Prompt if necessary: permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other] Are any other women in your household employed? Why or why not? Does this differ for different groups of women (age, displacement status, marital status), and in what ways?	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		1.1.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	What is the employment status of women in your household?	<p>How many female members of your household are currently employed? Who is employed? What is her job? Who is her employer? What kind of employment agreement does she have? [Prompt if needed: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] Have other female members been employed previously/ but are not employed now? If so, see questions above.</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		1.1.3	FGD	Women Not in Labour Force	What are the most common types of jobs for women in your community who are employed to have?	<p>In which sectors are you and women like you employed? [Prompt if necessary: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] What type of employment agreement do you and women like you have? [Prompt if necessary: permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other] Does this differ for different groups of women (age, displacement status, marital status), and in what ways?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	1.3 Changes in Employment Due to Displacement	1.3.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	[FOR REFUGEES, IDPs, RETURNEES] In what ways do you think job opportunities accessible to you and women like you have changed as a result of displacement?	<p>Have jobs changed? Have the sectors changed? [Prompt if necessary: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] Why? Have employment agreements changed? [Prompt if necessary: own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other] Why? Has the amount of time worked changed? Why? [Prompt if</p>	Syrian refugees; IDPs; returnees	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
						<i>necessary: more or fewer women work; women work more or fewer hours; women do or don't work after getting married, etc.]</i>		
		1.3.2	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	[FOR NON-DISPLACED WOMEN] Has your community taken in displaced people in the past year? In what ways do you think job opportunities accessible to you and women like you have changed as a result of this?	<p><i>Have jobs changed?</i></p> <p><i>Have the sectors changed? [Prompt if necessary: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] Why?</i></p> <p><i>Have employment agreements changed? [Prompt if necessary: own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other] Why?</i></p> <p><i>Has the amount of time worked changed? Why? [Prompt if necessary: more or fewer women work; women work more or fewer hours; women do or don't work after getting married, etc.]</i></p>	Non-displaced women	

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		1.3.3	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	[FOR REFUGEES, IDPs, RETURNEES] In what ways do you think job opportunities accessible to your female family members and women more generally have changed as a result of displacement?	<p>Have jobs changed? Have the sectors changed? [Prompt if necessary: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] Why?</p> <p>Have employment agreements changed? [Prompt if necessary: own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other] Why?</p> <p>Has the amount of time worked changed? Why? [Prompt if necessary: more or fewer women work; women work more or fewer hours; women do or don't work after getting married, etc.]</p>	Syrian refugees; IDPs; returnees	In camp; out of camp
		1.3.4	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	[FOR NON-DISPLACED] Has your community taken in displaced people in the past year? In what ways do you think your female family members' employment has changed since displaced people came to your community?	<p>Have jobs changed? Have the sectors changed? [Prompt if necessary: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other] Why?</p> <p>Have employment agreements changed? [Prompt if necessary: own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other] Why?</p> <p>Has the amount of time worked changed? Why? [Prompt if necessary: more or fewer women work; women work more or fewer hours; women do or don't work after getting married, etc.]</p>	Non-displaced women	
2. What are the legal aspects that affect women's engagement in key labour sectors? What	2.1 Awareness and Opinions of Employment Laws and Policies	2.1.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	What national labour laws or policies are you aware of that are in place to regulate working conditions for women in Iraq?	<p>[Prompt if necessary: Minimum wage; limits on working hours; discrimination; harassment; maternity leave; retirement age] What are your opinions and perceptions of these policies? [Prompt if necessary: Insufficient; comprehensive; too limited; not implemented; useful; biased against women; fair]</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
are the current labour standards for women in Iraq?	2.2 Awareness and Opinions of Laws and Policies Related to Work Permits	2.1.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	What national labour laws or policies are you aware of that are in place to regulate working conditions for women in Iraq?	<i>[Prompt if necessary: Minimum wage; limits on working hours; discrimination; harassment; maternity leave; retirement age] What are your opinions and perceptions of these policies? [Prompt if necessary: Insufficient; comprehensive; too limited; not implemented; useful; biased against women; fair]</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		2.2.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	[FOR REFUGEES] What procedures are you aware of for women to obtain a work permit?	<i>What are your opinions and perceptions of these policies?</i>	Syrian refugees	In camp; out of camp
		2.2.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	[FOR REFUGEES] What procedures are you aware of for women to obtain a work permit?	<i>What are your opinions and perceptions of these policies?</i>	Syrian refugees	In camp; out of camp
3. What are the enabling factors, both at the individual and community level, that drive women's access to employment?	3.1 Motivation for Employment	3.1.1	FGD	Employed Women; Unemployed Women	What is the primary reason you or women like you in your community look for jobs?	<i>Did you need additional income? Did your family ask you to find a job? Does working give you personal satisfaction? To what extent do you believe the reasons why men look for jobs are different?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.1.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women	Why is your female family member or other women in the community looking for a job?	<i>Does your family need additional income? Did your family ask her to find a job? Does working give her personal satisfaction? How do you think these reasons differ for men who are trying to find a job?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		3.1.3	FGD	Women Not in Labour Force	What do you think are the primary reasons that women in your community look for jobs?	<p>Do they need additional income?</p> <p>Do their families ask them to find a job?</p> <p>Does working give them personal satisfaction?</p> <p>To what extent do you believe the reasons why men look for jobs are different?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	3.2 Support from Family Members	3.2.1	FGD	Employed Women; Unemployed Women	What factors enable you and women like you in your community to balance employment with family life?	[Prompt if necessary: help with household chores; help with childcare; who provides help (family, friends, employers)]	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.2.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women	How do your female family members and other women in the community balance work and life at home?	<p>[Prompt if necessary: help with household chores; help with childcare; who provides help?]</p> <p>What factors do you think enable women generally to balance employment with family life?</p> <p>How do you think these factors differ for men?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.2.3	FGD	Male Family Members of Women NILF	What factors do you think enable women to balance employment with family life?	[Prompt if necessary: help with household chores; help with childcare; who provides help?]	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.2.4	FGD	Women Not in Labour Force	What factors do you think enable women to balance employment with family life?	[Prompt if necessary: help with household chores; help with childcare; who provides help?]	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	3.3 Decision-making Capacity	3.3.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	Who makes decisions with respect to women in your family finding employment or accepting a job offer?	[Prompt if necessary: myself; the woman; myself and the woman; father; mother]	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		3.3.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	Who makes decisions with respect to women in your family finding employment or accepting a job offer?	<i>[Prompt if necessary: myself; the woman; myself and the woman; father; mother]</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	3.4 Capacity, Training, and Education	3.4.1	FGD	Employed Women; Unemployed Women	What factors do you think enable you and women like you in your community to find and get jobs?	<i>[Prompt if necessary: Education; previous experience; connections with politicians; connections of family and friends; availability of jobs; availability of culturally appropriate jobs; availability of training opportunities]</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.4.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women	What factors do you think enable your female family member or other women in the community to find and get jobs?	<i>[Prompt if necessary: Education; previous experience; connections with politicians; connections of family and friends; availability of jobs; availability of culturally appropriate jobs; availability of training opportunities]</i> <i>What factors do you think enable women generally to find and get jobs?</i> <i>How do you think these factors differ for men who are looking for a job?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.4.3	FGD	Women Not in Labour Force	What factors do you think enable women to find and get jobs?	<i>[Prompt if necessary: Education; previous experience; connections with politicians; connections of family and friends; availability of jobs; availability of culturally appropriate jobs; availability of training opportunities]</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	3.5 Perceptions of Appropriate Jobs for Women	3.5.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	How important do you think it is for women to work outside of the home?	<i>Very important; somewhat important; not important; why?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.5.2	FGD	Employed Women; Unemployed Women;	How important do other members of your family think it is for women to work outside of the home?	<i>Who? What do they think?</i>	Population group (Syrian refugees, IDPs, returnees,	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
				Women Not in Labour Force			non-displaced women)	
		3.5.3	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	What kind of jobs do you believe are more suited for women? Why?	<p>What kind of employment agreements do you believe are more suited for women? [Prompt if needed: own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other]</p> <p>Which sectors do you believe are more suited for women? [Prompt if needed: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other]</p> <p>Are there any jobs that you believe are not suited for women? Which jobs?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.5.4	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	How important do you think it is for women to work outside of the home?	Very important; somewhat important; not important; why?	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		3.5.5	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	How important do other members of your family think it is for women to work outside of the home?	Who? What do they think?	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		3.5.6	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	What kind of jobs do you believe are more suited for women? Why?	<p>What kind of employment agreements do you believe are more suited for women? [Prompt if needed: own business/self-employed; permanent full-time employment; permanent part-time employment; seasonal work; temporary full-time employment; temporary part-time employment; other]</p> <p>Which sectors do you believe are more suited for women? [Prompt if needed: Accommodation and food service; agriculture, forestry, fishing; cosmetology; education; finance, insurance, and business services; human, health, and social work; information and computer technology; international organizations NGOs; local charities, NGOs, CBOs; public administration; religious professions; security and defence, police, military; sewing, textiles; telecommunication; wholesale and retail, trade, repair; other]</p> <p>Are there any jobs that you believe are not suited for women? Which jobs?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
4. What challenges and barriers do women face in accessing decent employment?	4.1 Challenges in Obtaining Work Permits	4.1.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	[FOR REFUGEES] What challenges, if any, have you or women like you in your community faced in getting a work permit?	<p>Prompt if necessary: Finding a sponsor; cost; obtaining necessary documents; moving from a camp to an urban area; other</p> <p>If yes, which of these obstacles to getting a work permit is the most challenging?</p> <p>To what extent do you think men face these same challenges?</p>	Syrian refugees	In camp; out of camp
		4.1.2	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	[FOR REFUGEES] To what extent and in what ways do you think that easier access to work permits would affect women's employment?		Syrian refugees	In camp; out of camp
		4.1.3	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	[FOR REFUGEES] What challenges, if any, have your female family members faced in getting a work permit?	<p>Prompt if necessary: Finding a sponsor; cost; obtaining necessary documents; moving from a camp to an urban area; other</p> <p>What challenges, if any, do you believe women generally have in getting a work permit?</p> <p>If yes, which of these obstacles to getting a work permit is the most challenging?</p> <p>To what extent do you think men face these same challenges?</p>	Syrian refugees	In camp; out of camp
		4.1.4	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family	[FOR REFUGEES] To what extent and in what ways do you think that easier access to work permits would affect women's employment?		Syrian refugees	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
				Members of Women NILF				
	4.2 Challenges in Obtaining Employment	4.2.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	What challenges, if any, do you think you and women like you in your community face in finding and getting a job?	<p><i>Prompt if necessary: do not want to work; waiting to receive a work permit; availability of jobs; availability of desirable jobs; competition for jobs; gaining necessary experience; sectors seen as men's work; discrimination against women; time taken to find a job; getting sufficient salaries; other</i></p> <p><i>What challenges do you face in getting access to education or training? [Prompt if necessary: Access to schools; access to schools in own language; access to schools for girls/women; access to relevant training courses; access to relevant training courses in own language; access to relevant training courses for girls/women; other]</i></p> <p><i>To what extent do you think men face these same challenges? Why do you think these barriers exist?</i></p> <p><i>Are there any other reasons why women in your community do not work? [Prompt if necessary: Retired; got married; had children/childcare; moved; started university/training; illness, disability, injury (health); lost interest; no longer financially necessary to work; working incompatible with housework responsibilities; family objects; salary too low; quit/lost job and could not find new one; quit/lost job and did not want to find a new one; personal differences with management/colleagues; concerns about safety on the way to work; afraid to lose assistance from the government, NGOs, or the UN if I worked; insufficient time to look for a job; don't know how to look for a job; other]</i></p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
		4.2.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	What challenges, if any, do you think your female family member or other women in your community have finding and getting a job?	<p>Prompt if necessary: do not want to work; waiting to receive a work permit; availability of jobs; availability of desirable jobs; competition for jobs; gaining necessary experience; sectors seen as men's work; discrimination against women; time taken to find a job; getting sufficient salaries; other</p> <p>What challenges do you face in getting access to education or training? [Prompt if necessary: Access to schools; access to schools in own language; access to schools for girls/women; access to relevant training courses; access to relevant training courses in own language; access to relevant training courses for girls/women; other]</p> <p>To what extent do you think men face these same challenges? Why do you think these barriers exist?</p> <p>Are there any other reasons why women in your community do not work? [Prompt if necessary: Retired; got married; had children/childcare; moved; started university/training; illness, disability, injury (health); lost interest; no longer financially necessary to work; working incompatible with housework responsibilities; family objects; salary too low; quit/lost job and could not find new one; quit/lost job and did not want to find a new one; personal differences with management/colleagues; concerns about safety on the way to work; afraid to lose assistance from the government, NGOs, or the UN if I worked; insufficient time to look for a job; don't know how to look for a job; other]</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	4.3 Home Responsibilities	4.3.1	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women	What challenges, if any, do your female family member or other women in the community have in balancing employment with family life?	<p>Prompt if necessary: time with family; time with children; time to take care of the home; personal stress; finding childcare, etc.]</p> <p>What challenges, if any, do you believe women generally have in balancing employment with family life?</p> <p>To what extent do you think men face these same challenges?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		4.3.2	FGD	Male Family Members of Women NILF	What challenges, if any, do you believe women generally have in balancing employment with family life?	<p>[Prompt if necessary: time with family; time with children; time to take care of the home; personal stress; finding childcare; other]</p> <p>To what extent do you think men face these same challenges?</p>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		4.3.3	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	What challenges, if any, do you think you and women like you in your community face in balancing employment with family life?	<p>Prompt if necessary: time with family; time with children; time to take care of the home; personal stress; finding childcare; other</p> <p>To what extent do you think men face these same challenges?</p>	Population group (Syrian refugees, IDPs, returnees, non-	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
							displaced women)	
5. What conditions and risks do women face within the identified labor sectors, specifically with respect to protection, health and safety, equal participation, compensation, harassment, etc.?	5.1 Contracts and Job Security	5.1.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	How common is it for employed women like yourselves in this community to have a job with a contract?	<i>What kind of contract do you have? [Prompt if necessary: Short-term written; long-term written; verbal agreement; other] To what extent do you think that having a contract affects women who are working or their working conditions, and in what ways?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	5.2 Equal Treatment in the Workplace	5.2.1	FGD	Employed Women; Unemployed Women	To what extent do you believe men and women are treated differently in the workplace?	<i>To what extent do you believe that women in your community can advance in their jobs? Do you think this is the same for men? Why? To what extent do you believe men and women in the same job who are performing the same or similar tasks would receive the same wages? Why? To what extent do you believe that women receive the same benefits [insurance, pension, etc.] as men in the workplace? Why? To what extent do you believe that women have the ability to express their opinions in the workplace? Why? In what other ways, if any, do you think men and women are treated differently in the workplace?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
	5.2.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women	To what extent do you believe that women in your community can advance in their jobs?	<i>To what extent do you believe that women in your community can advance in their jobs? Do you think this is the same for men? Why? To what extent do you believe men and women in the same job who are performing the same or similar tasks would receive the same wages? Why? To what extent do you believe that women receive the same benefits [insurance, pension, etc.] as men in the workplace? Why? To what extent do you believe that women have the ability to express their opinions in the workplace? Why? In what other ways, if any, do you think men and women are treated differently in the workplace?</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp	
	5.3 Harassment	5.3.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	What experiences have you or other women you know experienced harassment at their place of employment?	<i>Would you be willing to share that experience? What happened after you or the other person experienced harassment: was there any follow-up, was it reported? Please explain.</i>	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

Research Questions	Sub-Research Question	Sub RQ #	Data collection method	Sub-research Question Group	Questionnaire QUESTION	Probes	Primary Disaggregation	Secondary Disaggregations
	5.4 Safety in the Workplace	5.4.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	To what extent have you or anyone you know of ever felt unsafe at work due to the physical environment of your job?	<i>[Prompt if necessary: Machinery; violence or threats from external sources; other]</i> Would you be willing to share your experience? Could you please share your experience? What happened after the experience: was there any follow-up, was it reported? Please explain.	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		5.4.2	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	To what extent have you or anyone you know of ever felt unsafe at work due to external threats?	<i>[Prompt if necessary: Machinery; violence or threats from external sources; other]</i> Would you be willing to share your experience? Could you please share your experience? What happened after the experience: was there any follow-up, was it reported? Please explain.	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
6. What strategies and projects, if any, are relevant actors (e.g., government bodies, employers, civil society actors, etc.) implementing to foster women's employment?	6.1 Strategies	6.1.1	FGD	Employed Women; Unemployed Women; Women Not in Labour Force	What kind of programmes or services are there in your community that provide support to enable more women to become or remain employed?	Who runs them? What do they provide? Have you or anyone you know used them? What kind of programmes would be most useful? What skills or training would be most useful? What kind of education would be most useful?	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp
		6.1.2	FGD	Male Family Members of Employed Women; Male Family Members of Unemployed Women; Male Family Members of Women NILF	What kind of programmes or services are there in your community that provide support to enable more women to become or remain employed?	Who runs them? What do they provide? Has anyone you know used them? What kind of programmes would be most useful? What skills or training would be most useful? What kind of education would be most useful?	Population group (Syrian refugees, IDPs, returnees, non-displaced women)	In camp; out of camp

6. Monitoring & Evaluation Plan

IMPACT Objective	External M&E Indicator	Internal M&E Indicator	Focal point	Tool	Will indicator be tracked?
Humanitarian stakeholders are accessing IMPACT products	Number of humanitarian organisations accessing IMPACT services/products Number of individuals accessing IMPACT services/products	# of downloads of x product from Resource Center	Country request to HQ	User_log	X Yes
		# of downloads of x product from Relief Web	Country request to HQ		X Yes
		# of downloads of x product from Country level platforms	Country team		X Yes
		# of page clicks on x product from REACH global newsletter	Country request to HQ		X Yes
		# of page clicks on x product from country newsletter, sendingBlue, bit.ly	Country team		X Yes
		# of visits to x webmap/x dashboard	Country request to HQ		<input type="checkbox"/> Yes
IMPACT activities contribute to better program implementation and coordination of the humanitarian response	Number of humanitarian organisations utilizing IMPACT services/products	# references in HPC documents (HNO, SRP, Flash appeals, Cluster/sector strategies)	Country team	Reference_log	UN Women's agency documents
		# references in single agency documents			
Humanitarian stakeholders are using IMPACT products	Humanitarian actors use IMPACT evidence/products as a basis for decision making, aid planning and delivery Number of humanitarian	Perceived relevance of IMPACT country-programs	Country team	Usage_Feed back and Usage_Survey template	Usage survey to be conducted at the end of the research cycle related to all outputs, targeting at least 10 partners.
		Perceived usefulness and influence of IMPACT outputs			
		Recommendations to strengthen IMPACT programs			

	documents (HNO, HRP, cluster/agency strategic plans, etc.) directly informed by IMPACT products	Perceived capacity of IMPACT staff Perceived quality of outputs/programs Recommendations to strengthen IMPACT programs			
Humanitarian stakeholders are engaged in IMPACT programs throughout the research cycle	Number and/or percentage of humanitarian organizations directly contributing to IMPACT programs (<i>providing resources, participating to presentations, etc.</i>)	# of organisations providing resources (i.e.staff, vehicles, meeting space, budget, etc.) for activity implementation	Country team	Engagement_log	<input type="checkbox"/> Yes
		# of organisations/clusters inputting in research design and joint analysis			<input checked="" type="checkbox"/> Yes
		# of organisations/clusters attending briefings on findings;			<input checked="" type="checkbox"/> Yes