

Research Terms of Reference

North Syria Cash and Markets Assessment (Youth Livelihoods)

SYR 1904

Syria

May 2019

[Version number 1.0]

REACH Informing
more effective
humanitarian action

1. Executive Summary

Country of intervention	Syria		
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	Cash-Based Responses Technical Working Group		
Project Code	16 DJH		
Overall Research			
Timeframe (from research design to final outputs / M&E)	01/06/2018 to 31/07/2019		
Research Timeframe FSAdd planned deadlines (for first cycle if more than 1)	1. Start collect data: 09/06/2019	4. Data sent for validation: 08/07/2019	
	2. Data collected: 13/06/2019	5. Outputs sent for validation: 09/07/2019	
	3. Data analysed: 04/07/2019	6. Outputs published: 31/07/2019	
Number of assessments	<input checked="" type="checkbox"/> Single assessment (one cycle) <input type="checkbox"/> Multi assessment (more than one cycle) <i>[Describe here the frequency of the cycle]</i>		
Humanitarian milestones Specify what will the assessment inform and when e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;	Milestone	Deadline	
	<input type="checkbox"/> Donor plan/strategy	__/__/__	
	<input type="checkbox"/> Inter-cluster plan/strategy	__/__/__	
	<input type="checkbox"/> Cluster plan/strategy	__/__/__	
	<input type="checkbox"/> NGO platform plan/strategy	__/__/__	
<input checked="" type="checkbox"/> Other (Specify): Information as requested by Food Security/Livelihoods Cluster (FSL), Cash-Based Responses Technical Working Group (CBRTW), and Cash and Markets Advisor (CashCap) for Whole of Syria. To inform partners and NGO centres in northwest Syria of income generating opportunities for youth.	30/09/2019		
	Audience type	Dissemination	

Audience Type & Dissemination <i>Specify who will the assessment inform and how you will disseminate to inform the audience</i>	<input type="checkbox"/> Strategic <input checked="" type="checkbox"/> Programmatic <input checked="" 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 checked="" type="checkbox"/> Cluster Mailing (FSL) and presentation of findings at cluster meeting as requested <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	Promote an understanding of opportunities and challenges for youth (15-24 years old) livelihoods in Azaz sub-district in northwest Syria (NWS), by identifying local labour markets needs and youth capacities so as to inform evidence-based humanitarian response vis-à-vis livelihoods programming by operational actors in NWS.	
Specific Objective(s)	<ul style="list-style-type: none"> • Identify main economic sectors (primary/secondary/tertiary) of employment in the assessed communities. • Identify income-generating opportunities available to youth (formal/informal) as well as challenges in accessing sustainable income-generating opportunities (formal/informal)—e.g. socio-economic and/or physical barriers to accessing work, training programmes, and apprenticeships—disaggregated by gender and residency (internally-displaced persons (IDPs)/host community¹). • Identify employment/hiring needs as well as challenges—e.g. socio-economic and physical barriers to accessing work, training programmes, and apprenticeships—among employers with regard to youth. • Assess possible skills mismatch by identifying youth-reported skill sets, skills needed by employers, as well as available vocational training courses. • Identify existing institutions or facilities that could provide or advocate for youth-oriented products and services, such as vocational training programmes and/or business development and financing services, in the assessed communities. 	
Research Questions	<ol style="list-style-type: none"> 1. Which economic sectors are operational in the assessed communities? 2. What income-generating opportunities are available to youth in the identified main economic sectors (formal and informal) and how do these opportunities vary based on gender and residency status (IDPs/host community) of the youth? 3. What challenges do youth face in accessing income-generating opportunities (formal/informal)—e.g. socio-economic and/or physical barriers to accessing work, training programmes, and apprenticeships—and how do these challenges vary based on gender and residency status (IDPs/host community)? 4. What challenges do employers face—e.g. socio-economic and physical barriers to accessing work, training programmes, and apprenticeships—when employing/hiring youth? 	

	<p>5. What, if any, are the existing discrepancies between skills currently available among youth, skills currently needed by employers, and skills being provided by vocational training centres and/or youth centres?</p> <p>6. What kind of vocational training programmes, if any, are provided by VTC and/or youth centres in the assessed communities, how accessible are these training programmes to youth, and how relevant are these training programmes to employers and/or youth needs?</p> <p>7. Which other service providers exist that could introduce youth-targeted products and services—e.g. microfinance and other lending institutions, apprenticeship/on-the-job training programs, business development services?</p>
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Geographic Coverage Urban, peri-urban, and camp communities, covering both host community and IDPs: A'zaz sub-district

Site	Community
Urban	Azaz
Peri-urban	Kaljibrin
Peri-urban	Kafr Kalbein
Peri-urban	Salama
Peri-urban	Nayara
Peri-urban	Jarez
Peri-urban	Shamarin
Self-Settled Camp	Salama, Bab Al Salama
Planned Camps	Shamarin, Al Resaleh (Al Armuda)
Non-CCCM registered Camp	Shamarin, Al-Tawheed

Secondary data sources	<ul style="list-style-type: none"> • Forced Migration Review. Syrians in Displacement, February 2018. • UN OCHA. Humanitarian Needs Overview – Syrian Arab Republic, 2018. • UNOCHA. Humanitarian Needs Overview – Syrian Arab Republic, 2019 • Plan International. Youth Unemployment: The Facts. April 2019. • REACH. Southern Idleb and Northern Hama RNA, January 2019. • REACH. Southern Idleb and Northern Hama RNA, January 2019. • Mercy Corps. <i>Labour Market Assessment Toolkit NES Version 5</i>. 2019. • REACH. Humanitarian Situation Overview for Syria, February 2019.
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Population(s) <i>Select all that apply</i>	<input checked="" type="checkbox"/> IDPs in camp	<input type="checkbox"/> IDPs in informal sites
	<input checked="" type="checkbox"/> IDPs in host communities	<input type="checkbox"/> IDPs [Other, Specify]
	<input type="checkbox"/> Refugees in camp	<input type="checkbox"/> Refugees in informal sites
	<input type="checkbox"/> Refugees in host communities	<input type="checkbox"/> Refugees [Other, Specify]
	<input checked="" type="checkbox"/> Non-displaced (hosting)	<input type="checkbox"/> Non-displaced (not hosting)
	<input type="checkbox"/> Returnees	<input type="checkbox"/> [Other, Specify]

Stratification <i>Select type(s) and enter number of strata</i>	<input checked="" type="checkbox"/> Geographical #3 Population size per strata is known? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Group #: 4 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
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Data collection tool(s)	<input checked="" type="checkbox"/> Structured (Quantitative)	<input type="checkbox"/> Semi-structured (Qualitative)
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	Sampling method	Data collection method	
Structured data collection tool # 1 – Youth <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling <input type="checkbox"/> [Other, Specify]	<input checked="" type="checkbox"/> Key informant interview (Target #):_ 132 (120 youth; 12 vocational/youth centre/NGOs) <input type="checkbox"/> Group discussion (Target #):_ _____ <input type="checkbox"/> Household interview (Target #):_ _____ <input type="checkbox"/> Individual interview (Target #):_ _____ <input type="checkbox"/> Direct observations (Target #):_ _____ <input type="checkbox"/> [Other, Specify] (Target #):_ _____	
Structured data collection tool # 2 – Business <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 type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling <input type="checkbox"/> [Other, Specify]	<input checked="" type="checkbox"/> Key informant interview (Target #): 23 (employers) <input type="checkbox"/> Group discussion (Target #):_ _____ <input type="checkbox"/> Household interview (Target #):_ _____ <input type="checkbox"/> Individual interview (Target #):_ _____ <input type="checkbox"/> Direct observations (Target #):_ _____ <input type="checkbox"/> [Other, Specify] (Target #):_ _____	
Structured data collection tool # 3 – Community leaders <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 type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling <input checked="" type="checkbox"/> Snowballing	<input checked="" type="checkbox"/> Key informant interview (Target #): 26 (community leaders) <input type="checkbox"/> Group discussion (Target #):_ _____ <input type="checkbox"/> Household interview (Target #):_ _____ <input type="checkbox"/> Individual interview (Target #):_ _____ <input type="checkbox"/> Direct observations (Target #):_ _____ <input type="checkbox"/> [Other, Specify] (Target #):_ _____	
Target level of precision if probability sampling	__% level of confidence	__ +/- % margin of error	
Data management platform(s)	<input checked="" type="checkbox"/> IMPACT <input type="checkbox"/> [Other, Specify]	<input type="checkbox"/> UNHCR	
Expected output type(s)	<input type="checkbox"/> Situation overview #: __ <input checked="" type="checkbox"/> Presentation (Preliminary findings) #: 1 Presentations to Working Groups, as needed <input type="checkbox"/> Interactive dashboard #: _	<input type="checkbox"/> Report #: _____ <input type="checkbox"/> Presentation (Final) #: __ <input type="checkbox"/> Webmap #: __	<input type="checkbox"/> Profile #: __ <input checked="" type="checkbox"/> Factsheet #: 1 Factsheet <input checked="" type="checkbox"/> Map #: 1 map of camp/rural/urban divide <input type="checkbox"/> [Other, Specify] #: __
Access	<input type="checkbox"/> Public (available on REACH resource center and other humanitarian platforms) <input checked="" type="checkbox"/> Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)		
Visibility <i>Specify which logos should be on outputs</i>	REACH Donor: USAID-FFP Coordination Framework: CBR-TW Partners: CashCap and FSL		

2. Rationale

Entering its ninth year, the conflict in Syria has taken a heavy toll on the country's economy, destroying about a third of the housing stock and half the medical and educational facilities.² More than half the Syrian population has been displaced, either as IDPs or refugees,³ disrupting social and professional networks. The widespread displacement, along with damage to Syria's social and economic infrastructure, has contributed to substantial disruptions in employment, income, and livelihoods. Unemployment rates among the Syrian population have almost doubled from a pre-conflict rate of some 8% (2010) to about 15% in 2018.⁴ In terms of youth (15-24 year olds),⁵ unemployment rates have increased by about a third from a pre-conflict rate of 20% (2010) to nearly 35%.⁶ Both total unemployment and youth unemployment are almost threefold the world's average of some 5% (2018) and some 13% (2018), respectively.⁷ While unemployment directly affects households' resilience capacity negatively,⁸ it also increases uncertainty about future developments and frustration among youth. Moreover, the lack of income can lead to harmful coping mechanisms such as selling off household assets, falling into heavy debt, skipping meals, early marriage, joining armed groups, crime, and trafficking.⁹ Facilitating youth's access to labour markets is crucial for a society, as neglecting it impacts economic productivity, the development of future generations, and can lead to social exclusion and unrest.¹⁰

Since late 2017, northwest Syria (NWS) has witnessed a large-scale influx of IDPs following escalations of conflict and displacements from formerly opposition-held areas in southeast Idlib, southwest Aleppo, Rural Damascus, Homs, Hama, Dar'a, and Quneitra governorates,¹¹ and currently hosts some 1.6 million IDPs.¹² The most recent increase in conflict in northern Hama and southern Idlib governorates caused an estimated 180,000 people to become displaced between 29 April and 9 May alone, and an estimated 16,000 fled towards northern and western Aleppo seeking safety.¹³

Syrian youth, both host community and IDPs, residing in NWS face substantial livelihoods hurdles. The increase in the IDP population in Idlib governorate and surrounding areas has led to a growing strain on resources. Restrictions in movement due to conflict in many communities cause challenges for individuals who must travel for work.¹⁴ Limited access to finance, poor physical infrastructure, as well as reduced learning opportunities further exacerbate livelihoods difficulties.¹⁵ Food insecurity is common: all 1,047 assessed communities in a recent REACH assessment in NWS reported challenges to accessing food in February.¹⁶ Both IDPs and host community alike named borrowing money from friends and taking loans, relying on remittances and gifts as well as sending children to work or beg as widespread coping strategies.¹⁷ This continuous lack of income-generating opportunities combined with a prevalent lack of public services—such as education, healthcare, and transportation among others—deprives households effectively of an active and healthy life over time, thus further impacting the ability to generate income for the household.

Supporting youth and adolescents' livelihoods is therefore critical, and many humanitarian actors are transitioning towards early recovery- and livelihoods-approaches as part of their response. Yet, little is known about the income-generating opportunities that are currently available to youth in NWS. In order to support an informed response, critical information on opportunities, barriers, and gaps in employment for youth—both formal and informal—is necessary. The research will inform partners about institutions in the area of assessment that are or could be supporting youth in securing income generating opportunities as well as to brief partners about potential growth sectors and possible skills mismatch. Following the recent

² The World Bank. [The World Bank In Syrian Arab Republic](#)

³ Forced Migration Review. [Syrians in Displacement](#), February 2018.

⁴ The World Bank. [ILO Unemployment modelled estimate for Syria \(total\)](#), April 2019.

⁵ UNESCO. [What do we mean by "youth"?](#), April 2019.

⁶ The World Bank. [ILO Unemployment modelled estimate for Syria \(youth\)](#), April 2019.

⁷ The World Bank. [ILO Unemployment modelled estimate \(total\)](#); and The World Bank. [ILO Unemployment modelled estimate \(youth\)](#), April 2019.

⁸ UNDP defines resilience as the ability to absorb, cope, and recover from a shock. [UNDP. Resilience-based Development Response to the Syria crisis](#), January 2014.

⁹ UN OCHA. [Humanitarian Needs Overview – Syrian Arab Republic](#), 2018 and [Humanitarian Needs Overview – Syrian Arab Republic](#), 2019.

¹⁰ Plan International. [Youth Unemployment: The Facts](#), April 2019.

¹¹ REACH. [Southern Idlib and Northern Hama RNA](#), January 2019.

¹² REACH. CCCM ISMI February 2019

¹³ OCHA. Situation Report. 10 May 2019.

¹⁴ REACH. [Southern Idlib and Northern Hama RNA](#), January 2019.

¹⁵ REACH. [Humanitarian Situation Overview for Syria](#), February 2019.

¹⁶ Ibid.

¹⁷ Ibid.

IRC labour market study in the Idleb governorate,¹⁸ this research will focus on northern Aleppo governorate and cover Azaz sub-district. According to the REACH March 2019 Humanitarian Situation Overview for Syria,¹⁹ 25% of the assessed 16 communities in Azaz sub-district reported livelihoods as a priority need.

3. Methodology

3.1. Methodology overview

The research will rely on a structured approach using quantitative tools. A secondary literature review will first be conducted to assess existing research on the current state of income-generating opportunities and challenges for youth in NWS. Parallel to the literature review, REACH field teams will be debriefed to identify key stakeholders and potential key informants (KIs) from various strata, including the supply-side (youth KIs) and demand-side (business KIs) of the labour market as well as community leader KIs. Following the literature review and field team debriefs, primary data will be collected through key informant interviews (KIIs) with the population of interest as well as with key stakeholders, using a combination of purposive and snowball sampling techniques. Findings will be aggregated to urban, peri-urban, and camps; however, due to using non-probability sampling techniques, findings will not be representative but instead will be indicative of the communities and populations assessed.

3.2. Population of interest

The target population consists of three types: first, it consists of host community and IDP youth and vocational training and youth centre staff residing in assessed communities. Youth below the age of 18 years will not be interviewed directly but instead information will be collected on behalf of children through interviews with KIs or parents who give their verbal consent. Second, it consists of formal or informal employers and entrepreneurs. Third, the target population includes community leaders, such as local council members. The coverage of target population will include both urban and rural communities in Azaz subdistrict, precisely in Azaz city (urban), Kaljibrin (peri-urban), Kafr Kalbein (peri-urban), Salama (peri-urban), Nayara (peri-urban), Jarez (peri-urban), Shamarin (peri-urban), Salama – Bab Al Salama (self-settled camp), Shamarin – Al Resaleh (Al Armuda) (planned camp), and Shamarin – Al-Tawheed (non-CCCM registered).

3.3. Secondary data review

Secondary sources will be used to inform the design of the research tools and to identify potential gaps in the existing literature. First, the literature review will be conducted using existing reports, assessments, and academic publications on labour markets and income-generating interventions in Syria. The exploration of existing literature will rely on internet searches and through materials received from key stakeholders of the assessment. Second, existing data to be used towards answering research questions can be broken down further into two categories: data to inform the conduct of primary data collection (e.g. where should enumerators direct their attentions to, to find KIs regarding youth KIs and employer KIs) and data that will be directly referenced during analysis (e.g. types of humanitarian programs existing in targeted). For the latter, the research will rely on data provided by stakeholders and data published by REACH—namely the Humanitarian Situation Overview of Syria (HSOS).

3.4. Primary Data Collection

Primary data will be collected in the proposed areas through remote KIIs. KIIs will be purposively sampled from members of the community with knowledge of the youth and employment situation in their community as well as with youth. Informed KIs may include youth (aged 18-24), parents of youth, community leaders, local councils, non-governmental organisation (NGO) workers, schools, vocational training and youth centre employees as well as business owners and entrepreneurs. Indicators will be designed in collaboration with the FSL, CBR-TWG, and Cash and Markets Advisor (CashCap) for Whole of Syria.

¹⁸ IRC. [Labor Market Assessment](#). Feb 19-25 2019.

¹⁹ REACH. [HSOS, March 2019](#). May 2019.

The assessment will be conducted through REACH enumerators and the data will be collected using KoBoToolbox, which enables enumerators to collect and save data in remote places with no internet connectivity. A total of three structured surveys will be designed:

Survey 1 (S1): S1 will target youth KIs between the ages of 18-24 years, parents of youth, and KIs working with youth at youth centres/VTCs/NGOs which work with youth. The purpose of S1 is to identify challenges and opportunities faced by the youth in accessing the labour market as well as to understand the available skill sets among the youth.

Survey 2 (S2): The second survey will be conducted with employer KIs to identify challenges for employers when hiring young employees, such as (un-) available skill sets and needed work experience.

Survey 3 (S3): The third survey will be conducted with community leaders. The purpose of S3 is to obtain a broader point of view on youth's and employer's opportunities and challenges to income-generating activities and further inform the research about overarching themes in livelihoods.

All three surveys will feed into the research to identify employment opportunities and needed vocational skillsets as well as possible skills mismatch. Where possible, the research will incorporate gender dynamics during design and analysis, to assess whether female and male youth face different challenges in entering the labour market. Similarly, the assessment will check for discrepancies in opportunities between IDPs and host community. To do so, S1, S2, and S3 will emphasise gender- and residency-focused questions.

KIs will be contacted through existing enumerator networks, along with snowball methodology. The target number of youth KIs in each community will be determined using a threshold based on population numbers from REACH/Camp Coordination and Camp Management data (see quartile level). The target number of VTC/NGO and Employer KIs are both set by urban versus non-urban areas, given that urban areas are more likely to have a higher diversity of VTCs/NGOs and employment sectors, compared to non-urban areas. Community Leader KI target numbers are based on urban, peri-urban, and IDP camp status, since urban areas are more likely to have a higher variety of community leaders than peri-urban areas, and IDP camps are more homogenous.

Site	Community	Population Size	Quartile Level	Youth KIs	VTC/NGO KIs	Employer KIs	Community Leader KIs	Total KIs
Urban	Azaz	46,626	U	18	3	5	5	31
Peri-urban	Kaljibrin	5,045	M	12	1	2	3	18
Peri-urban	Kafr Kalbein	4,999	L	6	1	2	3	12
Peri-urban	Salama	2,856	L	6	1	2	3	12
Peri-urban	Nayara	2,354	L	6	1	2	3	12
Peri-urban	Jarez	1,739	L	6	1	2	3	12
Peri-urban	Shamarin	1,060	L	6	1	2	3	12
Self-Settled Camp	Saalama, Bab Al Salama	8,200	M	12	1	2	1	16
Planned Camps	Shamarin, Al Resaleh (Al Armuda)	11,853	U	18	1	2	1	22
Non-CCCM registered	Shamarin, Al-Tawheed	(app. 11,400)	M	12	1	2	1	16
Totals				102	12	23	26	163

3.4.1. Potential Challenges and Limitations

The unstable security context of NWS may lead to high levels of mobility among the population of interest. Even with remote data collection, a high level of mobility might hinder data collection as people on the move might be out of phone and internet coverage and in turn might hinder data collection on the short term. To mitigate, the anticipated data collection phase needs to be extended for a few more days and/or other suitable KIIs need to be identified.

A further challenge might be to find the exact amount of KIIs in the assessed communities, particularly vocational training centre and NGO KIIs might not be present in smaller communities. In case the set amount of VTC and NGO KIIs is not feasible, the missing number of KIIs will be added to those KIIs interviewed in Azaz city.

3.5. Data Processing & Analysis

Data Processing

KII data will be entered and cleaned on a daily basis. Daily follow-up will take place to address potential errors during entry and identified outliers. A data cleaning and logging worksheet built in Excel with VBA macros will be used to aid the assessment staff in conducting data cleaning, managing follow-up processes, and logging any corrections to the dataset.

Data Analysis

Data collected will be aggregated by urban and peri-urban levels. When aggregating, categorical variables will be summarized as 'modal averages' (i.e. most commonly reported answer) and numeric variables will be summarised as median values. Results will not be weighted as data will be collected using purposive sampling. The findings aggregated to the rural and urban levels will not be representative, and will only be valid as indicative findings for the communities and populations assessed.

4. Tasks and products

Table 1: Type and numbers of products required

Task Description	Number of product(s)	Product(s)
Dataset	1	3x combined datasets for youth, employer, and community leader KIIs
Factsheet	1	1x detailed factsheet

5. Roles and responsibilities

5.1. Staff Roles and Responsibilities

Table 2: Description of roles and responsibilities

Task Description	Responsible	Accountable	Consulted	Informed
Research design	Assessment Officer 2	Assessment Officer 1	HQ Research Design Unit	Cash, Cluster, and NGO forum focal points
Supervising data collection	Assessment Officer 2, Data Collection Officer, Antakya	Assessment Officer 1	Syria Country Coordinator	Cash, Cluster, and NGO forum focal points
Data processing (checking, cleaning)	Assessment Officer 1, Assessment Officer 2	Assessment Officer 1	HQ Data Unit	Syria Country Coordinator

Data analysis	Assessment Officer 1, Assessment Officer 2	Assessment Officer 1	HQ Data Unit	Cash, Cluster, and NGO forum focal points
Output production	Assessment Officer 1, Assessment Officer 2, GIS Officer	Assessment Officer 1	HQ Reporting Unit	Cash, Cluster, and NGO forum focal points
Dissemination	Assessment Officer 2	Assessment Officer 1	Syria Country Coordinator	Cash, Cluster, and NGO forum focal points
Monitoring & Evaluation	Assessment Officer 2	Assessment Officer 1	Syria Country Coordinator, HQ Design Unit	Syria Country Coordinator
Lessons learned	Assessment Officer 1, Assessment Officer 2	Assessment Officer 1	HQ Research Desing Unit	Syria 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

5.2. Resources: HR, Logistics, and Finances

This assessment will utilise 1) enumerators hired by REACH on temporary contracts in line with data collection timelines.

The assessment will have support and be responsible to the HR, logistical and financial support of the ACTED/REACH offices based in Amman, Jordan.

5.3. Work plan, by weeks

Tasks	April		May				June				July			
	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Literature review and concept note														
Terms of reference														
HQ Review														
Creation of tools														
Training of trainers & field teams														
Pilot and fix tool														
Data collection														
Follow-ups														
Data cleaning														
Send for validation														
Data analysis														
Send analyses for validation														
Factsheet drafting														

8. 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	# 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		<input type="checkbox"/> Yes
	Number of individuals accessing IMPACT services/products	# of page clicks on x product from REACH global newsletter	Country request to HQ		<input type="checkbox"/> 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	X Yes
		# references in single agency documents			<input type="checkbox"/> Yes
Humanitarian stakeholders are using IMPACT products	Humanitarian actors use IMPACT evidence/products as a basis for decision making,	Perceived relevance of IMPACT country-programs	Country team	Usage_Feedback and Usage_Survey template	
		Perceived usefulness and influence of IMPACT outputs			
		Recommendations to strengthen IMPACT programs			

	aid planning and delivery	Perceived capacity of IMPACT staff			Usage survey to be conducted at the end of the research cycle related to all outputs, targeting Cash Working Group and Food Security partners.
		Perceived quality of outputs/programs			
	Number of humanitarian documents (HNO, HRP, cluster/agency strategic plans, etc.) directly informed by IMPACT products	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			X Yes
		# of organisations/clusters attending briefings on findings;			X Yes

Annex I: Abbreviations

CBR-TW	Cash-Based Responses Technical Working Group
FSL	Food Security/Livelihoods Cluster
HSOS	Humanitarian Situation Overview of Syria
IDP	Internally-displaced person
KI	Key informant
KII	Key informant interview
NGO	Non-governmental organisation
NWS	Northwest Syria
S1	Survey 1
S2	Survey 2
S3	Survey 3
VTC	Vocational training centre

Annex II: Definitions

Active labour	Active labour or the labour force incorporates all persons of working age of a certain population who are actively engaged in the labour market either as employed or unemployed. ²⁰
Employed labour	Any active labour force participant of working age, who was either paid a salary or wage in exchange for formal or informal work or was self-employed at work (formal or informal), for at least one hour within the past week. ²¹
Host community	For the purposes of this assessment, host community includes both pre-conflict population as well as spontaneous returnee populations.
Inactive population	The inactive population consists of all people who do not belong to those employed or unemployed, such as—but not limited to—persons enrolled with educational institutions, engaged in family duties, retired or not having any work but also not actively seeking a post. ²²
Labour demand	The demand side of the labour market is asked for by employers, who demand employees and employee-hours depending on the business's output. ²³
Labour supply	The supply side of the labour market is given by active labour market participants. ²⁴
Unemployed labour	Any active labour force participant of working age, who was neither employed nor self-employed, for at least one hour within the past week, is currently seeking employment of any kind actively and is ready to start working immediately. ²⁵

²⁰ ILO. [Labour force](#). May 2019.

²¹ OECD. [Employed Persons](#). May 2019.

²² OECD. [Economically inactive population](#). May 2019.

²³ CliffsNotes. [Labor Demand and Supply in a Perfectly Competitive Market](#). May 2019.

²⁴ CliffsNotes. [Labor Demand and Supply in a Perfectly Competitive Market](#). May 2019.

²⁵ OECD. [UNEMPLOYED – ILO](#). May 2019.

Annex III: Survey 1

Section Name	Question Number	Question Name	Type	Question	Response	Condition	Relevant	Comments
Demographic information	A.1.1	Enumerator	Enter code	Enter enumerator code:	[Date]			
	A.1.2	Enumerator	Date	Date:	[Text]			
	A.1.3	Key characteristics	Select one	Community:	Azaz Shamarin – Al Resaleh (CAMP) Kajjibrin Kafir Kalbein Salama Nayara Salama – Bab Al Salama (CAMP) Shamarin – Al Tawhid (CAMP) Shamarin Jarez			
	A.1.4	Key characteristics	Select one	Type of KI representative	Youth Centre/NGO/vocational service staff working with youth Parent/ Head of household			
	A.1.5	Key characteristics	Select one	How old are you?	<18 years 18-24 years 25-34 years 35-64 years 65 years or above	If <18 years, stop survey		
	A.1.6	Key characteristics	Select one	What is your gender?	Male Female			Only ask if unsure
	A.1.7	Key characteristics	Select one	What is your residency status?	Host IDP			
	A.1.8	Key characteristics	Select one	If IDP, for how long have you	0-6 months 7-12months 13- 24 months 25-36 months		If A.1.7 "IDP"	

				been displaced?	>3 years Don't Know			
A.1.9	Key characteristics	Select one	What is this community of origin? Governorate	OCHA external list (of gov)		If A.1.7 "IDP"		
A.1.10	Key characteristics	Select one	District	OCHA external list (of district)		If A.1.7 "IDP"		
A.1.11	Key characteristics	Select one	Sub-district	OCHA external list (of SDs)		If A.1.7 "IDP"		
A.1.12	Key characteristics	Select one	Community	OCHA external list (of communities)		If A.1.7 "IDP"		
A.1.13	Key characteristics	Select one	Are you currently engaged in any kind of income-generating activity (formally or informally)??	Yes No No Response				
A.1.14	Key characteristics	Select one	If no, are you actively seeking work?	Yes No No Response		If A.1.13 "No"		
A.1.15	Key characteristics	Select one	How long haven't you sought work actively?	<1 month 1-2 months 3-6 months 7-12 months >1 year		If A.1.14 "No"		
A.1.16	Key characteristics	Select one	Does your centre/NGO work with youth?	Yes No	If no, end survey	A.1.4 "Centre/NGO/Vocational"		

What income-generating opportunities are available to youth in the identified main economic sectors (formal and informal) and how do these opportunities vary based on gender and residency status (IDPs/hosts) of the youth?	A.2.1	Income sources	Select multiple	In general, what do youth in this community currently rely on as sources of income?	Working (formally/informally, daily labour, part-time, full-time, self-employed) Living on savings Rely on other family members Humanitarian assistance (food vouchers, cash assistance, etc.) Support from community organisations (faith based, community groups etc.) Borrowing Money Income from rent Remittances from family members. Pension Not willing to answer Other (specify) Nothing Don't Know	Cannot answer "Nothing" or "Not willing to answer" with additional answers		
	A.2.2	Income sources	Select multiple	If humanitarian assistance, please specify	In-kind aid Vouchers Cash Programming Selling or trading aid Other (specify) Don't Know		If 2.1 "Humanitarian assistance"	
	A.2.3	Youth employment	Select one	How many youth in this community are working?	None less than half half more than half all Don't Know			Working can mean daily labour, full/part time, seasonal, self-employed, cash-for-work where they make money
	A.2.4	Youth employment	Select one	How many female youth in this community are working?	None less than half half more than half		If A.2.3 <> "None"	Working can mean daily labour, full/part time, seasonal, self-employed,

					<i>all</i> <i>Don't Know</i>			cash-for-work where they make money
A.2.5	<i>Youth employment</i>	<i>Select one</i>	<i>How many male youth in this community are working?</i>	<i>None</i> <i>less than half</i> <i>half</i> <i>more than half</i> <i>all</i> <i>Don't Know</i>			If A.2.3 <> "None"	Working can mean daily labour, full/part time, seasonal, self-employed, cash-for-work where they make money
A.2.6	<i>Youth employment</i>	<i>Select one</i>	<i>In which location do youth work most?</i>	<i>Within the local community</i> <i>Within a nearby community (in Azaz sub-district)</i> <i>Within a far community (outside Azaz sub-district)</i> <i>Within a camp (in Azaz sub-district)</i> <i>Within a camp (outside Azaz sub-district)</i> <i>Other</i> <i>Don't Know</i>			If A.2.3 <> "None"	
A.2.7	<i>Youth employment</i>	<i>Select multiple</i>	<i>Among youth in this community who work, what sectors are they working in?</i>	<i>Accommodation, food service, food processing</i> <i>agriculture, forestry, fishing, livestock</i> <i>Grooming/beauty/wedding industry</i> <i>construction, mining</i> <i>Electrical, gas, water, waste/sewage</i> <i>education, childcare</i> <i>finance, insurance, and business services</i> <i>human, and social work (charities, NGOs, CBOs)</i> <i>information and computer technology,</i> <i>telecommunications</i> <i>health services</i> <i>public services (administration)</i> <i>religious professions</i> <i>security or police forces</i> <i>para-military (armed groups)</i> <i>sewing, textiles, crafts</i> <i>Transportation, wholesale and retail, trade</i>			If A.2.3 <> "None"	

					<p>Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>			
A.2.8	Key characteristics	Select one	In general, what contract type do most employed youth have?	Written verbal other (specify)		If A.2.3 <> "None"		
A.2.9	Key characteristics	Select one	In general, what types of employment do most youth have?	permanent temporary seasonal daily apprenticeship cash-for-work other (specify)		If A.2.3 <> "None"		
A.2.10	Key characteristics	Select one	In general, of those youth who are working how many are working full time?	Select one		If A.2.3 <> "None"		
A.2.11	Key characteristics	Select one	In general, of those youth who are working how many are working part-time?	Select one		If A.2.3 <> "None"		
A.2.12	Youth employment	Select one	Do working youth have opportunities	Yes No Don't Know		If A.2.3 <> "None"		

				<i>to progress in their job?</i>				
A.2.13	<i>Youth employment</i>	<i>Select multiple</i>	<i>If no, please explain</i>	<i>Business lacks diversity of roles</i> <i>Work has no progression</i> <i>Business is not able to expand</i> <i>Competition is too high</i> <i>No permanent employment</i> <i>Economic situation</i> <i>Lacking needed skills to progress</i> <i>Lacking seniority</i> <i>Business promotes only family/relatives</i> <i>Lack of trust in youth</i> <i>Other (specify)</i>	Choose up to 3 responses	If A.2.12 "No"		
A.2.14	<i>Youth actively seeking</i>	<i>Select one</i>	<i>How many youth (ages 15-24) are actively seeking work in this community?</i>	<i>None</i> <i>less than half</i> <i>half</i> <i>more than half</i> <i>All</i> <i>Don't Know</i>				
A.2.15	<i>Youth actively seeking</i>	<i>Select multiple</i>	<i>Among youth who are not actively seeking work, what are the main reasons they are not?</i>	<i>Already working</i> <i>lack of opportunities</i> <i>not safe</i> <i>discrimination and/or harassment</i> <i>unstable living situation</i> <i>discouraged/gave up looking</i> <i>additional barriers for people with disabilities</i> <i>don't want to work</i> <i>not qualified/lacking needed skills or expertise</i> <i>household responsibilities</i> <i>care taking (pregnancy/child care/elderly care)</i> <i>cultural/societal/familial/religious restrictions</i> <i>don't want to lose assistance if work</i>	Choose up to 3 responses	If A.2.14 <> "All"		

					Cannot afford transportation cost other (specify) Don't Know			
A.2.16	Youth actively seeking	Select multiple	In general, how do youth in this community mainly search for income-generating opportunities?	Contact employer advertisements social media connection/wasta referral Vocational training centres job matching programmes NGO support other (specify) Don't Know	Choose up to 3 responses	If A.2.14 <> "None" or "Don't know"		
A.2.17	Youth employment/ Sectors	Select multiple	Which sectors are currently hiring youth mainly {community or camp}?	Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know	Choose up to 3 responses			

	A.2.18	Youth employment/ Sectors	Select multiple	Which sectors are currently hiring male youth mainly {community or camp}?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>	Choose up to 3 responses		
	A.2.19	Youth employment/ Sectors	Select multiple	Which sectors are currently hiring female youth mainly {community or camp}?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions</p>	Choose up to 3 responses		

					<p>security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>			
A.2.20	Youth employment/ Sectors	Select multiple	In which sectors would youth in this community want to work?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>	Choose up to 3 responses; Cannot select "Don't know" with additional responses			
A.2.21	Youth employment/ Sectors	Select multiple	In which sectors would male youth in this	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining</p>	Choose up to 3 responses; Cannot			

				community want to work?	<p>Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>	select "Don't know" with additional responses		
	A.2.22	Youth employment/ Sectors	Select multiple	In which sectors would female youth in this community want to work?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade</p>	Choose up to 3 responses; Cannot select "Don't know" with additional responses		

					<p>Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>			
A.2.23	Female Youth employment	Select one	Do female youth who seek employment prefer to work with a home-based business or out of the house?	<p>Home-based business Out of house Neither home-based business nor out of house No preference Don't Know</p>		If A.1.4 <> "Youth" and A.1.6 <> "Male"	No youth male	
A.2.24	Male Youth employment	Select one	Do male youth who seek employment prefer to work with a home-based business or out of the house?	<p>Home-based business Out of house Neither home-based business nor out of house No preference Don't Know</p>		If A.1.4 <> "Youth" and A.1.6 <> "female"	No youth female	
A.2.25	Youth employment needs	Select one	On a scale of 1 (not aligned at all) to 5 (totally aligned), to what extent do you think that work opportunities	<p>1 2 3 4 5 Don't Know</p>				

				<i>in this community align with youth's interests?</i>				
What challenges do youth face in accessing income-generating opportunities (formal/informal)—e.g. socio-economic and/or physical barriers to accessing work, training programmes, and apprenticeships—and how do these challenges vary based on gender and residency status (IDPs/hosts)?	A.3.1	<i>Employment challenges</i>	<i>Select one</i>	<i>On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging is it for youth in this community to find work in general?</i>	1 2 3 4 5 Don't Know			
	A.3.2	<i>Employment challenges</i>	<i>Select one</i>	<i>On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging is it for youth of the host population in this community to find work?</i>	1 2 3 4 5 Don't Know			

	A.3.3	<i>Employment challenges</i>	<i>Select one</i>	<i>On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging is it for IDP youth in this community to find work?</i>	<p>1 2 3 4 5 Don't Know</p>			
	A.3.2	<i>Employment challenges</i>	<i>Select multiple</i>	<i>What are the main challenges youth face when seeking employment ?</i>	<p><i>Residency or documentation challenges</i> <i>Employer-/business-sided challenges to hiring</i> <i>Lack of trust, missing social/professional network</i> <i>Not enough available opportunities</i> <i>Challenging to find jobs relevant to experience/expertise</i> <i>Challenging to find jobs in areas of interest</i> <i>challenging to find a socially acceptable job</i> <i>challenging to start own business (registration, lacking infrastructure, lack of finance options, etc.)</i> <i>discrimination and/or harassment at work</i> <i>discrimination and/or harassment on the way to/from work</i> <i>cultural/societal/familial/religious reasons</i> <i>unsafe working conditions</i> <i>insufficient experience</i> <i>insufficient education</i> <i>trained in a sector different from the one youth applied to</i> <i>too old or too young for the job</i> <i>Family duties (child care, elderly care)</i> <i>Domestic work</i> <i>increased competition for jobs</i> <i>Transportation challenges (distance, unreliable/unsafe</i></p>	<i>Choose up to 3 responses</i>	<i>If A.3.1 <> "1" or "Don't know"</i>	

					transportation, cost of transportation) Lacking access to finance Security risks fear of forced conscription/detention Additional barriers for people with disabilities other (specify) Don't Know			
A.3.3	Employment challenges	Select one	How common is it for female youth in this community to work?	Very common somewhat common not common don't know				
A.3.4	Employment challenges	Select one	In general, do female youth who seek employment face any specific barriers or challenges?	Yes No Don't Know		If A.1.4 <> "Youth" and A.1.6 <> "Male"	No youth male	
A.3.5	Employment challenges	Select multiple	If yes, what are the main barriers or challenges?	Residency or documentation challenges Employer-/business-sided challenges to hiring Lack of trust, missing social/professional network Not enough available opportunities Challenging to find jobs relevant to experience/expertise Challenging to find jobs in areas of interest challenging to find a socially acceptable job challenging to start own business (registration, lacking infrastructure, lack of finance options, etc.) discrimination and/or harassment at work discrimination and/or harassment on the way to/from work cultural/societal/familial/religious reasons	Choose up to 3 responses	If A.3.4 "yes"		

					<p><i>unsafe working conditions</i> <i>insufficient experience</i> <i>insufficient education</i> <i>trained in a sector different from the one youth applied to</i> <i>too old or too young for the job</i> <i>Family duties (child care, elderly care)</i> <i>Domestic work</i> <i>increased competition for jobs</i> <i>Transportation challenges (distance, unreliable/unsafe transportation, cost of transportation)</i> <i>Lacking access to finance</i> <i>Security risks</i> <i>fear of forced conscription/detention</i> <i>Additional barriers for people with disabilities</i> <i>other (specify)</i> <i>Don't Know</i></p>			
	A.3.6	Employment challenges	Select one	In general, do male youth who seek employment face any specific barriers or challenges?	<p>Yes No Don't Know</p>		If A.1.4 <> "Youth" and A.1.6 <> "female"	No female youth
	A.3.7	Employment challenges	Select multiple	If yes, what are the main barriers or challenges?	<p>Residency or documentation challenges Employer-/business-sided challenges to hiring Lack of trust, missing social/professional network Not enough available opportunities Challenging to find jobs relevant to experience/expertise Challenging to find jobs in areas of interest challenging to find a socially acceptable job challenging to start own business (registration, lacking infrastructure, lack of finance options, etc.) discrimination and/or harassment at work</p>	Choose up to 3 responses	If A.3.6 "Yes"	

					<i>discrimination and/or harassment on the way to/from work</i> <i>cultural/societal/familial/religious reasons</i> <i>unsafe working conditions</i> <i>insufficient experience</i> <i>insufficient education</i> <i>trained in a sector different from the one youth applied to</i> <i>too old or too young for the job</i> <i>Family duties (child care, elderly care)</i> <i>Domestic work</i> <i>increased competition for jobs</i> <i>Transportation challenges (distance, unreliable/unsafe transportation, cost of transportation)</i> <i>Lacking access to finance</i> <i>Security risks</i> <i>fear of forced conscription/detention</i> <i>Additional barriers for people with disabilities</i> <i>other (specify)</i> <i>Don't Know</i>			
A.3.8	<i>Employment challenges</i>	<i>Select one</i>	<i>Do youth of the host population who seek employment face any specific barriers or challenges?</i>	Yes No Don't Know		If A.1.4 <> "Youth" and A.1.7 <> "IDP"		
A.3.9	<i>Employment challenges</i>	<i>Select multiple</i>	<i>If yes, what are the main barriers or challenges?</i>	<i>Residency or documentation challenges</i> <i>Employer-/business-sided challenges to hiring</i> <i>Lack of trust, missing social/professional network</i> <i>Not enough available opportunities</i> <i>Challenging to find jobs relevant to experience/expertise</i> <i>Challenging to find jobs in areas of interest</i> <i>challenging to find a socially acceptable job</i>	Choose up to 3 responses	If A.3.8 "Yes"		

					<p>challenging to start own business (registration, lacking infrastructure, lack of finance options, etc.) discrimination and/or harassment at work discrimination and/or harassment on the way to/from work cultural/societal/familial/religious reasons unsafe working conditions insufficient experience insufficient education trained in a sector different from the one youth applied to too old or too young for the job Family duties (child care, elderly care) Domestic work increased competition for jobs Transportation challenges (distance, unreliable/unsafe transportation, cost of transportation) Lacking access to finance Security risks fear of forced conscription/detention Additional barriers for people with disabilities other (specify) Don't Know</p>			
A.3.10	Employment challenges	Select one	Do IDP youth who seek employment face any specific barriers or challenges?	<p>Yes No Don't Know</p>		If A.1.4 <> "youth" and A.1.7 <> "host"	No host youth	
A.3.11	Employment challenges	Select multiple	If yes, what are the main barriers or challenges?	<p>Residency or documentation challenges Employer-/business-sided challenges to hiring Lack of trust, missing social/professional network Not enough available opportunities Challenging to find jobs relevant to experience/expertise</p>	Choose up to 3 responses	If A.3.10 "Yes"		

					<p>Challenging to find jobs in areas of interest</p> <p>challenging to find a socially acceptable job</p> <p>challenging to start own business (registration, lacking infrastructure, lack of finance options, etc.)</p> <p>discrimination and/or harassment at work</p> <p>discrimination and/or harassment on the way to/from work</p> <p>cultural/societal/familial/religious reasons</p> <p>unsafe working conditions</p> <p>insufficient experience</p> <p>insufficient education</p> <p>trained in a sector different from the one youth applied to</p> <p>too old or too young for the job</p> <p>Family duties (child care, elderly care)</p> <p>Domestic work</p> <p>increased competition for jobs</p> <p>Transportation challenges (distance, unreliable/unsafe transportation, cost of transportation)</p> <p>Lacking access to finance</p> <p>Security risks</p> <p>fear of forced conscription/detention</p> <p>Additional barriers for people with disabilities</p> <p>other (specify)</p> <p>Don't Know</p>			
A.3.12	Employment challenges	Select one	Are there any sectors in the community that do not employ youth?	<p>Yes</p> <p>No</p> <p>Don't Know</p>				
A.3.13	Employment challenges	Select multiple	If yes, which sectors?	<p>Accommodation, food service, food processing</p> <p>agriculture, forestry, fishing, livestock</p> <p>Grooming/beauty/wedding industry</p> <p>construction, mining</p>		If A.3.12 "Yes"		

					<p>Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>			
	A.3.14	Employment challenges	Select multiple	What are the main reasons these sectors are not hiring youth?	<p>Not hiring at all inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics hard to find no time to train on the job lacking necessary skills/knowledge/expertise hiring only family/relatives other Don't Know</p>	Choose up to 3 responses		
What, if any, are the existing discrepancies	A.4.1	Skills	Select multiple	What skills do youth in this community	<p>IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills</p>	Choose up to 3 responses		

<p>between skills currently available among youth, skills currently needed by employers, and skills being provided by vocational training centres and/or youth centres?</p>				<p>have mainly?</p>	<p>Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know</p>			
	A.4.2	Skills	Select one	<p>On a scale of 1 (not at all aligned) to 5 (totally aligned), to what extent do you think that work opportunities in this community align with the skills youth in this community have?</p>	<p>1 2 3 4 5 Don't Know</p>			
	A.4.3	Skills	Select one	<p>Do youth in this community have the skills needed to meet the employment demands?</p>	<p>Yes No Don't Know</p>			

	A.4.4	Skills	Select multiple	If No, what are the main skills youth need to improve employment prospects?	IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know	Choose up to 3 responses	If A.4.3 "No"	
	A.4.5	Skills	Select multiple	What are the main skills youth in this community wish to develop?	IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know	Choose up to 3 responses		
What kind of vocational training programmes, if any, are provided by VTC and/or	A.5.1	Education	Select one	Among the youth aged 15-24 in this community, about how many had any kind of	None Less than Half Half More than half All Don't Know			

youth centres in the assessed communities, how accessible are these training programmes to youth, and how relevant are these training programmes to employers and/or youth needs?				<i>schooling this year?</i>				
	A.5.2	<i>Education</i>	<i>Select multiple</i>	<i>What types of education are available to youth in this community?</i>	<i>Primary (Elementary School)</i> <i>Intermediate (Middle School)</i> <i>Secondary (High School)</i> <i>Higher Education (Bachelors, Masters, Doctors)</i> <i>Non-formal education</i> <i>Vocational</i> <i>Other (specify)</i> <i>Don't Know</i>			
	A.5.3	<i>Education</i>	<i>Select one</i>	<i>How many youth have access to education in this community?</i>	<i>Less than Half</i> <i>Half</i> <i>More than half</i> <i>All</i> <i>Don't Know</i>	Loop for Answers provided in A.5.2		Loop for Answers provided in A.5.2
	A.5.4	<i>Education</i>	<i>Select multiple</i>	<i>What are the 3 main challenges for youth aged 15-24 to attend school?</i>	<i>No services available due to destruction of facilities</i> <i>No services available due to lack of teaching staff</i> <i>No services available due to lack of school supplies</i> <i>Distance to educational facilities too far</i> <i>Cannot afford school fees, cost of transportation/uniform/school supplies</i> <i>Route to services is unsafe</i> <i>Services have no spaces available</i> <i>Other responsibilities</i> <i>Parents do not approve</i> <i>There are no challenges</i> <i>Other (Specify)</i> <i>Don't Know</i>	Choose up to 3 responses Cannot answer "There are no challenges" or "Don't know" with additional responses		
	A.5.5	<i>Training</i>	<i>Select one</i>	<i>Are there training services operating in this or nearby</i>	<i>Yes</i> <i>No</i> <i>Don't Know</i>			

				communities ?				
A.5.6	Training	Select multiple	If yes, what?	NGOs/CBO/Charity Vocational Training centres Job matching programmes youth centres Schools Financial institutions local authorities Social media community-led initiatives other (specify) Don't Know			If A.5.5 "Yes"	
A.5.7	Training	Select one	Are these accessible/ reachable for all youth populations from this community?	Yes No Don't Know			If A.5.5 "Yes"	
A.5.8	Training	Select multiple	If No, who has limited or no access?	Females Males Persons with Disabilities IDP- males IDP-females Don't Know	Cannot choose "Don't know" with additional response		If A.5.7 "No"	
A.5.9	Training	Select multiple	What are some of the barriers to accessing these centres?	Costs of trainings distance is too far scheduling of courses course availability route is unsafe discrimination services have no spaces available parents do not approve other responsibilities			If A.5.7 "No"	

					other (specify) Don't Know			
	A.5.10	Training	Select one	Do these services provide trainings on skills or concepts that youth want to develop?	Yes No Don't Know		If A.5.5 "Yes"	
	A.5.11	Training	Select one	Do these services provide trainings on skills or concepts that youth need to improve their employment prospects?	Yes No Don't Know		If A.5.5 "Yes"	
	A.5.12	Training	Select one	Do these services provide youth who completed training with an internship/ap prenticeship or connect them with employers?	Yes No Don't Know		If A.5.5 "Yes"	

	A.5.13	<i>Training</i>	<i>Select one</i>	<i>How many are able to find work after related to their training?</i>	<i>None less than half half more than half all Don't Know</i>		If A.5.5 "Yes"	
Which other service providers exist that could introduce youth-targeted products and services—e.g. microfinance and other lending institutions, apprenticeship/on-the-job training programs, business development services?	A.6.1	<i>Employment services</i>	<i>Select one</i>	<i>Are there currently any institutions supporting employment in this or nearby communities ?</i>	<i>Yes No Don't Know</i>			
	A.6.2	<i>Employment services</i>	<i>Select multiple</i>	<i>If yes, what?</i>	<i>NGOs/CBO/Charity Vocational Training centres Job matching programmes youth centres Financial institutions local authorities Social media community-led initiatives other (specify) Don't Know</i>		If A.6.1 "Yes"	
	A.6.3	<i>Employment services</i>	<i>Select one</i>	<i>Do you know what type of services or programmes these institutions provide?</i>	<i>Yes No</i>		If A.6.1 "Yes"	
	A.6.4	<i>Employment services</i>	<i>Select multiple</i>	<i>If Yes, what exists?</i>	<i>Vocational course/training programmes Internships apprenticeship/on-the-job training</i>		If A.6.3 "Yes"	

					<p>cash for work programming other NGO livelihoods programming job matching, youth centres, NGOs, skills/education courses business development, financing services other (specify) Don't Know</p>			
A.6.5	Self-employment	Select multiple	If youth in this community were provided with support to start their own business, what type of work would they engage in?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock cosmetology construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics other (specify) Don't Know</p>	Choose up to 3 responses			
A.6.6	Self-employment	Select multiple	What main skills would youth want to self-employ?	<p>IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language</p>	Choose up to 3 responses			

					<p>Teaching</p> <p>Analytical/critical-thinking skills</p> <p>Machinery/mechanical/repairs</p> <p>Agricultural/pastoral skills</p> <p>Entrepreneurial</p> <p>other (specify)</p> <p>Don't Know</p>			
A.6.7	Support needs	Select multiple	What do you think would be the most supportive in helping youth secure an income-generating opportunity?	<p>Access to finance</p> <p>access to physical assets</p> <p>access to trainings</p> <p>transportation support</p> <p>legal assistance</p> <p>Business development support</p> <p>facilitate networks</p> <p>community gathering spaces</p> <p>other (specify)</p> <p>Don't Know</p>	Choose up to 3 responses			
A.6.8	Support needs	Select multiple	What kind of community service projects does your community need?	<p>None</p> <p>Rubble removal</p> <p>Social infrastructure rehabilitation (educational or medical facilities)</p> <p>General infrastructure rehabilitation (roadways, street lighting, parks, etc.)</p> <p>Environmental infrastructure (waste removal/management, water and sanitation systems)</p> <p>Agricultural infrastructure rehabilitation (irrigation/canal systems, field clearance)</p> <p>Other (specify)</p>				
A.6.9	Support needs	Select multiple	What kind of community service projects would youth be most	<p>None</p> <p>Rubble removal</p> <p>Social infrastructure rehabilitation (educational or medical facilities)</p> <p>General infrastructure rehabilitation (roadways, street lighting, parks, etc.)</p> <p>Environmental infrastructure (waste</p>		If A.6.8 <> "None"		

				interested in?	removal/management, water and sanitation systems) Agricultural infrastructure rehabilitation (irrigation/canal systems, field clearance) Other (specify)			
	A.6.10	<i>Other</i>	<i>Text</i>	<i>Is there anything else you would like to add?</i>	<i>[text]</i>			

Annex III: Survey 2

Section Name	Question Number	Question Name	Type	Question	Response	Condition	Relevant	Comments
Demographic information	B.1.1	<i>Enumerator</i>	<i>Enter code</i>	<i>Enter enumerator code:</i>				
	B.1.2	<i>Enumerator</i>	<i>Date</i>	<i>Date:</i>				
	B.1.3	<i>Key characteristics</i>	<i>Select one</i>	<i>Community:</i>	<i>Azaz Shamarin – Al Resaleh (CAMP) Kaljibrin Kafr Kalbein Salama Nayara Salama – Bab Al Salama (CAMP) Shamarin – Al Tawhid (CAMP) Shamarin Jarez</i>			
	B.1.4	<i>Key characteristics</i>	<i>Select one</i>	<i>How old are you?</i>	<i><18 years 18-24 years 25-34 years 35-64 years 65 years or above</i>	<i>If <18 years, stop survey</i>		

	B.1.5	Key characteristics	Select one	What is your gender?	Male Female			Only ask if unsure
	B.1.6	Key characteristics	Select one	What is your residency status?	Host IDP			
	B.1.7	Key characteristics	Select one	If IDP, for how long have you been displaced?	0-6 months 7-12months 13- 24 months 25-36 months >3 years		If B.1.6 "IDP"	
	B.1.8	Key characteristics	Select one	What is this community of origin? Governorate	OCHA external list (of gov)		If B.1.6 "IDP"	
	B.1.9	Key characteristics	Select one	District	OCHA external list (of district)		If B.1.6 "IDP"	
	B.1.10	Key characteristics	Select one	Sub-district	OCHA external list (of SDs)		If B.1.6 "IDP"	
	B.1.11	Key characteristics	Select one	Community	OCHA external list (of communities)		If B.1.6 "IDP"	
Which economic sectors are operational in the assessed communities?	B.2.1	KI's Business Operations	Select one	Which sector is your business working in?	Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups)			

					sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know			
B.2.2	KI's Business Operations	Select one	What is your position?	Owner manager supervisor assistant lead aide other (specify) Don't Know				
B.2.3	KI's Business Operations	Select one	Are you involved in any aspect of the hiring process at your business?	Yes no				
B.2.4	KI's Business Operations	Select one	Where is your business located?	Within the local community Within a nearby community (in Azaz sub-district) Within a far community (outside Azaz sub-district) Within a camp (in Azaz sub-district) Within a camp (outside Azaz sub-district) Other Don't Know				
B.2.5	KI's Business Operations	Select multiple	Which communities is your business active in?	Local community near-by community governorate-wide cross-border other Don't Know				

B.2.6	<i>KI's Business Operations</i>	<i>Select one</i>	<i>How old is your business?</i>	0-6 months 7-12 months 13-36 months 37 months to 8 years >8 years (established before the crisis) Don't Know			
B.2.7	<i>KI's Business Operations</i>	<i>Select one</i>	<i>How many persons are employed in your business?</i>	Only owner micro businesses: <10 employees small businesses: 10-49 employees medium-sized businesses: 50-249 employees large businesses: ≥250employees Don't Know			
B.2.8	<i>KI's Business Operations</i>	<i>Select multiple</i>	<i>What contract types are available in your business?</i>	Written verbal other (specify) Don't know			
B.2.9	<i>KI's Business Operations</i>	<i>Select multiple</i>	<i>What types of employment are available in your business?</i>	permanent temporary seasonal daily internships/fellowships cash-for-work other (specify) Don't know			
B.2.10	<i>KI's Business Operations</i>	<i>Select multiple</i>	<i>Do most employees work full-time or part time?</i>	Full-time part-time other (specify)			
B.2.11	<i>KI's Business Operations</i>	<i>Select one</i>	<i>How many of your business'</i>	None less than half half more than half			

				staff are youth?	all Don't Know			
B.2.12	KI's Business Operations	Select one		Among youth staff, how many are female?	None less than half half more than half all Don't Know			
B.2.13	KI's Business Operations	Select one		Among youth staff, how many are IDPs?	None less than half half more than half all Don't Know			
B.2.14	KI's Business Operations	Select one		Among youth staff, how many are PWDs?	None less than half half more than half all Don't Know			
B.2.15	KI's Business Operations	Select one		Within the past 6 months, did the number of staff in your business change?	No increase decrease Don't Know			
B.2.16	KI's Business Operations	Select one		To what extent did the number of costumers or orders change, in	Strongly increased increased stayed the same decreased strongly decreased Don't Know			

				<i>the past 6 months?</i>				
B.2.17	<i>KI's Business Operations</i>	<i>Select one</i>	<i>Are you currently searching for new staff?</i>	<i>Yes no Don't Know</i>				
B.2.18	<i>KI's Business Operations</i>	<i>Select one</i>	<i>If no, are you planning to hire new staff within the next 6 months?</i>	<i>Yes no Don't Know</i>				
B.2.19	<i>Operational sectors</i>	<i>Select multiple</i>	<i>Generally speaking, which sectors exist in the community?</i>	<i>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</i>				

	B.2.20	Operational sectors	Select multiple	Which are the largest sectors in the community?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>	Choose up to 3 responses		
	B.2.21	Operational sectors	Select one	Generally speaking, where are most businesses located?	<p>Within the local community Within a nearby community (in Azaz sub-district) Within a far community (outside Azaz sub-district) Within a camp (in Azaz sub-district) Within a camp (outside Azaz sub-district) Other Don't Know</p>			
	B.2.22	Operational sectors	Select one	In general, what size are most businesses in this community?	<p>Micro businesses (<10 employees) small businesses (10-49 employees) medium-sized businesses (50-249 employees) large businesses (≥250employees) Don't Know</p>			

	B.2.23	Operational sectors	Select multiple	What sectors do you think are currently understaffed in this community?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>	Choose up to 3 responses		
	B.2.24	Operational sectors	Select multiple	Which sectors do you think have the most potential to grow?	<p>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions</p>	Choose up to 3 responses		

					<p>security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</p>			
B.2.25	Operational sectors	Select multiple	Generally speaking, what do businesses need to expand their business/to employ more staff?	<p>Access to finance access to physical assets access to trainings for staff skilled labour unskilled labour transportation support legal assistance facilitate networks/community gathering spaces other (specify) Don't Know</p>	Choose up to 3 responses			
B.2.26	Operational sectors	Select multiple	What are the 3 main challenges business face in growth/expansion?	<p>None competition challenges hiring skilled labour challenges hiring unskilled labour no costumers market limitations local community lacks purchasing power lacking infrastructure insecurity lack of governance lack of financial services difficulties to move around difficulties to transport/import/export goods other Don't Know</p>	Choose up to 3 responses			

<p>What income-generating opportunities are available to youth in the identified main economic sectors (formal and informal) and how do these opportunities vary based on gender and residency status (IDPs/hosts) of the youth?</p>	B.3.1	<i>Hiring Practices</i>	<i>Select one</i>	<i>In general, when searching for new staff, do businesses consider youth?</i>	Yes No Don't Know			
	B.3.2	<i>Hiring Practices</i>	<i>Select multiple</i>	<i>If no, why not?</i>	<i>Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise other (specify) Don't Know</i>	Choose up to 3 responses	If B.3.1 "no"	
	B.3.3	<i>Hiring Practices</i>	<i>Select one</i>	<i>In general, when hiring new staff, do businesses consider IDP youth?</i>	Yes No Don't Know			
	B.3.4	<i>Hiring Practices</i>	<i>Select multiple</i>	<i>If no, why not?</i>	<i>Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise</i>	Choose up to 3 responses	If B.3.3 "No"	

					do not know any IDPs IDPs' situation is too unstable other Don't know			
B.3.5	Hiring Practices	Select one	In general, when hiring new staff, do businesses consider persons with disabilities?	Yes No Don't Know				
B.3.6	Hiring Practices	Select one	What do you think is a fair compensation for a youth employee working full time? (weekly SYP)	SYP <5,000 SYP 5,000-10,000 SYP 10,001-25,000 SYP 25,001-50,000 SYP 50,001-100,000 SYP >100,000				
B.3.7	Hiring preferences	Select one	In general, when searching for new staff, do businesses prefer to hire host population or IDPs?	Host population IDPs No preference Don't Know				
B.3.8	Hiring preferences	Select multiple	If host population is preferred, why?	Less risky (displacement) easier to hire higher trust than IDPs better educated have needed skills/knowledge/expertise better relationship			If B.3.7 "host population"	

					other Don't Know			
B.3.9	Hiring preferences	Select multiple	If IDPs are preferred, why?	Cheaper easier to hire better educated than host population have needed skills/knowledge/expertise better relationship other Don't Know		If B.3.7 "IDPs"		
B.3.10	Hiring preferences	Select one	In general, when searching for new staff, do businesses prefer to hire male or female staff?	Male female no preference Don't Know				
B.3.11	Hiring preferences	Select multiple	If male staff preferred, why?	Can do the job better higher education/knowledge/skills safety issues religious reasons culturally a man's job better relationships Other Don't Know		If B.3.10 "Male"		
B.3.12	Hiring preferences	Select multiple	If female staff preferred, why?	Can do the job better higher education/knowledge/skills safety issues religious reasons culturally a female's job better relationships Other Don't Know		If B.3.10 "Female"		

<p>What challenges do employers face—e.g. socio-economic and physical barriers to accessing work, training programmes, and apprenticeships—when employing/hiring youth?</p>	B.4.1	<i>Hiring Practices</i>	<i>Select multiple</i>	<i>In general, how do businesses find new staff?</i>	<p>Advertisements social media connection/wasta referral Vocational training centres job matching programmes NGO support community gathering spaces other (specify) Don't Know</p>	Choose up to 3 responses		
	B.4.2	<i>Challenges for businesses</i>	<i>Select multiple</i>	<i>Generally speaking, what are the main challenges to start or operate a business?</i>	<p>Registering a company finding employees retaining employees competition/saturated markets not enough purchasing power among community members transportation lacking access to financial services lacking physical infrastructure (water, electricity, etc.) legal issues safety issues physical space issues Taxation issues none other (specify) Don't Know</p>	Choose up to 3 responses		
	B.4.3	<i>Challenges for businesses</i>	<i>Select one</i>	<i>On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging</i>	<p>1 2 3 4 5 Don't know</p>			

				is it for businesses to hire new employees in general, when searching for new staff?				
B.4.4	Challenges for businesses	Select multiple	If challenging, why?	People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job people lack necessary skills/knowledge/expertise distance or transportation issues safety/security issues other (specify) Don't Know	Choose up to 3 responses	If B.4.3 <> "1" and <> "Dont Know"		
B.4.5	Challenges for businesses	Select one	On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging is it for businesses in general to hire youth when	1 2 3 4 5 Don't know				

				<i>searching for new staff?</i>				
B.4.6	<i>Challenges for businesses</i>	<i>Select multiple</i>	<i>What challenges do businesses face when hiring youth?</i>	<i>People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job people lack necessary skills/knowledge/expertise distance or transportation issues safety/security issues other (specify) Don't Know</i>	Choose up to 3 responses	If B.4.5 <> "1" and <> "Don't know"		
B.4.7	<i>Challenges for businesses</i>	<i>Select one</i>	<i>On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging is it for businesses to retain employees in general?</i>	1 2 3 4 5 Don't know				
B.4.8	<i>Challenges for businesses</i>	<i>Select multiple</i>	<i>If challenging, why?</i>	<i>People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job</i>	Choose up to 3 responses	If B.4.7 <> "1" and <> "Dont Know"		

					<p>people lack necessary skills/knowledge/expertise</p> <p>distance or transportation issues</p> <p>safety/security issues</p> <p>other (specify)</p> <p>Don't Know</p>			
	B.4.9	Challenges for businesses	Select one	On a scale of 1 (not at all challenging) to 5 (extremely challenging), how challenging is it for businesses to retain youth employees?	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>Don't know</p>			
	B.4.10	Challenges for businesses	Select multiple	If challenging, why?	<p>People are on the move</p> <p>no one available</p> <p>males face fear of conscription</p> <p>females face social boundaries</p> <p>legal barriers</p> <p>IDPs face limitations to movements</p> <p>people are too old or too young for the job</p> <p>people lack necessary skills/knowledge/expertise</p> <p>distance or transportation issues</p> <p>safety/security issues</p> <p>other (specify)</p> <p>Don't Know</p>	Choose up to 3 responses	If B.4.9 <> "1" and <> "Dont Know"	
What challenges do youth face in accessing	B.5.1	Youth challenges	Select one	Are there any sectors in the community	<p>Yes</p> <p>No</p> <p>Don't Know</p>			

income-generating opportunities (formal/informal)—e.g. socio-economic and/or physical barriers to accessing work, training programmes, and apprenticeships—and how do these challenges vary based on gender and residency status (IDPs/hosts)?				<i>that do not employ youth?</i>				
	B.5.2	<i>Youth challenges</i>	<i>Select multiple</i>	<i>If yes, which sectors?</i>	<i>Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know</i>		If B.5.1 "Yes"	
	B.5.3	<i>Youth challenges</i>	<i>Select multiple</i>	<i>Why do these sectors not hire youth?</i>	<i>Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise</i>	Choose up to 3 responses		

					other Don't Know			
B.5.4	Youth challenges	Select one	How common is it for female youth in this community to work?	Very common somewhat common not common don't know				
B.5.5	Youth challenges	Select one	On a scale of 1 (not at all aligned) to 5 (totally aligned), to what extent do you think that work opportunities in this community align with youth's interests?	1 2 3 4 5 Don't know				
B.5.6	Youth challenges	Select one	Do youth employed in businesses have opportunities to progress in their job?	Yes no Don't Know				
B.5.7	Youth challenges	Select multiple	If no, why don't youth employees have opportunities to progress	Business lacks diversity of roles Work has no progression Business is not able to expand Competition is too high No permanent employment Economic situation	Choose up to 3 responses	If B.5.6 "No"		

				<i>in their roles?</i>	<i>Lacking needed skills to progress Lacking seniority Business promotes only family/relatives Lack of trust in youth Other (specify)</i>			
	B.5.8	<i>Youth challenges</i>	<i>Select one</i>	<i>Do you think vocational training would increase the employability of youth?</i>	<i>Yes No Don't know</i>			
	B.5.9	<i>Youth challenges</i>	<i>Select multiple</i>	<i>If yes, why?</i>	<i>Vocational training provides youth with necessary skills Vocational training provides youth with first practical experience Vocational training builds trust in youth Networking (introduction to youth) Other (specify) Don't know</i>		<i>If B5.8 "Yes"</i>	
What, if any, are the existing discrepancies between skills currently available among youth, skills currently needed by employers, and skills being provided by vocational	B.6.1	<i>Skills</i>	<i>Select multiple</i>	<i>Generally speaking, which are the top 3 skills needed by businesses in this community?</i>	<i>IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know</i>	<i>Choose up to 3 responses</i>		
	B.6.2	<i>Skills</i>	<i>Select one</i>	<i>On a scale of 1 (not at</i>	<i>1 2</i>			

training centres and/or youth centres?				all aligned) to 5 totally aligned), to what extent do you think that work opportunities in this community align with youth's skills?	3 4 5 Don't know			
	B.6.3	Skills	Select multiple	Generally speaking, what are the top 3 skills youth have in this community?	IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know	Choose up to 3 responses		
	B.6.4	Skills	Select one	Do youth lack skills needed for employment in this community?	Yes no Don't Know			
	B.6.5	Skills	Select multiple	If yes, what are the top 3	IT, communications, and computer skills Soft-skills ("people skills") Reading and writing	Choose up to 3 responses	If B.6.4 "Yes"	

				skills youth lack?	Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know			
What kind of vocational training programmes, if any, are provided by VTC and/or youth centres in the assessed communities, how accessible are these training programmes to youth, and how relevant are these training programmes to employers and/or youth needs?	B.7.1	Trainings	Select one	Do you currently provide training to your employees?	Yes no Don't Know			
	B.7.2	Trainings	Select multiple	If yes, what kind of training?	On-the-job training onboarding training external training programmes online training other Don't Know		If B.7.1 "Yes"	
	B.7.3	Trainings	Select one	If no, are you considering to provide your employees with training in the future?	Yes no Don't Know		If B.7.1 "No"	
	B.7.4	Trainings	Select multiple	If yes, what kind of training?	On-the-job training onboarding training external training programmes		If B.7.3 "Yes"	

					online training other Don't Know			
	B.7.5	Trainings	Select one	Are there training services operating in this or nearby communities ?	Yes no Don't Know			
	B.7.6	Trainings	Select one	Do these services provide trainings on skills that businesses need?	Yes no Don't Know		If B.7.5 "Yes"	
	B.7.7	Trainings	Select one	Do these services currently provide youth who completed training with an internship/ap prenticeship or connect them with employers?	Yes no Don't Know		If B.7.5 "Yes"	
Which other service providers exist that	B.8.1	Employment Services	Select one	In general, do businesses consider	Yes no Don't Know			

could introduce youth-targeted products and services—e.g. microfinance and other lending institutions, apprenticeship/on-the-job training programs, business development services?				offering internship/apprenticeships?				
	B.8.2	Employment Services	Select multiple	If no, why not?	Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise other (specify) Don't Know	Choose up to 3 responses	If B.8.1 "No"	
	B.8.3	Employment Services	Select one	Are there currently any institutions supporting employment in this or nearby communities?	Yes no Don't Know			
	B.8.4	Employment Services	Select multiple	If Yes, what exists?	NGOs/CBO/Charity Vocational Training centres Job matching programmes youth centres Financial institutions local authorities Social media community-led initiatives other (specify) Don't Know		If B.8.3 "yes"	

B.8.5	Employment Services	Select multiple	What type of services or programmes do these institutions provide?	<p>Internships</p> <p>apprenticeship</p> <p>cash for work programming</p> <p>other NGO livelihoods programming</p> <p>job matching, youth centres, NGOs, skills/education courses</p> <p>business development, financing services</p> <p>other (specify)</p> <p>Don't Know</p>		If B.8.3 "yes"	
B.8.6	Employment Services	Select one	Are you participating in any such programme or service?	<p>Yes</p> <p>no</p> <p>Don't Know</p>		If B.8.3 "yes"	
B.8.7	Employment Services	Select multiple	If yes, what kind of programme are you participating in?	<p>Internships</p> <p>apprenticeship</p> <p>cash for work programming</p> <p>other NGO livelihoods programming</p> <p>job matching, youth centres, NGOs, skills/education courses</p> <p>business development, financing services</p> <p>other (specify)</p> <p>Don't Know</p>		If B.8.6 "yes"	
B.8.8	Employment Services	Select multiple	What kind of community service projects does your community need?	<p>None</p> <p>Rubble removal</p> <p>Social infrastructure rehabilitation (educational or medical facilities)</p> <p>General infrastructure rehabilitation (roadways, street lighting, parks, etc.)</p> <p>Environmental infrastructure (waste removal/management, water and sanitation systems)</p> <p>Agricultural infrastructure rehabilitation (irrigation/canal systems, field clearance)</p> <p>Other (specify)</p>			

	B.8.9	Employment Services	Text	Is there anything else you would like to add?	[text]			
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Annex III: Survey 3

Section Name	Question Number	Question Name	Type	Question	Response	Condition	Relevant	Comments
Demographic information	C.1.1	Enumerator	Enter code	Enter enumerator code:	[Text]			
	C.1.2	Enumerator	Date	Date:	[Date]			
	C.1.3	Key characteristics	Select one	Community:	Azaz Shamarin – Al Resaleh (CAMP) Kajjibrin Kafr Kalbein Salama Nayara Salama – Bab Al Salama (CAMP) Shamarin – Al Tawhid (CAMP) Shamarin Jarez			
	C.1.4	Key characteristics	Select one	How old are you?	<18 years 18-24 years 25-34 years 35-64 years 65 years or above	If <18 years, stop survey	If <18 years, stop questionnaire	
	C.1.5	Key characteristics	Select one	What is your gender?	Male Female			Only ask if unsure
	C.1.6	Key characteristics	Select one	What is your residency status?	Host IDP			

	C.1.7	Key characteristics	Select one	If IDP, for how long have you been displaced?	0-6 months 7-12months 13- 24 months 25-36 months >3 years		If C.1.6 "IDP"	
	C.1.8	Key characteristics	Select one	What is this community of origin? Governorate	OCHA external list (of gov)		If C.1.6 "IDP"	
	C.1.9	Key characteristics	Select one	District	OCHA external list (of district)		If C.1.6 "IDP"	
	C.1.10	Key characteristics	Select one	Sub-district	OCHA external list (of SDs)		If C.1.6 "IDP"	
	C.1.11	Key characteristics	Select one	Community	OCHA external list (of communities)		If C.1.6 "IDP"	
Which economic sectors are operational in the assessed communities?	C.2.1	Operational sectors	Select multiple	Generally speaking, which sectors exist in the community?	Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour			

					other (specify) Don't Know			
C.2.2	Operational sectors	Select multiple	Which are the largest sectors in the community? (Up to 3)	Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know				
C.2.3	Operational sectors	Select one	In general, what size are most businesses in this community?	Micro businesses (<10 employees) small businesses (10-49 employees) medium-sized businesses (50-249 employees) large businesses (≥250employees) Don't Know				
C.2.4	Operational sectors	Select multiple	What sectors do you think are currently the most	Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage	Choose up to 3 responses			

				<p><i>understaffed ones in this community?</i></p> <p><i>education, childcare</i> <i>finance, insurance, and business services</i> <i>human, and social work (charities, NGOs, CBOs)</i> <i>information and computer technology,</i> <i>telecommunications</i> <i>health services</i> <i>public services (administration)</i> <i>religious professions</i> <i>security or police forces</i> <i>para-military (armed groups)</i> <i>sewing, textiles, crafts</i> <i>Transportation, wholesale and retail, trade</i> <i>Cross-border transportation (informal trade)</i> <i>Repairs, plant, manufacturing, machinery, mechanics</i> <i>Marketplace vending/daily labour</i> <i>other (specify)</i> <i>Don't Know</i></p>			
	C.2.5	<i>Operational sectors</i>	<i>Select multiple</i>	<p><i>Which sectors do you think have the most potential to grow?</i></p> <p><i>Accommodation, food service, food processing</i> <i>agriculture, forestry, fishing, livestock</i> <i>Grooming/beauty/wedding industry</i> <i>construction, mining</i> <i>Electrical, gas, water, waste/sewage</i> <i>education, childcare</i> <i>finance, insurance, and business services</i> <i>human, and social work (charities, NGOs, CBOs)</i> <i>information and computer technology,</i> <i>telecommunications</i> <i>health services</i> <i>public services (administration)</i> <i>religious professions</i> <i>security or police forces</i> <i>para-military (armed groups)</i> <i>sewing, textiles, crafts</i> <i>Transportation, wholesale and retail, trade</i> <i>Cross-border transportation (informal trade)</i></p>	Choose up to 3 responses		

					Repairs, plant, manufacturing, machinery, mechanics Marketplace vending/daily labour other (specify) Don't Know			
	C.2.6	Operational sectors	Select multiple	Generally speaking, what do businesses mainly need to expand their business/to employ more staff?	Access to finance access to physical assets access to trainings for staff skilled labour unskilled labour transportation support legal assistance facilitate networks/community gathering spaces other (specify) Don't Know	Choose up to 3 responses		
	C.2.7	KI's Business Operations	Select multiple	What are the 3 main challenges business face in growth/expansion?	None competition challenges hiring skilled labour challenges hiring unskilled labour no costumers market limitations local community lacks purchasing power lacking infrastructure insecurity lack of governance lack of financial services difficulties to move around difficulties to transport/import/export goods other Don't Know	Choose up to 3 responses		
What income-generating opportunities are available to youth in	C.3.1	Hiring Practices	Select one	In general, when searching for new staff, do businesses	Yes No Don't Know			

<p>the identified main economic sectors (formal and informal) and how do these opportunities vary based on gender and residency status (IDPs/hosts) of the youth?</p>				<p><i>consider youth?</i></p>				
	<p>C.3.2</p>	<p><i>Hiring Practices</i></p>	<p><i>Select multiple</i></p>	<p><i>If no, why not?</i></p>	<p><i>Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise other (specify) Don't Know</i></p>		<p>If C.3.1 "No"</p>	
	<p>C.3.3</p>	<p><i>Hiring Practices</i></p>	<p><i>Select one</i></p>	<p><i>In general, when hiring new staff, do businesses consider IDP youth?</i></p>	<p><i>Yes No Don't Know</i></p>			
	<p>C.3.4</p>	<p><i>Hiring Practices</i></p>	<p><i>Select multiple</i></p>	<p><i>If no, why not?</i></p>	<p><i>Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise do not know any IDPs IDPs' situation is too unstable other</i></p>		<p>If C.3.3 "No"</p>	

	C.3.5	Hiring Practices	Select one	In general, when hiring new staff, do businesses consider persons with disabilities?	Yes No Don't Know			
	C.3.6	Hiring Practices	Select multiple	In general, how do businesses find new staff?	Advertisements social media connection/wasta referral Vocational training centres job matching programmes NGO support community gathering spaces other (specify) Don't Know			
	C.3.7	Challenges for businesses	Select multiple	Generally speaking, what are the main challenges to start or operate a business?	Registering a company finding employees retaining employees competition/saturated markets not enough purchasing power among community members transportation lacking access to financial services lacking physical infrastructure (water, electricity, etc.) legal issues safety issues physical space issues Taxation issues none other (specify) Don't Know	Choose up to 3 responses		
	C.3.8	Challenges for businesses	Select one	On a scale of 1 (not	1 2			

				<p>challenging at all) to 5 (extremely challenging), how challenging is it for businesses to hire new employees in general?</p> <p>3 4 5 Don't know</p>			
	C.3.9	Challenges for businesses	Select multiple	<p>If challenging, why?</p> <p>People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job people lack necessary skills/knowledge/expertise distance or transportation issues safety/security issues other (specify) Don't Know</p>	Choose up to 3 responses	If C.3.8 <> "1" and <> "Don't Know"	
What challenges do employers face—e.g. socio-economic and physical barriers to accessing work, training programmes, and	C.4.1	Challenges for businesses	Select one	<p>On a scale of 1 (not challenging at all) to 5 (extremely challenging) how challenging is it for businesses to hire new youth</p> <p>1 2 3 4 5 Don't know</p>			

<p>apprenticeships—when employing/hiring youth?</p>				<p>employees in general?</p>				
	<p>C.4.2</p>	<p>Hiring Youth</p>	<p>Select multiple</p>	<p>What main challenges do businesses face when hiring youth?</p>	<p>People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job people lack necessary skills/knowledge/expertise distance or transportation issues safety/security issues other (specify) Don't Know</p>	<p>Choose up to 3 responses</p>	<p>If C.4.1 <> "1" and <> "Don't Know"</p>	
	<p>C.4.3</p>	<p>Challenges for businesses</p>	<p>Select one</p>	<p>On a scale of 1 (not challenging at all) to 5 (extremely challenging), how challenging is it for businesses to retain employees in general?</p>	<p>1 2 3 4 5 Don't know</p>			
<p>C.4.4</p>	<p>Challenges for businesses</p>	<p>Select multiple</p>	<p>If challenging, why?</p>	<p>People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job people lack necessary skills/knowledge/expertise</p>	<p>Choose up to 3 responses</p>	<p>If C.4.3 <> "1" and <> "Don't Know"</p>		

					distance or transportation issues safety/security issues other (specify) Don't Know			
C.4.5	Challenges for businesses	Select one	On a scale of 1 (not challenging at all) to 5 (extremely challenging) how challenging is it for businesses to retain youth employees in general?	1 2 3 4 5 Don't know				
C.4.6	Challenges for businesses	Select multiple	If challenging, why?	People are on the move no one available males face fear of conscription females face social boundaries legal barriers IDPs face limitations to movements people are too old or too young for the job people lack necessary skills/knowledge/expertise distance or transportation issues safety/security issues other (specify) Don't Know	Choose up to 3 responses	If C.4.5 <> "1" and <> "Don't Know"		
C.4.7	Youth challenges	Select multiple	What challenges do you think youth face the most	Challenging to find jobs relevant to previous experience challenging to find interesting jobs challenging to find a socially acceptable job documentation issues insufficient experience	Choose up to 3 responses			

				when seeking employment ?	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 distance or transportation issues difficult to balance domestic and work responsibilities disabilities other (specify) Don't Know			
C.4.8	Youth challenges	Select one	Are there any sectors in the community that do not employ youth?	Yes No Don't Know				
C.4.9	Youth challenges	Select multiple	If yes, which sectors?	Accommodation, food service, food processing agriculture, forestry, fishing, livestock Grooming/beauty/wedding industry construction, mining Electrical, gas, water, waste/sewage education, childcare finance, insurance, and business services human, and social work (charities, NGOs, CBOs) information and computer technology, telecommunications health services public services (administration) religious professions security or police forces para-military (armed groups) sewing, textiles, crafts Transportation, wholesale and retail, trade Cross-border transportation (informal trade) Repairs, plant, manufacturing, machinery, mechanics		If C.4.8 "Yes"		

					Marketplace vending/daily labour other (specify) Don't Know			
	C.4.10	Youth challenges	Select multiple	Why do these sectors not hire youth?	Inexperienced too young documentation/legal issues safety/security reasons not trustworthy work ethics Prefer to hire family members hard to find no time to train on the job lacking necessary skills/knowledge/expertise other Don't Know		If C.4.8 "Yes"	
What challenges do youth face in accessing income-generating opportunities (formal/informal)—e.g. socio-economic and/or physical barriers to accessing work, training programmes, and apprenticeshi	C.5.1	Youth challenges	Select one	How common is it for female youth in this community to work?	Very common somewhat common not common don't know			
	C.5.2	Youth challenges	Select one	On a scale of 1 (not aligned at all) to 5 (extremely aligned), to what extent do you think that work opportunities in this community align with	1 2 3 4 5 Don't know			

<p>ps—and how do these challenges vary based on gender and residency status (IDPs/hosts)?</p>				<p>youth's interests?</p>				
	<p>C.5.3</p>	<p>Youth challenges</p>	<p>Select one</p>	<p>Do youth employed in businesses have opportunities to progress in their job?</p>	<p>Yes No Don't Know</p>			
	<p>C.5.4</p>	<p>Youth challenges</p>	<p>Select multiple</p>	<p>If no, why don't youth employees have opportunities to progress in their roles? (Choose up to 3 choices)</p>	<p>Business lacks diversity of roles Work has no progression Business is not able to expand Competition is too high No permanent employment Economic situation Lacking needed skills to progress Lacking seniority Business only promotes family/relatives Lack of trust in youth Other (specify)</p>	<p>Choose up to 3 responses</p>	<p>If C.5.3 "No"</p>	
<p>C.5.5</p>	<p>Skills</p>	<p>Select multiple</p>	<p>Generally speaking, which are the main skills needed by businesses?</p>	<p>IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know</p>	<p>Choose up to 3 responses</p>			

<p>What, if any, are the existing discrepancies between skills currently available among youth, skills currently needed by employers, and skills being provided by vocational training centres and/or youth centres?</p>	C.6.1	Skills	Select multiple	Generally speaking, what are the main skills youth have in this community?	<p>IT, communications, and computer skills</p> <p>Soft-skills ("people skills")</p> <p>Reading and writing</p> <p>Management skills</p> <p>Craft/trades</p> <p>Services/sales/marketing</p> <p>Language</p> <p>Teaching</p> <p>Analytical/critical-thinking skills</p> <p>Machinery/mechanical/repairs</p> <p>Agricultural/pastoral skills</p> <p>Entrepreneurial</p> <p>other (specify)</p> <p>Don't Know</p>	Choose up to 3 responses		
	C.6.2	Skills	Select one	On a scale of 1 (not aligned at all) to 5 (extremely aligned), to what extent do you think that work opportunities in this community align with youth's skills?	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>Don't know</p>			
	C.6.3	Skills	Select one	Do youth lack skills needed for employment in this community?	<p>Yes</p> <p>No</p> <p>Don't Know</p>			

	C.6.4	<i>Skills</i>	<i>Select multiple</i>	<i>In general, what are the main skills youth lack?</i>	<i>IT, communications, and computer skills Soft-skills ("people skills") Reading and writing Management skills Craft/trades Services/sales/marketing Language Teaching Analytical/critical-thinking skills Machinery/mechanical/repairs Agricultural/pastoral skills Entrepreneurial other (specify) Don't Know</i>	Choose up to 3 responses	If C.6.3 "Yes"	
Which other service providers exist that could introduce youth-targeted products and services—e.g. microfinance and other lending institutions, apprenticeship/on-the-job training programs, business development services?	C.7.1	<i>Employment services</i>	<i>Select one</i>	<i>Are there currently any institutions supporting employment in this or nearby communities ?</i>	<i>Yes No Don't Know</i>			
	C.7.2	<i>Employment services</i>	<i>Select multiple</i>	<i>If yes, what?</i>	<i>NGOs/CBO/Charity Vocational Training centres Job matching programmes youth centres Financial institutions local authorities Social media community-led initiatives other (specify) Don't Know</i>		If C.7.1 "Yes"	
	C.7.3	<i>Employment services</i>	<i>Select one</i>	<i>Do you know what type of</i>	<i>Yes No</i>		If C.7.1 "Yes"	

				<i>services or programmes these institutions provide?</i>				
C.7.4	<i>Employment services</i>	<i>Select multiple</i>	<i>If Yes, what exists?</i>	<i>Internships apprenticeship cash for work programming other NGO livelihoods programming job matching, youth centres, NGOs, skills/education courses business development, financing services other (specify) Don't Know</i>			<i>If C.7.3 "Yes"</i>	
C.7.5	<i>Support needs</i>	<i>Select multiple</i>	<i>What do you think would be the most supportive in helping youth secure an income-generating opportunity?</i>	<i>Access to finance access to physical assets access to trainings transportation support legal assistance facilitate networks community gathering spaces other (specify) Don't Know</i>	<i>Choose up to 3 responses</i>			
C.7.6	<i>Support needs</i>	<i>Select multiple</i>	<i>What kind of community service projects does your community need?</i>	<i>None Rubble removal Social infrastructure rehabilitation (educational or medical facilities) General infrastructure rehabilitation (roadways, street lighting, parks, etc.) Environmental infrastructure (waste removal/management, water and sanitation systems) Agricultural infrastructure rehabilitation (irrigation/canal systems, field clearance) Other (specify)</i>				

	C.7.7	<i>Other</i>	<i>Text</i>	<i>Is there anything else you would like to add?</i>	<i>[text]</i>			
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