



Syrian Economic Sciences Society



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Employment and Livelihood Support in Syria

A Study conducted for UNDP Syria by the Syrian Economic Sciences Society

Damascus, July 2018

Table of Contents

Executive Summary	5
Section I: Employment and Livelihood before the crisis	14
- The most important economic and social indicators	14
- Employment and work opportunities before the crisis	15
- Manpower and Labour Force	16
- Employment opportunities and their distribution to economic sectors and activities	17
- Workforce in the public sector	18
- Unemployment	20
- The educational structure of the workers	21
- Vocational structure of the workers	22
- Supply of Labour force during the period 2000-2010	22
- Livelihoods	23
- Small, medium and micro enterprises	24
- The informal sector	25
- Education and Vocational Training	26
Section II: The impact of the crisis on the labor force and livelihoods	31
- Economic and Social Effects	31
- The impact of siege and boycott on employment opportunities and livelihoods	36
- Effects of the crisis on the reality of the supply of labour force	38
- Population Variables	38

- Fertility and Births	39
- Deaths	39
- Foreign Migration	40
- The Age Structure of Population	40
- The impact of the crisis on social variables	41
- Education	41
- The Reality of Living Circumstances and Poverty	43
- Employment	45
- Impact of the crisis on the most important indicators of the labour force and livelihoods	46
- Crude and revised economic activity rates	46
- The Educational Structure of the Workforce	46
- Workers According to Economic Activity	47
- Vocational Structure of the Employees	51
Professional Structure of Employers:	53
- Informal Sector	54
- Dealing with the Crisis	55
- Governmental Measures	56
- The Role of International Organizations and NGOs	58
- Challenges and obstacles that face the labour market and the improvement of livelihood	58
Section III- Results of the Field Study	60
- Facilities need of manpower	61

- Focus Groups	66
- Experts and Community Leaders	70
- Training	75
- The Desire for Technical Assistance	81
- The Desire for Financing	82
- The Desire for Expansion	82
- The Role of Women	83
Section IV: Results and Recommendations	86
- Results of the Study	87
- Immediate Measures	88
<u>Short Term:</u>	91
- Measures required from the concerned government authorities	91
Definitions	96
References	99

Executive Summary

This study has been conducted in cooperation between the Syrian Economic Sciences Society and UNDP-Damascus about the current situation of employment and livelihood in Syria before and during the crisis and providing suitable recommendations and suggestions to create jobs for the job-seekers, and secure livelihood to improve their living situations and those of their households at the current stage, in the short and medium term. Previous relevant data and studies conducted before and during the crisis have been used. The study team has also held meetings in the six governorates understudy: Damascus-Damascus Suburb-Homs-Tartous-Aleppo-Alhasaka. These meetings were with a number of interested bodies of production and service facility owners, young job-seekers, some interested experts and officials working in the field of the study to explore their views and proposals.

The study is composed of four sections. The first section deals with the most important economic and social indicators, and the situation of the labour market and livelihood before the crisis. The second section discusses the impact of the crisis on employment and livelihood. The third section presents and discusses the outcomes of the meetings held with the production and service facility owners, with the young job-seekers, and with the experts and officials in the six governorates understudy. The fourth and last chapter presents the outcomes, proposals and recommendations.

During the period 2001-2010, the Syrian economy has achieved a number of positive outcomes that were reflected in a relative stability in the economic situation. According to the Syrian Center for Policy Research (SCPR), an average growth rate of 4.45 in the Gross Domestic Product (GDP) was achieved, in addition to a decrease in the inflation rate and public debt and deficit in the governmental budget, and an improvement in the industrial exports due to the declining oil exports. Moreover, unemployment rate was stable at 8%. However, these positive indicators were accompanied by a number of negative attitudes and results, the most important of which were: inequality in the distribution of growth returns on the individual and area level, decreasing productivity and the purchasing power of salaries, and focusing growth in service sectors rather than in the productive sectors, fast ill-advised trade liberalization, drought for a number of years, the immigration of agricultural workers to

cities, in addition to the effects of the global financial crisis 2008, and the weak and late governmental actions and measures to face these negative outcomes.

The employment and livelihood sector was affected by the negative outcomes that the Syrian economy faced before the crisis, especially between 2005-2010. This led to an increase in the unemployment rate from 8% to 8.6%, youth unemployment from 18.6% to 20.4%, a decrease in the revised economic activity rate from 46.5% to 42.7%, an increase in the revised dependency rate from 3.93% individual to 4.1% individual, decrease in the number of workers in the agricultural sector of the total work force from 20% to 14%, in addition to the huge decline in the number of implemented industrial projects, the expansion of the informal sector and the significant increase in the number of people working in this sector.

The crisis in March 2011 has added new problems to the general economic and social situations; especially on employment and livelihood through embargo and blockade, and the expansion of military operations and the resultant killing, destruction, and sabotage of both the public and private production and service facilities, infrastructure, and the internal displacement and immigration of businessmen, technicians, and the highly educated personnel especially amongst the group of the youth. These issues have led to an increase in unemployment, besides the increase in the number of people seeking work, especially from groups outside the work-age; including housewives, students, and those who are outside the workforce (children under 15 years old, the elderly and the retired) seeking additional secondary work to satisfy their livelihood needs due to the increase in costs. Unemployment percentage rose from 14.9% in 2011 to 30%, and this has led to an increase in the contribution of women in the labour market and their fulfilling tasks that were only limited to men. Moreover, child labour also increased from 10% to 20% because they dropped out of school and joined the labour market to satisfy some of their families' needs.

Meetings and field visits in the six governorates understudy pinpointed the following:

1. A significant decrease in the size of the current workforce in the facilities included in the study, and it is estimated at 51% of the available workforce before the crisis.
2. The immediate need of the workforce for these facilities is estimated at 25% of the current workforce, and the accumulated need increases by the end of the current year to reach 51%, and 148% on the short, medium and long term.

3. Small and medium facilities constitute the broader field for the creation of new job opportunities both in the current stage and on the short and medium term.
4. Diversity in the economic activity for the requested job opportunities which include chemical, textile, and food industries in the first place, and then engineering and trade facilities in the second place. This diversity varies according to governorates.
5. There is a desire for expansion for 88% of the studied facilities, and this will lead to the creation of many job opportunities.
6. There is a desire for financing from facility owners, engineering facilities come first in this regard, and food, textile, chemical and trade facilities follow.
7. The owners of the studied facilities expressed the desire of their current and new workers to follow training courses to promote their technical, marketing and computing capacities.
8. The need for training was mainly focused in engineering activities, then textile ones, and in short and medium length courses due to the critical need of the facilities for technical workers.
9. Meetings with the job seekers of the youth indicated that the currently available job opportunities require educational and technical levels and skills that they do not have at the moment, and 95% of those job seekers expressed their desire to follow training courses to scale up their skills or to change their jobs to conform to market needs.
10. Meeting with the youth (males and females) highlighted their desire to establish micro or small projects, especially in clothing, food and agricultural industries.
11. Most community leaders believe that the need for workforce in the coming stage will be centered in the jobs in the building and construction sector, followed by agriculture, industry and services. They also consider that small and micro projects have a large role to play in providing job opportunities for the youth. This stresses the need for providing financial, technical and marketing support for these projects, in addition to simplifying the procedures and upgrading the legislations in these fields.

The six governorates under study represent two-thirds of the population of Syria. Hence, the team of the study believe that the results of the meetings with the projects' owners, job seekers, and community leaders in these governorates could be adopted as rough indicators that can be generalized on the level of the whole of Syria, stressing the need for taking into consideration the specificity of each governorate, its economic and social situations before,

during, and after the crisis when drawing the plans and the detailed executive programs related to the creation of job opportunities and the improvement of the livelihoods.

The study has reached the following conclusions:

1. Based on the current situation of the workforce and its distribution in sectors before the crisis, according to the facilities' survey in 2015, the results of the meeting and studies, and the estimates of the study team for the job opportunities that will be created by the economic sectors for 2017, the current need of job opportunities is estimated at about 830.000 workers distributed as follows: Agriculture 201.000, Industry 100.000, Building and Construction 160.000, Trade and Tourism 90.000, Transport and Communication 40.000, other sectors 230.000. It should be highlighted here that providing these opportunities shall help decreasing unemployment which is currently estimated at 50%.
2. There is a significant decrease in the workforce in the currently active economic and service facilities, and it is estimated at 51% of the workforce that was available before the crisis. This decrease was centered in the facilities which employ 10 or more workers, while the shortage in technicians and specialized workers the decrease reached 80% of the total shortage in these facilities.
3. The immediate need of job opportunities according to priority is centered in technical and vocational works, especially in textile, engineering and food industries, and in jobs related to building and its accessories, and management and marketing.
4. There is a clear discrepancy between the present offer of the workforce and the needs of the labour market, according to the educational and vocational status, the specialty, the geographical distribution and gender. This has led to generic unemployment and a huge deficiency in the labour market.
5. Entry of new waves of workers to the labour market, especially from the economically inactive population or from outside the workforce: females, housewives, the retired or children under 15 years old, in addition to those seeking additional secondary work to satisfy their and their families' livelihood needs.

The study has also suggested a number of immediate measures on the short term. These can be summarized as follows:

Immediate measures:

1. Coordination with the public bodies, especially the ministries of Education, Industry and Public Works to make use of their training centers and prepare them for the adopted and necessary training programs.
2. Establishing suitable training centers in temporary locations near complexes and service and industrial areas that need workforce, and in r near temporary accommodation centers. In addition to providing the necessary expert trainers for these centers, training them by experts, making use of the retired ones, and focusing on the practical side.
3. Defining the fields of training according to circumstances, immediate and future needs, and the specificity of each governorate or region as per the results of the study and the current work situation; taking into consideration doing all this before, or at the same time of, the return of the displaced population. In addition to securing immediate job opportunities for the returnees in their places, involving them in satisfying their region's needs of the workforce to rehabilitate it, taking into account the possible chances of self-employment and the family based one. The suggested training fields are defined according to the category of the five targeted categories: job-seekers, youth self-employment, urban household projects (women), rural household projects (women), and projects of the disabled.
4. Forming a committee of the public bodies (ministry of education, ministry of industry, ministry of public works ...), the private sector, and the interested non-governmental organizations and with the participation of the relative international organizations to coordinate and follow up the training process, and there shall emerge secondary committees in which the local and civil authorities participate, in addition to volunteers.
5. Starting the necessary training fields that do not require long periods: less than a week, from one week to a moth, or from one to three months.
6. Coordination with the international organizations working in neighboring countries, especially in Jordan and Lebanon, concerning the quality of training for the displaced Syrians residing in camps, to encourage their return to their original cities and regions when they are qualified to work in the requested fields.
7. Supporting self-employment through training, qualification, and designing temporary places for the crafts, industrial and trade compounds; especially for the trainees and the owners of micro enterprises so that they can practice their jobs as fast as possible, in addition to providing marketing centers and permanent fairs to sell their products and offer their services.

Besides, offering the possibility of providing this with easy loans, and following those owners to solve their problems or the difficulties that they face in their work.

8. Preparation and implementation of a pioneering program to enable the displaced to return to their areas and help in its rehabilitation (choosing a specific area as a pilot model)

9. Encouraging the forming up of technical groups or teams of trainees during the training and qualification process to cover the largest possible number of jobs needed in the rehabilitation of houses and shops (tiling, painting, decoration, electrical and sanitary fittings, aluminum, iron and wood works) to encourage the idea of group work as much as possible, and satisfy the needs of the requesting population in a quick and better way.

10. Provision of necessary training for the teachers and supervisors to establish and operate kindergartens, schools for children, and intensive education, and starting virtual education for stages before the university level where possible.

11. Preparation of a number of value chain studies for a group of agricultural products especially those that contribute to industrial production (cotton and textile industries, vegetables and fruit, dairy products ...) to identify the problems that these products and the related industries face because of the crisis, and to treat and develop such industries to be able to create more job opportunities and improve the livelihood.

12. Starting projects for cleaning and rehabilitating damaged agricultural lands because of the conflict, in addition to having projects for vegetables and fruit keeping (storing food).

13. Studying the possibility of establishing a clustering group for textile industries in Aleppo and Damascus, and business incubators for the young entrepreneurs in the fields of software, electronics and others...

14. Supporting women home projects both in cities and country-sides building on the rise of the role of women in the crisis in supporting the household or helping in its support, especially the households of the victims of the crisis from the dead, the lost and the disabled, through the program of the producing household. In addition to supporting the establishment of home projects for vegetables and fruit keeping, sewing, embroidery and knitting, school clothes, handicrafts, sweets, and cooking ...) or rural ones like (food products, juices and nectars, ostrich breeding, bee-keeping, buffalos, Awasi-sheep, Shami goat, silk-worm, flowers production, fruit and vegetable drying, hand-made rugs and carpets, and rural clothes), and focusing on reviving traditional folkloric industries (mosaic, cashmere, natural silk and other products ...).

15. Preparing a program for the rehabilitation of the disabled individuals and manufacturing prostheses, and providing them and their households with livelihoods, integrating them in the society, and benefitting from the experiences of other states in this regard.

On the short term, the study suggests the following:

- 1- Providing the current or later working industrial plants with the technical expertise and consultation by the specialized international organizations concerning the sectors of textile, food, engineering, and chemistry to increase their production competence and improve their competitive ability (production improvement, marketing, saving energy and water and the use of the alternative energy, quality, environmental liabilities, pollution reduction, organic products...)
- 2- Setting a program to link the micro enterprises with the small and medium ones in order to develop the participant parties.
- 3- Providing technical assistance in order to develop the activity of the establishments, and the supportive governmental and non-governmental working bodies in the field of micro, small and medium enterprises, in order to increase their effectiveness and competence.

In order to create an enabling environment to effectively carry out the suggestions in the best way and in a good time, and in order to encourage the international organizations and the donors to keep working in Syria, a number of procedures and measures were suggested by the study team who figure that it is essential and useful for the related governmental bodies to carry out:

- 1- Providing the encouraging environment for the return of the internally displaced households and those who are in neighboring countries to their areas.
- 2- Speeding up the rehabilitation of damaged areas, facilities and services according to priorities to enable their native population to return as soon as possible.
- 3- Encouraging the investors and those of scientific and technical competences to return from abroad to resume work and production.
- 4- Improving the investment environment through facilitating the administrative procedures concerning establishing micro, small, medium and big enterprises. Granting incentives and

tax advantages to the labor-intensive projects in the targeted areas to create appropriate job opportunities for job-seekers in these projects. Decreasing the related fees to the minimum and providing easy finance for the projects concerning the guarantees, the required loan, the interest, grace period, payment conditions so as to encourage setting the projects and moving from informal facilities to the formal sector.

5- Evaluating previous programs and cooperation experiences with the international organizations and donors in the field of qualifying the work force, improving the livelihoods, improving the economic sectors, and revising the studies and the results reached in this field to make use of them in putting initial perceptions according to priorities defined to the new technical cooperation programs required in these fields (training experts, external grants, setting new supporting establishments, developing and setting existing supporting centers...) in a coordinated and complementary manner with the internal related bodies to present the possibility of its execution on the short term and in the period after the crisis to avoid duplicity, conflict, time and money waste. Working on enhancing the linguistic and technical capacities of the personnel in the beneficiary bodies in the administrations related to international cooperation, in addition to providing the incentives to guarantee dealing with these bodies to carry out their tasks and activities effectively.

6- Establishing a unified board for the micro enterprises to unify the governmental, non-governmental, and international efforts working in this field.

7- Establishing the unified body for vocational training and qualification with the participation of all related public and private and non-governmental parties whether they carry out the training or benefit from it. This is done to coordinate their efforts and their abilities to carry out the national plans related to training and qualifying, and to benefit from all financial and human resources and available facilities in these bodies.

8- Depending mainly on local employment and qualifying it to deal with the shortage in manpower in the current stage and in the stage of reconstruction and re-employment of new unavailable specialties. In addition to prohibiting foreign recruitment unless it is urgent and in the unavailable technical fields only and for a defined period. Required arrangements must be taken to deal with this shortage as soon as possible through internal and external training and qualification.

9- Careful selection of the appropriate trainees, and allowing them to apply what they were trained for, and stimulating them to keep what they have learned. Committing the trainees to the new specialties and knowledge which they were trained for abroad by training a number

of national trainees. Continuous focus on the practical and applied aspects and their tests with following their development and reflection on the process of training the trainers and the trainees, and benefitting from the appropriate experiences in this regard.

10- Focus on improving the qualitative structure of the job-seekers and employees to make sure that training and qualifying is a continuous process in both public and private bodies. Encouraging the workers to commit to training by providing the appropriate incentives which help their continuity and connection to work and improving their performance. Stimulating and encouraging free training and qualification (in the evening and during vacations) to whoever desires in the public and private bodies whether to deepen their specialty or to acquire new skills. In addition to activating the discounts granted to the private sector from the profit tax for the purpose of training.

11- Enhancing the role of local administration and considering city councils, areas, and towns – as part of its developmental tasks – as centers to support and encourage small and avoid centralization.

12- Adoption of the rule of 'Financing on the validity of the idea of the project', or the feasibility study concerning the economic terms instead of using estate guarantee especially the funding for development and expansion. Adopting the system of Communion Credit through the funds of micro enterprises interest-free similar to (Al-Qarya Bank) and paying conveniently as lease finance. Facilitating the procedures of creating companies of capital financing (initiator or risk) concerning encouraging creating the projects for the initiator youth who are unable to initially fund their projects. Providing a partial or a total support from the government concerning the interests of the loans of these projects.

13- Assigning job-supportive organizations as chambers (commercial – industrial – agricultural – tourism) to provide consultation services and training as they are the most representative and the closest to these projects.

14- Rapid activation of the committee of developing small and medium enterprises which fall under the Ministry of Economy, and the establishment of loan risks management board concerning starting the provision of services, responsibilities and the tasks of this establishment to achieve the required objectives.

Section I

Employment and livelihoods before the Crisis

1. The Most Important Economic and Social Indicators:

During the period 2001-2010, the Syrian economy achieved a number of positive results, represented by relative stability in the economic situation. According to the Syrian Center for Policy Research, an average annual growth rate of 4.45% was achieved in GDP despite its variation from one year to another during this period. The positive developments included relatively low inflation, public debt, deficit in the government budget and improvement in the quality of exports as a result of the decline in oil exports, in addition to the stability of the unemployment rate of about 8%.

However, these positive indicators were accompanied by a number of manifestations and negative results, the most important of which was the unfair distribution of the fruits of growth between individuals and regions, and the decline in the real value of wages as a result of the reduction of subsidies on a number of commodities for citizens, primarily oil derivatives, liberalization of high prices which in fact did not suit the growing wages and compensations which were completed during that period. In addition to the fact that most of the growth achieved was in the financial, real estate, tourism and services sectors and was not in the productive sectors (such as agriculture and manufacturing industry).

A number of reasons have contributed to the limited positive results achieved and the negative reflections that accompanied the overall economic and social conditions during the period 2001-2010.

1. Liberating trade exchange and opening the Syrian market as a result of the completion of the implementation of collective and bilateral agreements with a number of Arab countries and Turkey, without being preceded, or accompanied, by at least the implementation of tangible programs to raise the competitiveness of domestic products, especially the industrial ones, enabling them to benefit from the opportunities offered by these conventions in order to confront the risks and disadvantages resulting from them and keeping them to the

minimum. Moreover, there is manipulation of certificates of origin and the values and classification of imported products to get the benefits of trade liberalization agreements, which led to dumping the Syrian market with many competing products in terms of type and price and leading thus many factories to stop.

2. The passing of a number of dry years that led many workers to the abandonment of the agricultural sector in fields and farms and move to cities in search of jobs in other areas.

3. Stopping work that uses the approved manpower strategy and stopping the government appointment of a number of university degrees and intermediate institutes, which the government was committed to appointing them immediately after graduation.

4. Reflecting the results of the global economic crisis in 2008 on the Syrian economy and what accompanied it in terms of the decline in exports and thus production and employment.

All these factors, in addition to the weakness and delay of governmental measures and measures taken to counter the negative effects resulting from these reasons, have led to a decline in interest in agriculture and industry, the discontinuation of many transactions, the transfer of a number of industrialists to trade and the import of products similar to those produced by China and others, which was reflected on the industrial projects implemented during the period 2006-2010. The Ministry of Industry data indicated that the number of industrial projects executed annually decreased from 2251 project in 2006 to 1718 in 2007, and from 1658 in 2008 to 1476 in 2009 reaching 1408 in 2010. The decline rate between 2006 and 2010 is about 38%. In 2009, 3282 records and industrial decisions were canceled at the request of their owners and according to the laws and regulations in force, according to the Ministry of Industry at the time.

2. Employment and work opportunities before the crisis:

The operating sector in Syria, with all its components, was affected by the negative results faced by the Syrian economy before the crisis, where all indicators of work and livelihoods

during the period 2005-2010 witnessed a clear decline, as evidenced by the following indicators:

a. Manpower and Labour Force:

The percentage of the working-age population rose from 55.7% in 2001 to 57.4% in 2005 and 58.6% in 2010 at an annual growth rate of 2.77%. This was at the expense of the children percentage under 15 years of age whose percentage dropped from 41% in 2001 to 39.2% in 2005 and to 37.9% in 2010 with an annual growth rate of 1.9%. The population growth rate reached 2.45% during the period 2001-2010. The percentage of manpower varied according to the governorate. While the percentage of working age population in the governorates of Damascus, Tartous, Latakia and Suweida increased to more than 65% of the population, it decreased (in Der Al-zor, Idlib, al-Raqqa and Daraa) to 54%, and the remaining governorates remained within the general average in 2010. The rate of participation in economic activity was high in governorates with a high percentage of working-age population. While the rate of participation in the revised economic activity at the level of Syria in 2010 was about 43%, it increased in the governorates of Lattakia, Tartous and Damascus to more than 50% and decreased to about 41% in the governorates of Der al-Zor, Al-Raqqa, Idlib and Hassakeh, and varied in the rest of the governorates around the general level of Syria.

Despite the high rate of manpower, the labor force oscillated between rise and fall during the period 2001-2010, where the total labor force decreased from 5276 thousand workers in 2001 (of which 1036 thousand are females) to 5106 thousand workers in 2005, a decrease of 0.8%. Then it rose to 5530 thousand workers in 2010 (of which 834 thousand are females) with an annual growth rate of 1.6%. This rate varied from year to year among the employed and the unemployed during the same period due to the impact of economic and social variables which were mentioned above on the labor force in Syria. The rate of those who followed general secondary education (between the age of 15 and 24) was about 8.6% annually and in higher education (institutes and universities) by 11.5% annually during the period 2001-2010. This matter played a role in the decline in demand for labor.

b. Employment opportunities and their distribution to economic sectors and activities:

Employment opportunities during the period 2001-2010 saw a clear shift in the structural distribution between sectors and economic activities. The percentage of workers in the agricultural sector decreased from 30.4% in 2001 to 20.1% in 2005 and 14.3% in 2010. The rate of growth of workers was negative as the number of workers decreased from 1438 thousand workers in 2001 to 945 thousand workers in 2005 and 829 thousand workers in 2010, or about 600 thousand workers in order to increase the number of workers in the other sectors, where the proportion of workers in the industry, which includes (Manufacturing, extractive industries, water and electricity) increased from 13.7% in 2001 and continued in 2005 to reach 16.4% in 2010, an increase of over 200 thousand workers, the largest increase was during the period between 2005-2010. The construction sector increased from 11.8% in 2000 to 14.1% in 2005 and to 16.2% in 2010. In the sectors of production services (transport, communications, finance, insurance and real estate), the percentage increased from 21.5% in 2001 to 25% in 2005 and 28.3% in 2010. In the services sector it increased from 22.6% in 2001 to 27.1% in 2005 and then declined to 24.8% in 2010. It is noticed that the distribution of jobs by economic sectors and activities was better during the period 2005-2010 than during the period 2001-2005, where it concentrated in the sectors of production and production services, except for the agricultural sector which decreased during the two periods as mentioned above for the rest of the sectors and other activities. The number of employed persons in the industrial sector reached about (180) thousand workers, (260) thousand workers in the construction sector, (400) thousand workers in the sectors of production services (transport, communications, finance and insurance), and about (200) thousand workers in the services sector, with a net increase of more than (400) thousand workers, mostly during the period 2005-2010. This is in addition to the employment opportunities achieved during the mentioned period to compensate for dropout in the labor force as a result of death, retirement, resignation, foreign migration and other reasons, estimated between 1.5% and 2% of the total labor force. This is equivalent to 75-100 thousand jobs per year during the mentioned period added to new jobs.

As for the distribution of employment opportunities by governorates, the governorates of Damascus, Aleppo and Homs acquired the greatest opportunities due to the concentration of economic activities in these governorates, despite the government's efforts to distribute investments equally among governorates.

c. The workforce in the public sector:

The public sector has played a significant role in securing job opportunities during the last two decades, especially among females, where the number of employed persons increased from 1.229 million workers, constituting about 26% of the number of employed persons in 2001 to 1.380 million workers, constituting 28.5% of the number of employees in 2008. The number dropped to 1.359 million workers, constituting about 27% of the total workers in 2010. The situation differed in terms of gender. The number of male employees decreased from 24.3% in 2000 to 22.6% in 2010. The percentage of females increased from 34.5% in 2000 to 56.2% in 2010, of the total number of the employed workers. The percentage of females employed in this sector is concentrated among the higher education (intermediate institutes and university), with 73.6% of the total employed in this sector, while the percentage of males in the sector is 35.8% of the total number of male workers in this sector.

The distribution of labor force in the productive sectors of the ministries of (industry, construction and reconstruction) in the public sector according to the educational situation during the period (2000-2010) is illustrated in the following table:

Educational Status	Primary School and below	Secondary and Professional	High School	Institutes	Universities	Total
Public Sector (2000)	38,0	10,5	5,9	25,1	20,5	100
Ministry of Industry	62,0	11,3	9,8	11,1	5,8	100
Construction	74,6	5,8	5,8	6,9	6,9	100

Public Sector (2010)	29,2	9,1	15.8	24,1	21,1	100
Ministry of Industry	56,7	8,7	11.5	15,3	7,8	100
Housing and Construction	54,5	9,6	10.6	11,1	14,2	100

The following table shows the following:

Despite the decrease in the percentage of primary school holders and below out of the total labor force in the public sector compared with the situation of the total labor force in Syria and in favor of the proportion of workers from secondary and higher campaigns during the period 2000-2011 – and this is a positive development for the benefit of the administrative bodies in the state and public sector. However, the general working force who work in production, including the Ministry of Industry and the Ministry of Construction – despite the decline in the proportion of workers who hold primary school certificates reaching 60% of the total workers – the decline was in favor of holders of high school certificates and higher education and not for professional and technical staff.

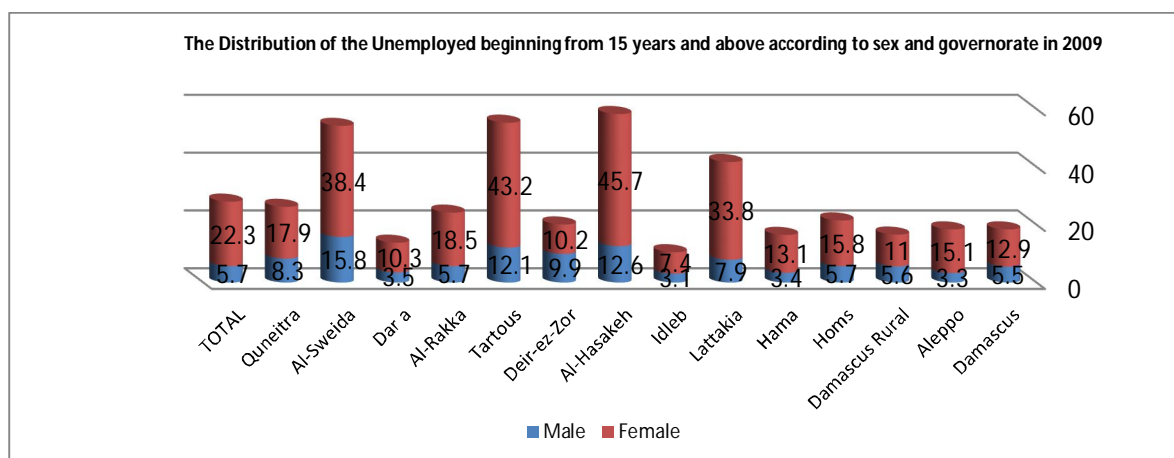
In addition, the public sector witnessed a rise in the rotation of the labor force during the period 2001-2010, especially in the technical and vocational professions. In some activities such as textile industries, the rotation reached more than 20% annually and in other industries it fell to 15%. This rotation has played an effective role in the decline in productivity in the public sector as a result of the leakage of skilled workers who were replaced by new workers who are newly entering the labor market. They lack practical and technical expertise, making the public sector a training center for the private sector, taking into consideration that about 25% of the workers in the public sector received work training. The social employment operation that was followed by the administrative authorities, and even productive institutions, played a role in increasing the decline in the productivity of the worker and the increase in the number of workers compared to the physical production and high unemployment that was masked in the public sector. Consequently, this raised the cost of its production and services and showed its inability to compete with the private sector. Some researchers estimate the unemployment rate masked by about 30% of the number of workers.

d. Unemployment :

Despite the marked disparity between job opportunities (new and leakage compensation) and those entering the labor market as a result of the rising labor force and the entrance of increasing age groups, unemployment fell from 10.3% in 2001 to 8.1% in 2005 and then rose slightly to 8.6% in 2010, and was higher among females than among males by more than 3 times. While the unemployment rate among males ranges from 6-7% in most years during the period 2001-2010, it is found to rise among females to 23% in most years. Unemployment was concentrated among young people (15-24) years, especially females, and varied from year to year, reaching an average of more than 20%. Among females it was twice that of the males.

According to the educational status, unemployment rate among secondary school holders and below reached 86%, and 14% among in high school holders and above in 2001. Unemployment rate among high school holders and above rose to 19.5% in 2005 and reached 44.5% in 2010, and was higher among females than among males, where it reached in 2010 71.5% due to the high participation in the labor force among the secondary and higher school holders, especially among females. These figures show a weakness in technical and scientific level of the unemployed as the proportion of the secondary school holders and below, including the illiterate, reaches about 55.6%.

Looking at the reality of unemployment among the governorates, the unemployment rate was higher among females than among males in most governorates. The following figure shows the unemployment rates between males and females in 2009:



It is noticeable from the chart that the percentage of unemployed males in the governorates of Aleppo, Hama, Idleb and Daraa was below the general level of Syria in 2009, and the governorates of Damascus, Damascus Suburb, Homs and Raqqa were within the general level, while the rest of the governorates rose to more than the general level. As for females, it was below the general level in most governorates, and higher than the general average in the governorates of Suweida, Tartous, Latakia and Hasakah due to the high participation rate in the economic activity of women in these governorates.

e. The educational structure of the workers:

Despite the increase in education enrollment during the period 2001-2010 due to the issuing of Law No. 32 in 2002 on the lifting of mandatory education until the end of the secondary stage –the opening of a number of private universities reaching 15 universities, and the expansion of government universities and their branches in a number of governorates – the percentage of those working in higher education increased from 13% to 22% during the same period, with an annual growth rate of 4.7%. The percentage of high school holders, especially public high school holders, rose from 8.6% to 11% with an annual growth rate of 2.2%. This structure played a role in the mismatch between job opportunities and supply from the labor force. It also played a role in increasing the proportion of workers in the informal sector, where the number of high school graduates is high because of the mismatch between the supply and demand of the labor force.

f. Vocational structure of the workers:

The high level of technical means of production, especially in the private sector, has played a role in changing demand trends for the labor force and employment opportunities. The vocational education strategy also played a role in raising the proportion of those enrolled in vocational education, especially during the second half of the 1990s and early 2000s. The percentage of those employed in agriculture fell from about 29% in 2001 to about 19% in 2005 and to 14% in 2010. This is due to the high rate of growth of professions of technicians and professionals from about 12% in 2001 to about 14% in 2005 and about 17% in 2010 in favor of the growth of sales and services professions, which increased from 15% to 18% and 21% during the same period, with a slight decrease in administrative and office occupations from 10% in 2001 to about 8% in 2010. This positive orientation was associated with the raising of skill levels through training, rehabilitation, and productivity enhancement. However, there is still a shortage of technical and professional occupations and an increase in terms of employment demand for these professions through the demand trends of the labor force, which were demonstrated by the results of the 2000 survey carried out by the Ministry of Social Affairs and Labor, the State Planning Commission, the Central Bureau of Statistics and the 2005 survey conducted by the Central Bureau of Statistics in collaboration with the University of Vavø in Norway.

g. Supply of labour force during the period (2000-2010):

What is meant by the supply of the labor force is the available labor force plus the additional labor force joining the labor market from outside the economically active population. The labor supply is influenced by the population groups entering the labor market and by the rates of participation in the total work force, age, education, occupational and gender specialization (males and females). The increase in population growth in the 1980s and the first half of the 1990s has had a significant impact on the growth rate of the working age population during the period 2000-2010, which rose from 55.7% in 2000 to 58.6% in 2010 at an annual growth rate of 2.8% and an annual increase of about 300 thousand people per year during the period 2000-2010. According to the reality of participation in economic activity, the rate of economic activity decreased from 53% in 2000 to about 47% in 2005 and 43% in 2010. This decline is

due to the impact of economic and social variables, especially the increase in enrollment in general high school education and intermediate institutes, especially university education and especially among females during this period, in addition to the impact of the economic difficulties mentioned above. With regard to the rate of participation by gender, the participation rate in the revised economic activity among males declined from about 83% in 2001 to about 72% in 2010 and from 21% between females to about 13% during the same period. With regard to participation in the revised economic activity according to the educational situation for the year 2010, it reached among primary school holders and below to about 39%, and rose among the holders of higher education certificates to more than 80%. It is the highest among females than males. The net increase in the labor force during the same period rose slightly to about 255,000, worker, a modest increase in view of the net increase in the working-age population. As for the characteristics of supply of working-age population and thus the characteristics of those entering the market, the number of students enrolled in education played a major role in the supply. The number of students in basic education for ages (6-14 years) increased at a rate of 2.7% per annum during the period 2000-2010. It increased above the rate of population growth for the same period by 2.4% per year due to the issuing of a law to raise the compulsory education until the end of the preparatory stage (basic education) in 2002, which played a role in the high enrollment rate in the preparatory stage and thus in the basic education stage. The rate of enrollment in general high school education for students aged 15-17 increased at a growth rate of 8.6% per year, and fell to 1.9% per year for high school vocational students. Higher education students (intermediate institutes and universities) aged 18-23 years rose with a growth rate of 11.5% per annum. This growth played a role in the supply characteristics of the labor force (employed and unemployed) and in the change of the educational structure of the labor force in Syria.

3. Livelihoods:

The average monthly wage of the worker increased from SP 4859 in 2001 to SP 7756 in 2005 and to SP 11344 in 2010 with an annual growth rate of 8%. This rate was higher in the public sector than in the private sector by about 3% in 2001. It increased to 14.5% in 2005 and to 36.6% in 2007, in addition to other features in the public sector, which are not available at the same level as the private sector, such as the number of working hours and days, health insurance, insurance, incentives and so on, which lead to a rise in the desire to work in this sector among young people to more than 72%, especially among females, where they increased from 24% to 26% of the total workers in the government sector. This percentage

decreased in the private sector and fell from 8% to 7% of total workers during the same period. The average monthly wage in the common, cooperative, family and household sectors was about SP 5898 in 2001, which means that it is higher than the public and private sectors, and rose to SP 6,520 in 2005 and was lower than the government and private sectors. However, it rose as of 2009 more than the other sectors reaching about SP 16545 in 2010.

The period 2001-2010 witnessed a decrease in the rate of the revised economic activity which declined from 53% in 2001 to 46.5% in 2005 and to 42.7% in 2010. The revised dependency ratio increased from 3.5 in 2001 to 3.93 in 2005 to 4.1 in 2010.

4. Small, medium and micro enterprises:

Small and medium-sized enterprises in Syria account for more than 90% of the total employment and investment of the Syrian private sector, whose percentage varies according to the sector and economic activity. It can be estimated that 99% of private micro-enterprises are dominated by individual ownership, in addition to the existence of a huge, informal sector that is dispersed both in urban and rural areas. In 2008, after updating the general census framework conducted by the Central Bureau of Statistics, the percentage of constructions which include from 1 to 2 employees constitutes 99% of the number of constructions which include fewer than 10 workers. In terms of their geographical position, Damascus, Aleppo, Damascus Suburb, and Homs accounted for 60% of the total number of constructions. In terms of economic activity, 63% were for trade, 16% for manufacturing industries, 4% for transport, storage and communications, 4% for real estate brokerage, and 14% for the rest of the activities. In constructions which include 5-9 workers, manufacturing industries constitutes 56.2%, followed by trade (22.7%), then restaurants and hotels (6.7%), transport, storage and communications (3.2%), education (2.7%), and the rest of activities (8.4%).

Small and medium-sized enterprises before the crisis were not at their best and lacked the support, encouragement, strategic vision and incubation mechanisms of local administrations in cities and towns. However, under conditions of economic recovery prior to the crisis and growing private businesses and entrepreneurship, institutions have constituted the bulk of the Syrian private sector and have been a main source of employment creation, have contributed well to the livelihoods of a large segment of the population, and the surplus of labor has clearly

been combined with the informal private sector which formed at least 30% of these projects. However, the culture of private employment, despite all the efforts exerted by the official and civil authorities, is still not widespread for various reasons, the foremost of which are the difficulties of financing and the administrative difficulties it faces in the establishment and employment phase vis-à-vis the ease of paid work by both public and private sector institutions.

The contribution of small and medium-sized enterprises to the Syrian GDP in 2009 was about 49.8%. The rest of the private sector establishments in Syria contribute to achieving the remaining two thirds of GDP (16.8%). The largest share of this contribution is in the trade and finance sectors (25.6%), and industrial establishments (11.1%) of the GDP.

5. The informal sector:

The conditions experienced by Syria during the period 2001-2010—which have already been mentioned, especially with regard to the flow of labor force into the labor market in numbers that exceed the ability of the economy to create new job opportunities, the uneven distribution of development benefits between individuals and regions, in addition to a weakness in financing, and the difficulty of obtaining administrative licenses—led to the expansion of the informal sector and the high proportion of its employees significantly. The results of the labor force surveys indicate that in 2000 the percentage of workers in the informal sector reached about 40% among males and 33% among females, and decreased in 2008 to about 35% among male employees and about 26% among females, as a result of the high level of education of the employed and the increase in employment opportunities in the organized private sector. The majority of workers in the informal sector holds secondary school certificates or lower.

According to the 2010 Labor Force Survey and the Syrian Center for Policy Research in 2016, the number of workers in the informal sector accounted for 65.6% of total workers in 2010. The remaining percentage of 34.4% is in the formal sector. Aleppo and Idlib ranked first in the informal sector with 76%, followed by Tartous 74.6%, Der Al-Zor 65.4%, Al-Raqqa 64.6%, Hassakeh 66.9%, Hama 70.2%, Daraa 64%, Damascus Suburb 62.4%, Damascus 59.7% , Homs 59.8%, Suweida 59.6%, Lattakia 50.7% and Quneitra 41.9%.

Workers in the informal sector account for 7% of workers aged between 10-19 years, 35% of 20-39 years, 18% of those aged 40-59 and 4% of those over 60 years of age. Workers in the informal sector constitute according to the education level 7% of the illiterate workers, 14% of those who read and write, 28% of primary school holders, 9% of secondary school holders, 4% of high school holders, 1% of intermediate institutes' graduates, and 2% of university degree and more.

Workers in the informal sector are classified as follows: 16% in trade, hotels and restaurants, 14% in agriculture, building and construction, 11% in industry, 5% in transport, storage and communications, and 4% in services and 2% in finance, insurance and real estate.

6. Education and vocational training:

Vocational education and training in Syria has received great attention from the State, the private sector and community, especially during the past two decades, in order to secure the development requirements of the qualified and trained workforce and to adjust the formal structure of the educational and training workforce to suit the needs of the labor market. Government agencies were the supervisor, financier and main sponsor of this educational and training process and were run by systems with limited flexibility. However, as a result of the incompatibility between the outputs of Vocational and Educational Training and the requirements of development and economic and technical developments in quantity and quality, the State felt the importance of private sector and business participation in the management and development of Vocational and Educational Training. In order to achieve this, the Ministry of Social Affairs, Commission of State Planning, and The Central Bureau of Statistics conducted several surveys during the period (1995, 1998, 2005 and finally 2010) to show the reality of the labor market and the demand for manpower according to the educational and professional status and the opinion of the public and private sectors about the outputs of the Vocational and Educational Training and its compatibility and harmony with the demands of work. In accordance with the results of these surveys, the government worked in cooperation with the chambers of industry and commerce to implement the apprenticeship system during 2001-2010. Cooperation with the United Nations organizations and European Union countries and their technical bodies such as ETF and GTZ was also carried out to implement several cooperating projects, the most important of which was the project of

modernizing Vocational and Educational Training which was carried out during the period (2005-2008), the results of which have shown the need to establish a body or a council for education and vocational training composed of representatives of the actors working in education and vocational training in the public and private sectors, the business sector and the development of a partnership between these two sectors. In addition to the activities of the observatory and apprenticeship, which were implemented in cooperation with the European Training Foundation (ETF) and the project supported by GTZ, the IMUP-Syria project implemented in cooperation with UNIDO and the Italian Government, and the cooperation project between the Ministry of Social Affairs and Labor, in addition to the contribution of the SEBC, these activities and cooperation have stopped as a result of the crisis.

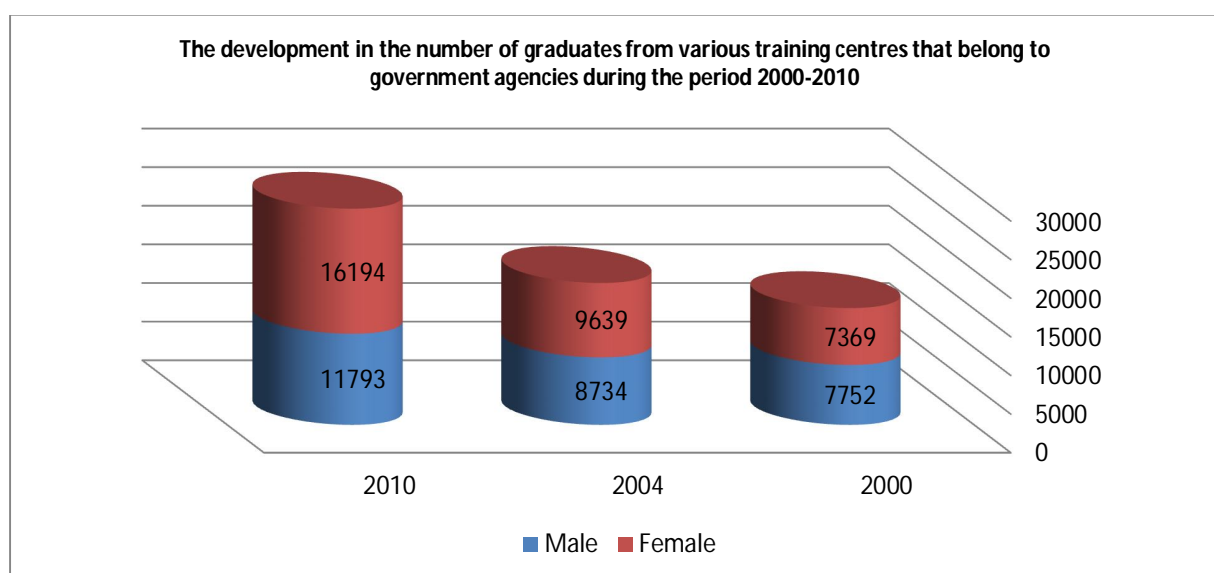
Community organizations, such as the chambers of industry and commerce, NGOs, public organizations, trade and professional unions, have participated in the vocational training process by providing training, especially for women and youth, in the field of supporting livelihoods for poor families, such as Al-wafaa Organization for Youth Works (SYEA), which started in 2004. This organization shows youths how to apply for jobs. There is also the Syrian Secretariat of Development which conducts a youth project and which started its agenda in 2005. It is based on educating young people with a view to changing the culture of work and moving towards self-employment, and other projects carried out by Mawrid Organization, as well as community participation experience between Aleppo Chamber of Industry and Vocational Training Center in Aleppo and NGOs in cooperation in the field of education and vocational training under the slogan "for the sake of Aleppo", to develop livelihood for the poor families and help marginal poor areas.

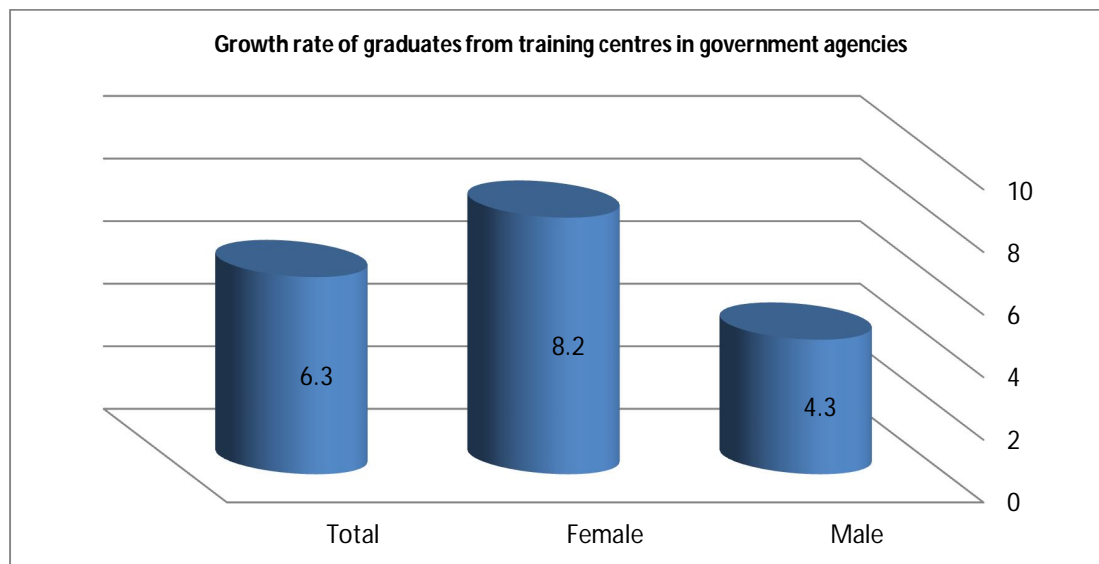
Public organizations such as Women's Union (which was recently dissolved and assigned to the Ministry of Social Affairs and Labor) have organized training courses for women in the field of sewing, embroidery, coiffure and beautification to assist women in establishing their own project to support the livelihoods of their families. The Syrian Centre of Institutions and Work, through the project SKILLS and in cooperation with the program of supporting Small and medium-sized projects, supports young people in establishing their own projects. The private sector also plays a significant role in the training process through the special training centers located in all governorates, especially in the governorates of Damascus and Aleppo,

where there is training on multiple professions that depend on the occupations required of the trainees themselves and the most popular in the labor market.

In spite of the above-mentioned, Vocational and Educational Training continues to suffer from many problems: low economic efficiency at all levels of education and training, poor outputs and inadequate labor market needs causing widespread waste, in addition to low productivity of the workforce in training, which depends largely on assigning some theoretical and practical teaching staff from outside the training centers, because there is not enough qualified staff for training, in addition to a decrease in the compensation of trainers, which leads many qualified trainers to refuse to participate in training. This plays a role in the weakness of training and its rehabilitation, and poor control over the quality. This has resulted from a lack of coordination between the agencies responsible for training and the beneficiaries of it, and the absence of common strategic vision for the advancement of education and vocational and technical training through the joint work between the state and the private sector and the local and civil community.

The following chart shows development of the number of graduates of the various training centers of government agencies during the period (2001-2010):





The chart shows that despite the high annual growth rate of graduates of training centers, especially among females, and the increase in the number of vocational centers and schools from 146 centers and schools in 2000 to 198 centers and schools in 2010 with an annual growth rate of 3.1%, it remains below the required number and the need of the national economy, despite the issuance of regulations and instructions aimed at increasing the proportion of trainees in the labor market from 25% to 75%, and especially since more than 52% of the workers in the labor market are primary school holders or below, in view of the high techniques of means of production, particularly in the private sector, which require a continuous training for the work power and for those who are newly returning to the labour market. The rise in the growth rate of graduates of twice the rate of growth of the number of centers indicates a high rate of utilization of centers. This is a positive indicator. As for the distribution of these centers and training schools and their graduates according to public bodies, there are four training centers affiliated to the Ministry of Industry in the governorates of Damascus, Aleppo, Homs and Deir al-Zour), the number of graduates reached 1131 in 2010 in the professions needed by the ministry. The training is offered free of charge for the trainee through courses that last between 3-9 months, in addition to the courses held by the centers for the benefit of the public sector companies. The Ministry of Construction and Housing also has 11 training centers in the field of construction and reconstruction in 11 governorates. The number of graduates of these centers is 2,600 graduates in 2010. There is also a training center in Damascus and 16 vocational schools for graduates of basic education distributed among governorates. The number of graduates reached 721 graduates

in 2010. There are also courses held by the popular culture centers of the Ministry of Culture in the field of manual and popular trades, sewing, embroidery, coiffure, beautification and other professions through courses that have limited duration. The number of trainees in these courses reached about 17000 trainees, 66% of them are females. The rest of trainees are distributed among the remaining government agencies. As mentioned previously, these courses are offered to young people who wish to train in order to provide employment opportunities or help improve livelihoods, especially among housewives who wish to learn a profession to improve family income.

Section II

The impact of the crisis on the labor force and livelihoods

1. Economic and social effects

The Syrian crisis, which entered its seventh year, led to an increase in the economic and social problems that Syria faced before the crisis. It also added many new problems that resulted from the boycott and siege imposed on Syria, the expansion of military operations and the massive destruction of infrastructure, production and service facilities, residential buildings, farmlands, and the lack of electricity, in addition to the high numbers of the displaced, the dead, the wounded and the disabled, and the significant increase in unemployment rate and the decline in livelihoods. All these negative consequences are certainly liable to increase with the continuation of the crisis, especially military actions, and the delay in reaching a political solution.

The main consequences of the crisis on the economic and social aspects, especially on employment opportunities and livelihoods so far, are as follows:

1. The displacement of 31% of the population from unsafe cities and areas to safe ones, leaving their work and interests according to the Syrian Center for Policy Research, where the majority of them faced difficulty in finding housing and work and the possibility of continuing practicing their productive activities in areas to which they were displaced or moved because of the need for financial resources that they do not have or were not provided.
2. Large and increasing numbers of production facilities and services and infrastructure ceased to work partially or completely as a result of destruction, looting, and the impossibility of access to it, and the continued rise in the costs of rehabilitating and operating them due to the rise in the price of foreign exchange required to replace destroyed or looted machinery and equipment. It is difficult to estimate exactly and comprehensively the total value of damages, but they are estimated and consulted using preliminary figures of these losses announced by private or public agencies. The Ministry

of Local Administration estimated the direct damages to public and private properties in Syria in the end of 2016 by 7.360 trillion Syrian pounds (the dollar is equivalent to about 520 pounds), whereas the indirect damages are estimated by 36.540 trillion Syrian pounds. In the oil sector, the losses amounted to about 66 billion dollars and in the electricity sector, the losses amounted to about 2000 billion Syrian pounds. In the transportation sector, losses amounted to 4.576 billion dollars. In the higher education sector, losses amounted to 190 billion Syrian pounds. In the field of industry, the latest figures indicate that 1548 constructions were affected, of which 1,100 were in Aleppo, 346 in Damascus and its villages, 77 in Hama and 25 in Homs. The value of damages is estimated, according to the latest statement by the Minister of Industry, at about 700 billion Syrian pounds. However, the real situation indicates that the number of damaged private constructions and their losses is much greater than what is known and declared so far, especially after the latest battles of Ramousa and Sheikh Said, which preceded the restoration of eastern Aleppo. It is estimated that out of the 130515 industrial constructions that were listed in 2010, at least one-third of them were out of order, especially in Aleppo and Damascus Suburb, in addition to small and irregular micro enterprises. In the handicraft sector, according to the President of the General Union of Craftsmen, about 70% of Artisanal constructions were sabotaged and destroyed during the current crisis, especially with the presence of artisans and their spread in all governorates. Aleppo's artisans were the most affected.

In the public sector, data from the Ministry of Industry indicate that of the 106 companies, branches and receiving centers of the Ministry of Agriculture, 34 of them are fully operational, 16 are partially operational, 56 companies, branches and scutcher are completely out of order, 10 out of which have stopped before the crisis and the remaining 46 are completely out of control now. A recent report by the Ministry of Industry indicates that the value of direct and indirect damage to its institutions, companies and affiliates as a result of the crisis and economic sanctions since the beginning of the crisis until the end of March 2017 is estimated more than 905 billion Syrian pounds, of which 500 billion Syrian pounds direct damage, and 405 billion Syrian pounds indirect damage. While the replacement value of the affected companies, according to a statement by the former Minister of Industry, reached the amount of 2600 billion Syrian pounds, including 2031 billion Syrian pounds a replacement value of the destroyed companies. These are preliminary figures that can be increased in accordance

with the development of the situation and the prices of foreign exchange of machinery and production requirements and other costs.

3. A large number of workers were affected (murder, capture, disability, loss of work). According to the annual report that was issued by the Directorate of cities and industrial zones in the Ministry of Local Administration, the number of affected workers in the industrial cities: Adra, Sheikh Najjar, Hasaya, and Deir al-Zour amounted to 114627 workers, of whom 41167 workers were suspended from work. The Ministry of Industry has already announced that the number of workers who lost their work after the suspension of the industrial private sector alone amounted to 800 thousand workers, of which 200 thousand registered in social insurance. All this has led to a rise in unemployment and an increase in the number of technicians and migrant workers. The Minister of Industry also stated that the total number of casualties was 603, including 318 dead, 203 injured and 82 kidnapped. They were mostly from the General Establishment of Textile Industries.
4. The decline of actual domestic or marketed production of agricultural and animal products, which constitute basic food for the population, and those that constitute the requirements for the availability of many food and textile industries such as cotton, wheat, beetroot, milk and vegetables, whether due to the crisis or because of climatic conditions and diseases that hit a number of these crops, or because of cutting a large number of trees and not taking care of them, and the difficulty in harvesting, transporting and marketing crops, in addition to the high costs of fertilizers, seeds, pesticides, fodder, veterinary medicines and energy access, and the delay in determining the purchase prices of some of these products. The sale and marketing of these products is achieved by government agencies from farmers, which has not resulted in their being delivered to the concerned public institutions, selling them or smuggling them at higher prices (such as wheat and cotton) or abandoning their cultivation (such as beetroot). This matter has led to a decrease in the quantity of cotton produced from 220 thousand tons in 2010 to 23 thousand tons in 2016, in addition to the decline in the production of cotton seeds used in the production of lint and oil from 377 thousand tons in 2010 to 36 thousand tons in 2016. The production of beetroot has decreased from 1,850 million tons in 2011 to 8 thousand tons in 2016, where it was changed for the second time to fodder for livestock because of its non-economic manufacturing. The production of wheat received from 3 million tons in 2010 was reduced to less than half a million tons in 2016.

Despite the Government's hiring of private companies to transport cotton and wheat from the areas controlled by the gunmen to the areas it controls in order to secure such products to the scutchers and spinning mills and grinders. Oil production decreased by about half, as did pistachios, vegetables and milk, which constitute the inputs of the food industry. This has negatively influenced employment opportunities and small and medium-sized enterprises, both in the provision of raw materials for them or in high prices and low demand in a way that is commensurate with the significant decline in consumer purchasing power.

5. The emigration of many businessmen, industrialists and craftsmen and the transfer of their activities to the neighboring countries (Jordan, Lebanon, Turkey, Egypt), where the Syrian investments ranked high in these countries compared to the investments of other countries. This has led to an increase in unemployment, although several owners of the migrant factories took with them, or brought later, a part of their employees to work on their projects established in those countries. Other workers who lost their jobs were in part those looking for new employment, emigrating to many countries or engaging in armed conflict, or those engaging in illegal acts linked to crisis conditions such as kidnapping, theft, smuggling, arms and drug trafficking, etc. The President of the Union of Syrian Chambers of Industry confirmed previously that 25% of the Aleppo industrialists whose facilities have been closed traveled to search for investment and operation of their funds, and that 90% of them went to Egypt to look for investments there. The number of Syrian businessmen in Egypt is estimated at about 30 thousand businessmen. The Syrian investor is the first investor in Egypt since 2013. The Syrian clothing factories produce in the Egyptian market, monthly at least, 10 million pieces of clothing. Syrian investors also attracted one-third of foreign-capital companies in Turkey during the first six months of 2015. According to Anatolia Turkish Agency, the Syrians contributed to the establishment of 750 companies out of 2395, followed by the Germans 184, then the Iranians 142. The Syrian investors were ranked first in the list of foreign partners by 25.2%. In 2006, 1131 Syrians established new companies valued at \$32.8 million. However, these numbers remain small compared to the volume of real investments that the Syrians are talking about in Turkey, estimated at \$4.3 billion. Syrian investments in Turkey were concentrated in textile, food, catering and retail trade.

6. The number of industrial establishments suspended from production in the four industrial cities (Adra, Hasaya, Sheikh Najjar, Deir Al-Zour) reached 803 establishments, of which 729 were in Sheikh Najjar in Aleppo and 69 in Hasaya and the rest in Adra and Deir al-Zour.
7. A significant decline of the middle class, which consists of employees, doctors, engineers, intellectuals, teachers, writers, craftsmen, small traders and industrialists, which is the engine that pushes forward the investment and cultural activity in society. According to a study, this class constituted about 60% of the Syrian society before the crisis in 2011 and is now according to most estimates about 10-15% only because of the loss of Syria hundreds of thousands of people of this class as a result of migration with their money to Turkey, Egypt, Europe and other countries, or because some of them lost their property and factories in combat zones.
8. Deprivation of a large percentage of Syrian children from school (about two million), where about 4000 schools were destroyed, and the rate of enrollment in basic education dropped from 98.4% in 2011 to 70%. In addition, the disturbance of study in many universities, public and private schools and lack of teachers has led to the loss of educational opportunities, dispersal and disturbance for many children and young people, especially in areas beyond the control of the state.
9. Immunization rates of children against diseases by vaccines decreased from about 100% in all governorates before the crisis to 50% and 70% according to the governorate, reaching zero in some areas despite the numerous vaccination campaigns carried out by the Ministry of Health in cooperation with the organizations. There are some diseases that returned which the Syrians had forgotten, and the exacerbation of diseases whose prevalence rates were low.
10. The stopping of work in technical and scientific cooperation projects with international donor organizations and freezing the work of many grants and programs of cooperation in these fields, and the non-return of foreign experts who were in charge of implementing and installing new production lines that were held in contract to establish or develop them in a number of public and private industrial establishments.
11. A significant decline in the performance of the industrial public sector, where the results of its work indicate a clear decline in all indicators of investment, production, trade and labour. The GDP of the industrial public sector in 2015 reached about 33 billion Syrian pounds, declining from about 61 billion Syrian pounds in 2010 and increasing to 72 billion in 2016 despite the significant rise in the prices of its products during the period of crisis.

12. The number of small projects included in the provisions of Decree No. 8 of 2007 decreased from 105 in 2010 to 24 in 2012, 13 in 2013 and 11 in 2014. It returned to 23 projects in 2015 and then only two projects during the first quarter of 2016. The medium projects with the same decree also fell from 235 projects in 2010 to 58 projects in 2011 and then to 14 projects in 2012 to 20 projects in each of 2013-2014 and then to 14 projects in 2015 and to two projects only during the first quarter of 2016.

The number of industrial projects implemented annually decreased from 1057 in 2011 to 667 in 2012 and 277 in 2013, rising to 475 in 2014, 570 projects in 2015 and 732 projects in 2016. Craft facilities accounted for between 38% and 61% of the total of these establishments, with 50% of the total projects implemented during 2011-2016 amounting to 4231 projects. The establishments implemented under Law 21 accounted for 49% while the percentage of projects implemented under the Investment Law was less than 1%.

13. The deterioration of the environmental situation in most Syrian areas (pollution of soil, water and air) as a result of military actions on the one hand, and encroachment on trees and their parts, whether to be used for heating and fuel or burning due to military actions. As well as the use of primitive methods in refining oil in a number of provinces and northeastern areas, and the impact of agricultural soil in these areas, which are an important source of agricultural products and animals in Syria affected and will affect the various future aspects of health and nutrition of the Syrians.

2. The impact of siege and boycott on employment opportunities and livelihoods

A few months after the beginning of the crisis in March 2011, many Arab countries and countries of the world imposed various sanctions on Syria, despite the absence of an international resolution by the United Nations, whereby the assets of the government and Syrian institutions were frozen in the banks of these countries. Imports from Syria and exports to it have stopped. Sanctions also included transport, aviation, banking and insurance. These measures have negatively influenced employment opportunities and livelihoods in Syria, and led to great difficulties in the import of production and machinery, as well as the export of industrial and agricultural products and thus stopped production and operation. These

measures also led to an increase in the costs of transport, insurance and opening credits, thus raising the costs and prices of imported and locally produced materials, especially the necessary consumer items such as food and effective medicine provided by the government for some diseases. This was accompanied by a decline in the value of the Syrian pound by more than 90% from the pre-crisis level (from 47 SP for one dollar in 2010 to about 550 SP for one dollar in 2016), which led to prices more than ten times higher, leading thus to the deterioration of the standard of living of the population and the inability to meet their needs, especially for those with limited income, despite the multiple increases under various labels that have been made for the state and retirees since the beginning of the crisis so far. The average salary of the employee in 2010 was about 16,000 SP equivalent to the dollar disbursement at that time which is about 340 dollars and became after all the increases about 28000 SP equivalent to only \$50 at the current exchange rate. According to the Syrian Center for Policy Research, poverty rates of all types in Syria have increased significantly. The overall poverty rate in 2015 is estimated at 85.2%. The percentage of people living in extreme poverty is 69.3% of the population. 35% of the population lives in abject poverty, unable to meet their basic food needs. The level of poverty varies between governorates and the situation worsens in conflict zones and besieged areas. When the Syrian government reduced its support for many goods and services, it resorted to raising the prices of many of them, starting with bread, fuel, medicines, telephone, electricity, transportation and a number of other duties and taxes. It stopped accepting ration card under the pretext of declining state resources and delivery of support to those who need it.

The high price level and its disproportionate level of income, especially for employees in government agencies, retirees and low-income people, who cannot reverse this rise in their wages and services, have led to the depletion of savings owned by a section of Syrians. As well as those who are able to work for additional work to alleviate the effects of the crisis on their standard of living. It also led to an increase in the contribution of women to work in support of family income or the absence of the breadwinner. Child labour doubled from 10 to 20%. At the same time, illegal acts flourished such as kidnapping, theft, forgery, smuggling, arms trade, drugs, trafficking in human beings and others.

3. Effects of the crisis on the reality of the supply of labour force

The crisis affected the supply variables of the labour force and the factors and social and population variables in different forms, some negative, others positive, are reviewed as follows:

1. Population variables:

The crisis has had a major role in influencing population growth factors (fertility, mortality and net external migration). The annual population growth declined from 2.66% during the period 1994-2004 to 2.37% during the period 2004-2010 and is expected to decline during the crisis period to become negative. It is estimated that the decline in the period 2010-2015 at a rate of up to -1.5% per year at least, bringing the population to about 19.1 million. While the population of Syria was expected to reach 23.3 million in 2015 and 23.8% in 2016, i.e, the difference in the population currently residing in Syria and the population in Syria if the situation continues as it is before the crisis, will reach more than 4 million people who migrated out of Syria during the period (2011-2015) according to the estimates of the International Organization for Migration. Add to this the net natural increase (births, fertility, deaths) during the period (2011-2015).

Population displacement from hot spots to safer areas during the crisis period was more than one-third of Syria's population. The number of displaced people is expected to reach 6 million people. The governorates of Tartous, Lattakia, Suweida, Damascus and the safe areas of Damascus Suburb are the most governorates that attracted people during the period of crisis, whereas the governorates of Raqqa, Aleppo, Idlib, Daraa, Deir Al-Zour, and Damascus Suburb were the most repressive governorates of the population. It is expected that the impact of displacement will be great on the movement of the labor force between the governorates and on the composition of the sectoral and vocational labour force, since a large proportion of these displaced persons were displaced for more than three years due to the large destruction in the expelling areas of the population which hit the economic facilities and infrastructure.

Displaced homes are damaged, stolen or destroyed, which are expected to require a period of time to rebuild. Therefore the process of reconstruction, securing livelihood and employment opportunities for displaced populations play a major role in their return to their former places of residence, in addition to the reconstruction, rebuilding and rehabilitation of

their homes, maintenance and reconstruction of infrastructure and restoration of security and stability prior to the crisis.

The movement of population outside and within the country played a role in population variables and will continue to impact in the years and even decades to come. We will present the most important effects on the most important population variables:

Fertility and Births:

Although the high fertility pattern still prevails in most of the Syrian governorates, especially in the North and East, there is a general trend of decreasing total and marital fertility during the period 1994-2004-2009. This trend is expected to continue to decrease until 2015 or to be stable at least. This trend reinforces the effects of the crisis on the rise in the proportion of single women due to the migration of young people, especially males in their prime youth and work, and the high enrollment of females in secondary and tertiary education during the period 2001-2010 to 2015, despite its slight decline during the crisis period (2011-2015), and the high participation of females in the labour force during the crisis, even among housewives, to secure the family's livelihood requirements, all of which have a role in fertility decline. In this regard, the impact of the crisis on reproductive health services should be noted as a result of the exit of a number of public and private health centers and public hospitals, thereby reducing the level of delivery of reproductive health services and care for the pregnant woman, and the rise of maternal mortality.

Deaths:

The mortality rate during the period 1994-2004-2011 decreased significantly as a result of the high health and social level of the population, especially infant and under-five mortality and maternal mortality. The crude mortality rate fell from 5.2 per thousand in 1994 to 3.8 per thousand in 2010 and infant mortality decreased from 34.6 per thousand to 18.3 per thousand. Mortality of children under five years old decreased from 41.7 per thousand to 18.4 per thousand, whereas maternal mortality dropped from 107 to 52 deaths per 100,000 live births during the same period. Within the conditions of the crisis and the decrease in the level of health services as a result of military operations, especially in combat zones, the crude mortality rate is expected to rise to become between 7-10 per thousand during the crisis period, according to a number of studies, especially mortality among young people as a result

of the repercussions of the crisis, mortality among children under five years old, and maternal mortality as a result of the decline in health care and the rise in the prices of medicines, health services and the cost of living. This happens despite efforts to make maximum use of available health services, to disseminate available health services and to disseminate vaccination services to vaccine-age children.

Foreign Migration:

Net migration was always negative for the benefit of migrants outside Syria. This net rose during the period 1994-2004-2010. The net migration increased to about 3 million in 2010. During the crisis, foreign migration increased significantly due to migration of a large number of population, especially young people leaving Syria to seek employment or to obtain the desired safety of the immigrant, which according to the data of the migration organization and some studies estimated between 1.3 and 1.6 million refugees, and non-refugees currently residing in neighboring countries (Lebanon, Jordan, Turkey, Iraq and other Arab countries), which is estimated more than 2.5 million refugees and these figures are according to the estimates of countries receiving Syrian refugees.

The Age Structure of Population:

During the period (1994-2004-2010), the age structure of the population has developed because of the change in reproductive behavior as a result of the economic and social developments that played a role in the decline in total fertility

¹and marriage as previously presented. The proportion of the child population has declined in favour of the working-age population (manpower aged 15-64 years). The percentage of the child population has declined from about 45% in 1994 to 37% in 2010. This has led to a rise in the percentage of the working age population from 15-64 years, from about 52% to about 58.6% and the population aged 65 years and over from 3% to 4% during the period 1994-2010. It was expected that, if this situation persists, the percentage of the working-age

¹ (*) (**) According to the estimations of the work team based on the estimation of a number of international organizations, and the reality of the basic population data in a number of studies on the population in Syria.

population will rise to about 61%. This change in the age structure of the population reflects the beginning of the Syrian society's arrival at the demographic window of the population, where the proportion of the working-age population is double that of the dependent population (less than 15 years and over 65 years), which extends to a period between (25-35) years, after which the population begins to age. However, under the circumstances of the crisis and the increase in foreign migration and death, especially among the young population, it is expected that the proportion of the working age population will decline gradually to about 54.5% of the population size in 2015². Therefore, Syria's entry into an open phase of the demographic window is expected to be affected, despite the beginning of some governorates (Tartous, Suweida, Lattakia and Damascus) to enter this phase during the period (2005-2015). It is natural that the repercussions of the decline in the proportion of the population of working age on entrants in the labour market during the crisis period, and that it will extend to the coming years on the structure of the population in general and those entering the labour market in the coming decades.

4. The impact of the crisis on social variables

1. Education:

During the period (2000-2010), there were positive developments in the educational situation in Syria. These developments were characterized by a low illiteracy rate and a high percentage of male and female learners, despite the disparity of this development between one governorate and another, and between males and females, and a decrease in the educational gap between males and females. The illiteracy rate dropped from 25% in 1994 (11.5% males and 31.6% females) to 19% in 2004 (9.3% males and 23.4% females) and to 16% in 2010 (9% males and 23% females). The gap between males and females is reduced from 20% in 1994 to about 14% in 2004-2010. The gap is expected to decrease further during the crisis period as a result of the high enrollment rates of females in various educational levels, especially high school and university level. Despite this significant development, the impact of higher student enrollment rates remains below expectations, especially after the promulgation of Law No. 32 of 2002 that deals with raising obligatory education till the end of the secondary level (basic education) which played a role in the low drop out between the primary and preparatory levels.

² According to estimations of the work team

The crisis has played a significant role in the decline of many positive indicators in education as a result of the fact that a large number of schools got out of the educational process as a result of military actions or transforming them into housing centers for the displaced. The number of schools that got out of the education process reached about 4000 schools, in addition to the role of the crisis in raising the dropout rate of education as a result of military actions and the difficulty of students reaching their schools, especially in areas that are fell out of control. This dropout was a result of the fear of murder and abduction. In addition, there was a drop in the quality of education as a result of mid-term education, the increase in the number of pupils and students in one class, and the drop in the number of teachers and tutors. Add to this, material losses as a result of destruction and sabotage which reached more than 100 billion Syrian pounds. The great loss lies in losing years of school as a result of the crisis, especially in the combat zones, which has led to a drop in school years for each individual in the population.

In the basic education stage, with the continuation of growth rate of students and pupils during the period 2000-2010 at the basic education level of 2.7% per year, it is expected that the number of pupils and students in 2015-2016 will be about 5325 thousand students and pupils while there was about 3605 thousand students and pupils. The number of students and pupils dropping out of school during the period 2011-2015 was about 1720 thousand students and pupils who did not attend school or dropped out of it during primary school years either because of being unable to attend school due to their presence in combat areas, or because of displacement and employment, or due to emigration out of Syria. This large number of dropouts will have a significant impact on the high illiteracy rate among the population in the coming years and the increasing number of middle and lower-level workers entering the labour market. It should be noted that the dropout rate is significantly higher in the governorates which expelled people during the crisis than in the governorates that attracted them.

In high school education, the situation was better for both males and females, although the rate of decline during the period 2011-2015 was greater among males than among females, with males reaching -1.3% and females -0.9%. It was expected that if the rate of growth continues as it was between 2000-2010, the number of students in high school education will

reach about 600 thousand students, while the number of students was actually 393 thousand students, that is, the number of students who drop out of high school education is about 200 thousand students. The dropout rate is expected to be higher in vocational high schools (industrial, commercial, women, agricultural and veterinary), in addition to the previous decline of -1.9% annually during the period 2000-2010.

In higher education (intermediate institutes, university and higher), the number of students in higher education increased during the period of crisis at an annual growth rate of 2.9% during the period 2011-2015, despite the difficulties faced by education as a result of the crisis, especially in the University of Aleppo and its branches in Deir Al-Zour, Idlib and the University of Al-Baath, and the noticeable lack of teaching and technical staff as a result of the migration of professionals and academics outside Syria because of the crisis.

The Reality of Living Circumstances and Poverty:

There is no international agreement on the definition of poverty because it is linked to interrelated cultural, social, economic and political factors that make it difficult to put poverty in a unified format. Therefore, the concept of poverty has undergone a series of developments where the focus on the level of income has begun through per capita GNP, then it developed to include limited income, lack of access to food, health, education and housing. The concept continues to widen to include a new dimension of the deprivation of options that allow an individual to live a healthy, secure life and enjoy freedom, dignity and respect for others.

The multidimensional poverty report presented by the Central Bureau of Statistics and UNICEF in 2014 indicates that according to the Multi-Dimensional Poverty Index, poverty in Syria decreased by 41% between 2001 and 2009, reflecting a significant improvement in the human development situation of Syrians. The decline among the rural population was higher than that of the urban population. It decreased among the rural population from 0.083 in 2001 to 0.047 in 2009, while among the urban population it decreased from 0.038 to 0.027 during the same period. Poverty rate decreased significantly from 15% in 2001 to 9% in 2009, 40% to 38% over the same period.

At the governorate level, performance is uneven between them. The eastern and northern governorates include the highest proportion of people suffering from multi-dimensional poverty. The governorates of Deir al-Zour, Raqqa, Aleppo, Hasakah and Idlib were the most deprived according to the poverty index, while the governorates of Suweida, Tartous, Lattakia and Damascus are the least deprived. However, there has been a decrease in the poverty index in the most deprived governorates than in the less disadvantaged governorates during the period 2001-2009. There has also been no significant change between governorates during this period.

The crisis that Syria has been through for more than six years has played a major role in reducing the living standards of the population, especially among displaced families, which reached 45% of the population, where the livelihoods of these families have decreased and their property and place of residence have been lost, in addition to the negative repercussions that affected the entire population as a result of the large economic downturn caused by the destruction and sabotage of a large part of the public and private economic and service facilities and the destruction of a large part of the infrastructure. There was a high cost of living, which led to the spread of poverty and its rise during the crisis period, reaching high levels estimated by a number of studies by between 75-80%. This percentage varies significantly between governorates, with the largest percentage in the population's expelling governorates. The crisis also played a role in the persistence of inequality in the multi-dimensional poverty index. The disparity has increased as a result of the large displacement of the population from the northern and north-eastern governorates which was expelling people during the crisis period.

Within the three dimensions of the three-dimensional poverty manual, there are indicators that determine the level of each dimension of the poverty index. These are:

- a. Health and includes two indicators (infant mortality and nutrition)
- b. Education. It is evidenced by two indicators (years of school and school attendance of children)
- c. Standard of living referred to by six indicators (electricity, drinking water, sanitation, land, cooking fuel, assets)

Within the methodology adopted to measure the poverty index, all indicators comprising the three dimensions of the poverty index have declined during the crisis period due to the systematic destruction of infrastructure and facilities, including education and health. The loss of jobs by a large number of workers, the high cost of living, the low living standards and the standard of living of the population, especially among the displaced as a result of the destruction of their property, the interruptions in electricity, water and fuel, and the effects of economic sanctions, of which the individual was considerably affected. All this has raised the poverty rate among the population in Syria and has had a greater impact in the combat zones and in the expelling areas of the population due to the decrease in the indicators that make up the poverty index in a negative and noticeable manner.

As a result of the continuation of this situation for more than six years, the population and households have been forced to adjust to the rising cost of living by following several measures (such as reducing the share of food, securing additional livelihoods through additional work for the head of household or the diversion of children from education and enrollment in the market, or housewives themselves working indoors or outdoors to help with the cost of living, to cut education costs, or securing income from savings or remittances from relatives abroad.

Employment:

The volume of labour force has increased from about 4.1 million in 1994 to 4.9 million workers in 2004 and to 5.5 million in 2010. During the crisis period (2011-2015), the labour force is expected to decline by more than 25% compared to 2010, due to migration and dropout outside the labour force, the exit of a large number of public and private economic facilities outside the labour market, and loss of livelihood for a large proportion of the population, especially displaced people. The decline in the labour force is more than the proportion of migrants outside Syria during the crisis period, which is estimated at 20% of the population in 2010 due to the concentration of migration between workers and the population of the working age, and is expected to reach the workforce in 2015 to about 4.2 million workers.³ The unemployment rate is expected to increase from 8.6% in 2010 to 14.9% in 2011 to reach

³ According to team work estimations.

more than 26.2% of the total workforce in 2015 and 2016 and 60% among females, as increasing numbers of females, especially female students, outside the labour force, especially housewives, as well as job seekers from children and retirees, especially displaced persons, seekers of work from the same workers to provide additional income for the family, especially wage earners in the public and private sectors and job seekers of young people who are looking for work from new entrants to the labour market.

4. The Impact of the crisis on the most important indicators of the labour force and livelihoods:

Crude and revised economic activity rates:

Crude economic activity rates are expected to fall below 26% due to the lower labour force at a higher rate than the population decline due to the high migration rate among the labour force and the concentration of migration among workers who lost their jobs as a result of the crisis and who migrated to neighboring countries or European countries to seek employment to secure livelihoods for themselves and their families. This expected decline in the rate of crude economic activity has played a role in the increase in the rate of crude economic dependency during the crisis period 2011-2016 to reach about four individuals.

The revised economic activity rate is expected to decline to between 40% and 43% due to the close migration rate among the working-age population, whether employed or not, to a revised age dependency rate of more than five individuals. Rising crude or revised economic dependency rates will negatively impact the livelihoods of the population, especially in light of the rising cost of living, reduced employment opportunities, and a decline in the purchasing power of wages as a result of the crisis.

The Educational Structure of the Workforce:

Despite the educational development in the pre-crisis years, there is still a qualitative imbalance in the educational structure of those entering the labour market for the first time.

The bulk of the entrants to this market are still in the middle or lower level of education and reach about 50% of the total number of entrants during the period 2000-2010, despite the high enrollment in education, especially high school education, intermediate institutes and universities. This has led to the continuation of the imbalance in the educational reality of the labour force, despite the decline of workers from the preparatory campaign or below 78% in 2000 to 62% in 2010 of the total employment, compared with the increase of holders of certificates of intermediate institutes and universities among workers from 13% to 21% during the same period. During the crisis period, it is expected that the rate of entrants, who hold primary certificates and below, to the labour force will rise in the light of the large dropout of basic education during the crisis period,

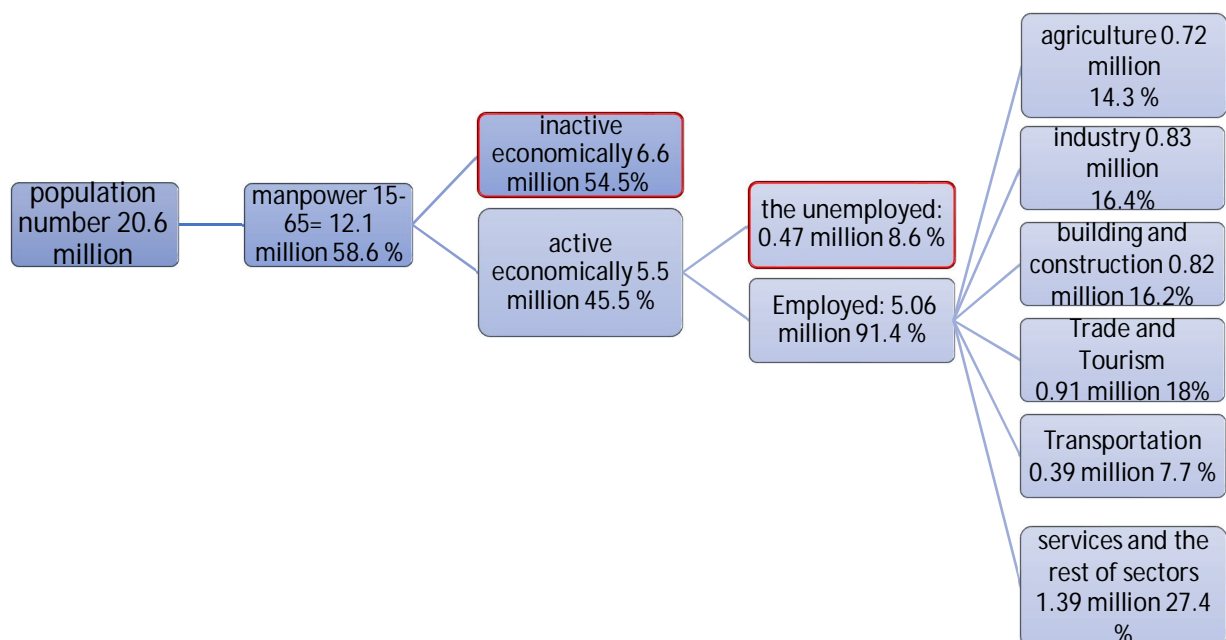
and the entrance of a large number of them to the labour force, those who have not yet reached the age of employment to reach the proportion of child labourers to about 20% of the labor force according to a recent study. This is to help their families secure livelihoods and share the cost of living for displaced families and even families as a result of large price increases.

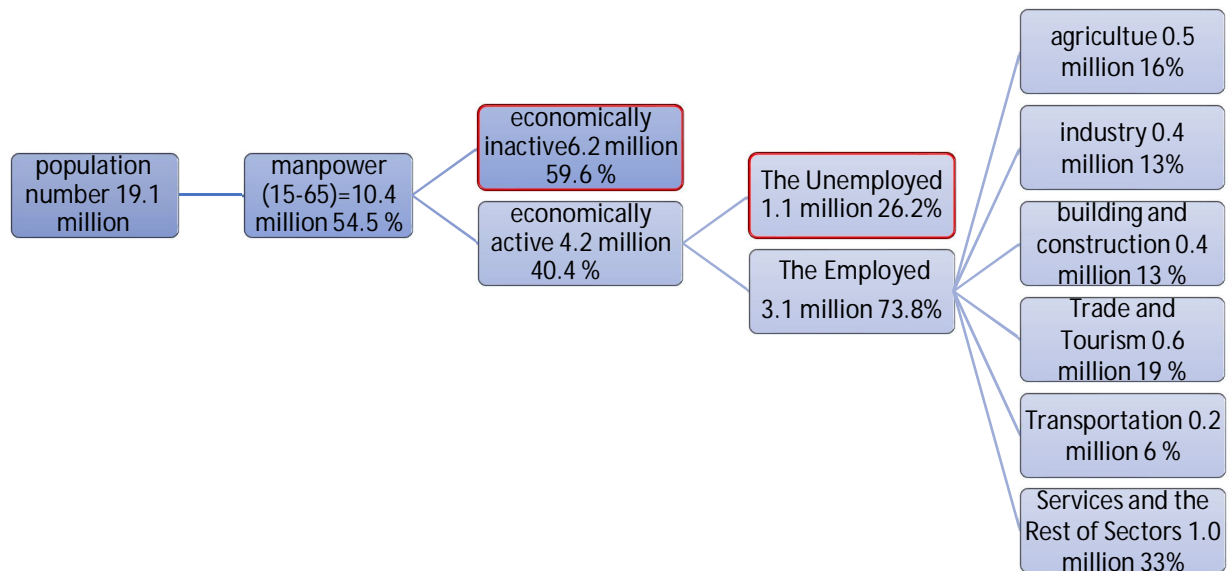
On the other hand, there has been an increase in the number of entrants to the labour market with higher education certificates (intermediate institutes and universities), especially females, due to the higher percentage of female graduates of higher education than male graduates, especially from the institutes and colleges of humanities and basic sciences. Those females account for more than 60% of the total number of male and female graduates for the academic year 2015/2016, against the decline in the number of entrants from vocational education graduates and graduates of vocational training centers to less than 5% of the total number of entrants to the labour force.

Workers According to Economic Activity:

As for the impact of the crisis on the distribution of workers according to economic activities, as seen above, the percentage of workers in the agricultural sector declined significantly during the period (2001-2010) in favor of other sectors and other economic activities, especially production and service sectors and activities, with slight increases in the industrial sector activities, especially manufacturing industries. During the period of crisis, the decline in the percentage of workers in agriculture and livestock sector is expected to continue due to the fact that large areas of agricultural land are out of production due to the military

operations, and the difficulty of farmers reaching their farms and fields to work in them, forcing them to move to other activities or to emigrate outside Syria. In the industrial sector, as a large number of public and private establishments have emerged from production as a result of the war, sabotage and theft of a large number of enterprises in manufacturing and oil activities, a large number of workers left their original work to move to other economic activities, or join the ranks of the unemployed. The same matter appears in most of the other economic activities (hotels, restaurants, finance, insurance, transport, health services and other activities), causing a significant decrease in the number of unemployed and migrant workers out of Syria. This has led to a significant imbalance in the composition of the workers according to the economic activity in favor of the services sector, trade and manufacturing industries, especially those involved in the activities of the private sector, which was imposed by the crisis conditions due to the transition of the work of some facilities of the food industry and the garment industry to work in workshops within safe neighborhoods and cities and the emergence of other activities produced by the reality of the crisis, many of which are illegal activities. The following chart on the labour force by sector for 2010 and 2015 shows the reality of the sectoral distribution of the labour force according to the results of the 2010 Labour Force Survey and the 2015 estimates according to the economic and demographic reality, and its relation to the labour force during the crisis period.





The above charts indicate that there is a decline in the number of residents residing in Syria as a result of migration and the repercussions of the crisis and its impact on manpower and labour force, which decreased significantly as mentioned above. This is, of course, reflected in the number of workers and their distribution by sectors and the existence of a disparate

⁴ The following chart on the labour force by sector for 2010 and 2015 shows the reality of the sectoral distribution of the labour force according to the results of the 2010 Labour Force Survey and the 2015 estimates according to the economic and demographic reality, and its relation to the labour force during the crisis period.

⁵ The above charts indicate that there is a decline in the number of population residing in Syria as a result of migration and the repercussions of the crisis and its impact on manpower and labour force, which decreased significantly as mentioned above. This is, of course, reflected in the number of workers and their distribution by sectors, and the existence of a disparate decline in the number of the employed in all sectors or in the relative composition of workers. The following table clearly shows this

decline in the number of the employed in all sectors or in the relative composition of workers. The following table shows this:

Employed

Unit: million

Relative structure		Percentage of decrease	Number of workers		sector
2015	2010		2015	2010	
16	14.3	%34-	0.5	0.76	agriculture
13	16.4	%54	0.4	0.87	industry
13	16.2	%52	0.4	0.83	Building and Construction
19	17.9	%37	0.6	0.91	Trade and Tourism
6	7.7	%51	0.2	0.41	Transportation
33	%27.5	%19	1.0	1.24	Services and the rest of Sectors
100	100	%38.7	3.10	5.03	total

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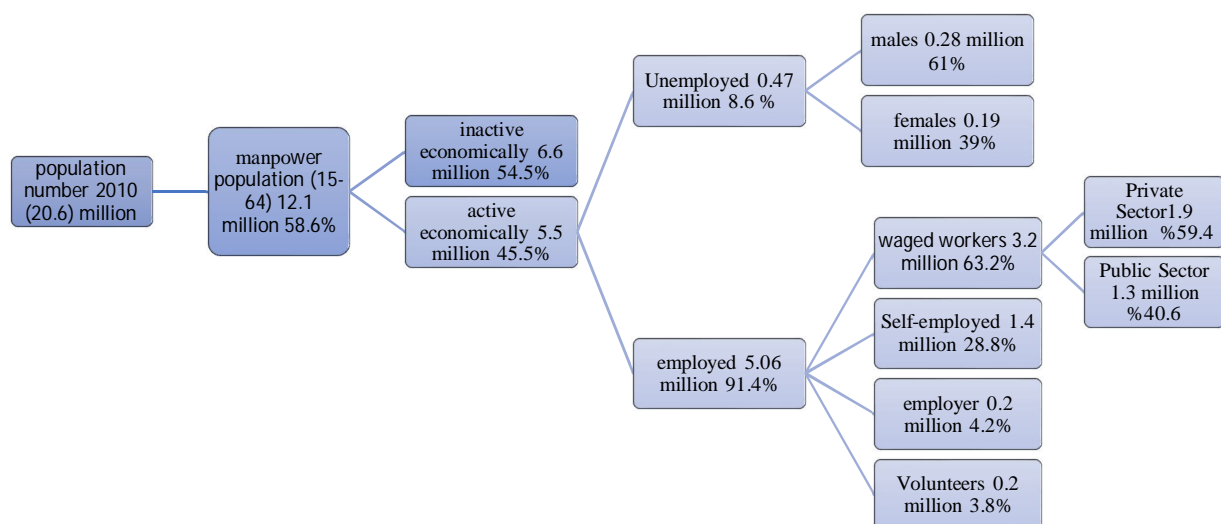
⁶ It is noticeable from the table that there is a significant decrease in wage earners by about 47%, especially among salaried workers in the private sector, which has decreased to 63% of the total workers, and in the public sector 23%, while the decrease amongst the self-employed was modest in quantity. However, their relative composition rose from about 29% to about 42% due to the shift in the percentage of wage earners to self-employment and the increase in self-employed among the displaced, especially those in the informal sector which does not need capital or technical expertise.

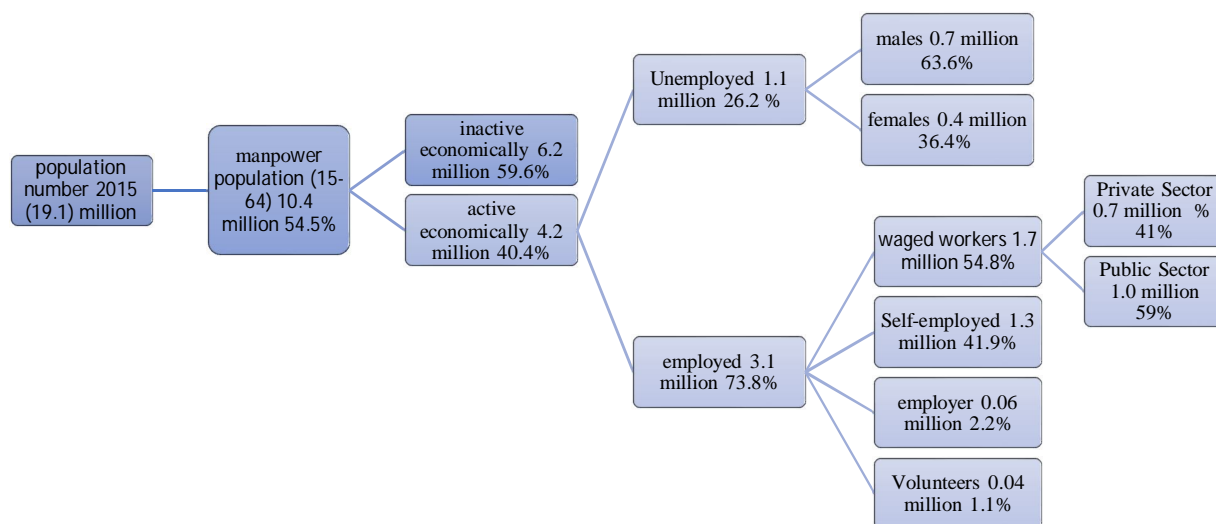
All above results are estimated by the work team based on the results of the analysis of the current reality of the national economy, the labour force, and the results of the interviews with the responsible bodies in 2017

It is noted from the table that the decline in the number of workers in the total level in 2015 reached about 39% of the number of workers in 2010. It rises to more than 50% in the sectors of industry, construction, transportation. It falls below 34% in agriculture, trade and other sectors due to the high percentage of the self-employed in these sectors. Therefore, employment is expected to increase in sectors where the number of workers has declined, especially in the sectors of industry, construction, transportation, which reflect the requirements of the reconstruction process in the next phase and less in the sectors of agriculture, tourism and services.

Vocational Structure of the Employees:

The crisis played a role in the quantitative and relative change of the distribution of workers according to the practical situation during the period 2010-2015. These effects are reflected in the 2010 and 2015 charts for the distribution of workers according to the practical situation and the distribution of public and private sector wage earners.





Source: estimates of the working team for the number of employees according to the practical situation based on the analysis of the labour force before and during the crisis and its repercussions on distribution, especially on wage earners, according to the private and public sectors, self-employed and employers

Worker			Unit: million		
Relative Composition		Decline rate	Number of workers		Practical situation
2015	2010	2015/2011	2015	2010	
%54.8	%63.2	%46.9	1.7		

				210	Wage earners
%41.9	%28.8	%10.9	1.3	3.20	Self-employed
%2.2	%4.2	%70	0.06	1.46	employer
%1.1	%3.8	%80	0.04	0.20	volunteer
%100	%100	%08.7	3.10	5.06	total

Source: estimates of the work team based on an analysis of the labour force situation during the crisis and the results of interviews for 2017

It is noticeable from the table that there is a significant decrease in wage earners by about 47%, especially among salaried workers in the private sector, which has decreased to 63% of the total workers and in the public sector 23%, while the decrease among self-employed was modest in quantity. Their relative composition rose from about 29% to about 42% due to the shift in the percentage of wage earners to self-employment and the increase in self-employed among the displaced, especially those in the informal sector who do not need capital or expertise.

Professional Structure of Employers:

The repercussions of the crisis have had an impact on the professional structure of the workers as a result of the fact that a number of productive, commercial and service establishments were outside the productive process. There is also the large displacement of the workers who are forced to work in new occupations that do not fit with the work and occupations they practiced prior to their departure from these establishments to secure the

livelihood requirements for them and their families in their new areas of residence, or their emigration outside Syria to seek employment opportunities, especially in neighboring countries, which led to a great loss of specialists, technicians and professionals, and a decrease in their percentage of total workers in favour of services and sales. This in turn caused a considerable loss of these categories in establishments of public and private labour and even craft, forcing a number of these establishments to reduce production or stop working, which confirmed the results of interviews with owners of establishments and opinion leaders as we will see later in section III. The crisis and its circumstances have produced new professions, some of which are illegal, such as smuggling, drug trafficking, primitive refining of stolen oil, the sale and transfer of stolen goods and other professions outside the formal sector.

5. The Informal Sector:

In the last two decades, the informal sector in Syria has grown as a result of the influx of labour force into the labour market at rates exceeding the ability of the economy to provide new job opportunities, especially in view of the high percentage of the working age population at rates exceeding the population growth rate in the same period. The percentage of the those working in the informal sector reached about one-third of the number of workers. Under the circumstances of the crisis experienced by Syria, it is expected that the proportion of workers in this sector will increase due to its nature, where it does not require large capital, experience or educational certificate.

In view of the current realities of the labour force and the significant reduction in employment opportunities, many of the labour force, especially displaced workers and residents who have lost their jobs and resources, have been working in the informal sector to secure the livelihood requirements for themselves and their families. In addition, there is also the high rate of newcomers to this sector, of wage earners who want additional income to secure the livelihood requirements of their families. It is expected that the number of employees in this sector will reach about 50% of the total number of employees. In addition to the above mentioned information, there is the emergence of activities and professions in this sector linked to the crisis situation. Some studies estimate that the proportion of those engaged in illegal business in this sector exceeds 17% of the workers, which provides about 34% of

workers in the informal sector. This reflects the negative role of the crisis on the growth of this sector significantly.

6. Dealing with the Crisis

After the outbreak of the Syrian crisis, the Syrians who remained inside the country began to deal with the reality and consequences of this crisis as much as possible. Many industrial and service facilities were moved from combat zones, particularly Aleppo and Damascus, to free zones and industrial cities in Adra and Hasaya and to governorates and safe areas and neighborhoods, with the transfer of machinery and equipment, or establishing small workshops according to the income of the affected industrialist. Industrialists, craftsmen, traders and other service providers began their work, albeit at limited levels due to the effects of the crisis and the difficulties that resulted from it.

Since 2014, the movement of economic activity has started to increase relatively through the gradual increase in the number of projects implemented, implemented and licensed, and the establishments that have been rehabilitated and re-operated, and the resumption of production and export, especially agricultural, textile and food products at simple levels. Microenterprises, as well as small and medium-sized enterprises (SMEs), have played a major role in this area, particularly in terms of providing food, textile, detergents and other necessities to the population. According to the reports of the Ministry of Local Administration and Environment, the number of active facilities in the three industrial cities: Adra, Hasaya, and Sheikh Najjar is 1,888 facilities of which 1288 are in Adra Industrial City, and 3939 in Sheikh Najjar in Aleppo and 205 in Hasaya Industrial City in Homs. The number of small industrial and handicraft factories that were rehabilitated and operated in Aleppo until April 2017 reached about 5,200 establishments, constituting about 15% of the existing establishments. The Ministry of Industry reports indicate that the number of industrial establishments executed annually increased from 667 in 2012 to 732 in 2016. Craft facilities accounted for about 38% of these establishments. In addition, 22 companies from the partially damaged industrial public sector, whose damage ranged from 45% to 60%, were restarted at their original headquarters or in new temporary headquarters.

At the same time, there was a return to the establishment of exhibitions specialized in textile industries in Damascus and Beirut. There was also participation in international fairs. This has refreshed the export process, which is not officially announced by the General Directorate of Customs and the Central Bureau of Statistics, but some figures are partly based on statements made by public and private stakeholders on this subject. On the level of exports of the private industrial sector, Damascus Chamber of Industry and Rural Development announced in its report to the annual general assembly that the industrialists of the Damascus Chamber of Industry and its villages exported their products in 2014 which was worth more than 10.4 billion Syrian pounds. The value of industrial exports approved by this chamber during the year 2015 reached about 95.7 billion Syrian pounds distributed over 18.7 billion textile exports, 3.6 billion chemical exports, about one billion food exports, the limit of half a billion engineering exports, and about 72.8 billion mixed exports. In 2016, the value of certificates of origin for exports approved by the Chamber amounted to about SYP 73 billion distributed as follows: Food exports 17 billion Syrian pounds, textile exports 22 billion Syrian pounds, chemical exports 20 billion Syrian pounds, and engineering exports 13 billion Syrian pounds. The number of certificates of origin issued by the Chamber of Industry in Homs during the first half of 2016 reached about 140 certificates worth 11 billion Syrian pounds. According to the head of the Damascus Chamber of Agriculture, the value of certificates of origin approved by the chamber for the exported olive oil amounted to more than 39 million dollars with a weight of more than 15 thousand tons. The Director General of the Support and Development of Local Production and Exports also pointed out that the value of Syrian exports during the first quarter of 2017 increased from 65.77 billion Syrian pounds, while the exports of the first quarter of last year amounted to about 52.63 billion Syrian pounds.

As for the exports of the industrial public sector, these exports decreased from 163.7 million dollars in 2011 to about 40 billion dollars in 2012 and 2013, but it rose to about 68 million dollars in 2014 (fertilizers, tobacco and textiles) only to decline in 2015 to about 562 thousand dollars. These exports, which were mostly textile products, declined afterwards to \$ 3 million in 2016.

7. Governmental Measures

As previously discussed, the crisis has led to a considerable decrease in governmental resources of oil, agricultural and industrial resources, in addition to tourism and other

governmental returns including taxes and fees. Governmental loss was not limited to the loss of such resources, but to the need to import alternatives of fuel, food products, and other necessary medical items. Hence, governmental spending during the crisis was focused on military spending, satisfying the basic needs of food, medicine and fuel, besides providing shelters to the displaced and supporting their livelihood, and paying salaries for government employees and the retired ones. This was also accompanied by decreasing support, increasing the prices of a number of products and services like bread, fuel, medicine, electricity, communication, transportation, fees and taxes...) in addition to suspending food ration cards.

In the framework of accelerating the wheel of production and dealing with the obstacles and difficulties that the country has witnessed, interested governmental authorities have adopted a number of measures to mitigate the effects of the crisis on the economic and social situations and in different material and financial levels, and on the levels of industry, agriculture and energy. For example, reducing customs duties on a number of food items and other items imported from Iran, tightening control on provisions, centralizing the pricing of certain items, postponing investors' debt for Social Insurance, debt-rescheduling of public banks, working to provide alternative safe locations for the destroyed industrial facilities, and studying the means of compensation for such facilities, revising a number of decisions and measures related to opening credits, administrative authorization and clearance, exports, and the provision of fuel ... etc.

In working to activate micro and small enterprises, the General Board for Employment and Development of Micro and Small Enterprises, the Establishment for Loan Risk Management for Micro and Small Enterprises were established. Recently, Law 19 dated 30-3-2017 was promulgated, and which by virtue of its rules and regulations, machines and production lines imported for approved industrial facilities were exempt from customs duties and other due fees on importation for one year. Moreover, Presidential Decree 172 was also promulgated, and by virtue of this Decree, customs duties on the requirements of industrial production were reduced 50%. However, several economists and stakeholders consider that a significant part of these measures was partial, late and slow most of the time, and it follows the approach of working on a daily basis without considering complementary policies and measures based on a realistic and futuristic vision of the possibility of events development, and taking the necessary measures to prevent or limit the effects of such developments.

8- The Role of International Organizations and NGOs

Several Syrian cities and regions witness an activity for a number of humanitarian organizations working in Syria, 10 of these organizations fall under the UN, 2 are regional organizations, 17 international organizations and a number of specialized agencies, in addition to some public bodies, community associations and institutions. In their work, these organizations and communities focus on training and qualifying the displaced, the unemployed, and those affected by the crisis on a number of professions and handicrafts as employees, workers or owners of micro projects. In addition to securing finance and other necessary services (some of the displaced residing in temporary accommodation centers do not like training or work, and they prefer to remain dependent on assistance provided to them). However, due to the large number of the displaced and the unemployed, what is done so far, despite its positive and humanitarian role, forms only a little part of what is required. This necessitates work on a larger scale and focus in terms of the number of trainees and training and qualification fields to provide job opportunities and improve the livelihood especially in targeted prioritized regions and cities. This should be conducted with a view that completes the national view to treat the current problems, and the ones that shall arise in the stage of reconstruction.

9- Challenges and obstacles that face the labour market and the improvement of livelihood

The most central and prominent challenge lies in the creation of job opportunities and the improvement of the livelihood in light of the continuation of the conflict in Syria and its neighbouring countries, and the delay in reaching a political solution that restores security and stability. The low resources of the government and its inability to satisfy all needs form an important obstacle concerning job opportunities creation and livelihood improvement. This obliges the government to follow a priority list that is renewed on a daily basis, in addition to the presence of several other issues that require treatment.

The most important challenges and obstacles that affect job opportunities and livelihood improvement, and which active public and private facilities face both in expansion, increasing their productivity, or in rehabilitating the suspended and inactive facilities, could be summarized in the following:

1. Delay in paying compensation for damage, and its restriction to building damage only with a ceiling of no more than 10 million Syrian Liras.

2. Lack of funding, and the suspension of granting investment and operational loans.
3. Shortage of fuel and electricity.
4. Difficulties in opening credit, transportation, security company of convoys and passing through checkpoints.
5. Increase of costs and prices.
6. Low wages, weak purchase power of citizens, and the decrease in demand.
7. Shortage in technical manpower, where a special case has emerged in the Syrian labour market during the crisis. With the increase of unemployment rate, a number of public bodies, industrialists, and businessmen suffer for the shortage of manpower in their facilities, which obliges them to exert huge efforts to cover that shortage through training new available employees, or increasingly depending on females, while at the same time they request benefiting from the surplus resultant from suspension of work in a number of public sector facilities.

Section III

Results of the Field Study

In working to diagnose the impact of the crisis on job opportunities and livelihood in a detailed comprehensive way, and in order to reach practical recommendations for the immediate measures, and those on the short and long term, to deal with the obstacles and challenges, the Syrian Economic Sciences Society through its central team that included 15 main and assistant researchers, and 5 working groups consisting of 44 assistant researchers in the six governorates understudy (Damascus, Damascus Suburb, Homs, Tartous, Aleppo, Alhasaka), has conducted meetings as follows:

- 1. Field visits to 378 public and private economic and service facilities** distributed as follows: 115 facilities in Damascus and Damascus Suburb, 117 facilities in Aleppo, 65 facilities in Homs, 65 ones in Tartous, and 16 facilities in Alhasaka. In addition to holding meetings and discussions with the owners and managers of the facilities understudy.
- 2. Holding 40 meetings for the focus groups** which included 176 participants of the jobseekers of the youth, and they were distributed as follows: 5 meetings in Damascus and Damascus Suburb with the participation of 40 participants, 5 meetings in Aleppo with the participation of 40 participants, 4 meetings in Homs and 4 ones in Tartous where 32 participants were involved in each, and 2 meetings in Alhasaka with the participation of 16 participants. The number of females who participated in these meetings was 96 against 80 male participants.
- 3. Holding meetings with 41 people of the experts and community leaders** distributed as follows: 10 in Damascus and Damascus Suburb, 11 in Aleppo, 8 in Homs, 8 in Tartous, and 4 in Alhasaka.

Since the study included the governorates of Damascus, Damascus Suburb, and Aleppo which are the central big governorates, in addition to Homs from the middle region, Tartous from the coastal region, and Alhasaka from the northern eastern region, the numbers reached in the study could be considered as rough indicators that can be generalized on the level of the whole of Syria.

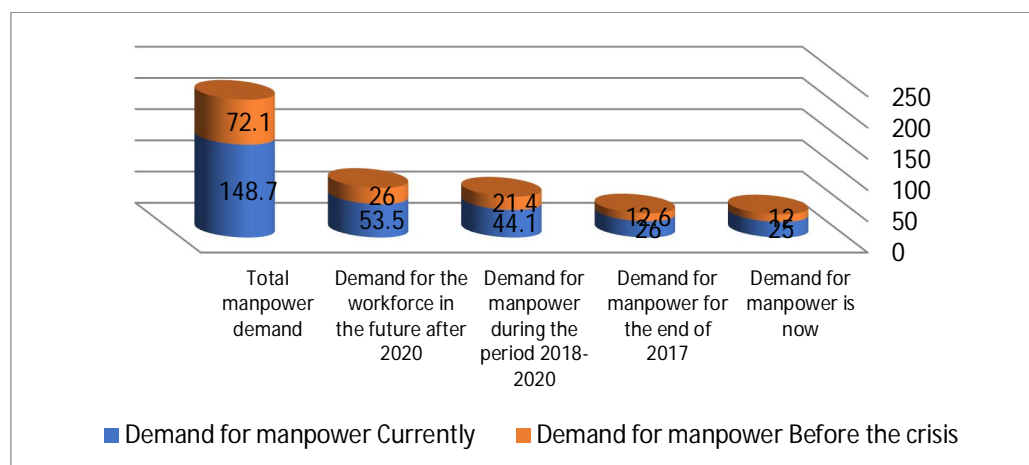
Results of the Study:

First: Facilities need of manpower

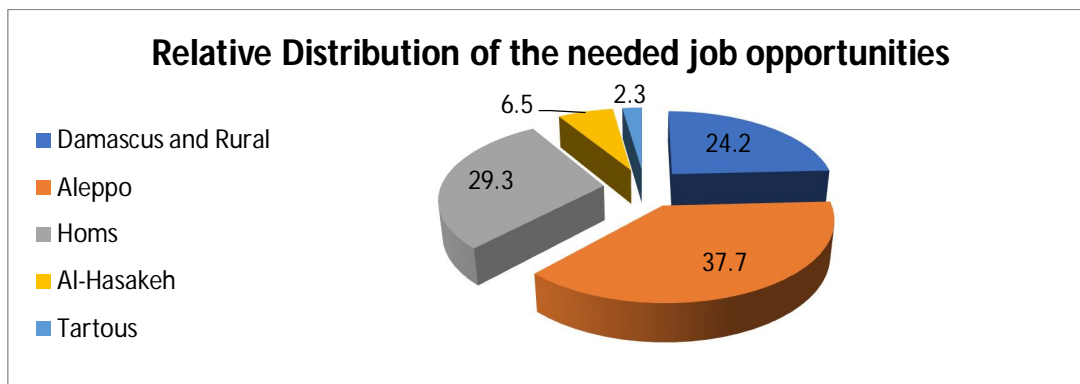
Study data revealed that the needs of the facilities understudy is estimated at about 12% of the available workforce before the crisis, and about 25% of the current workforce, which indicates that the need for manpower has doubled during the crisis. This is attributed to the factor of immigration where most of the immigrants were from the young workforce, and where the majority of people in this group were also taking their role in the military action.

- The demand for workforce until the end of 2017 has not witnessed an significant change where the data revealed that the need is estimated at 12.6% of the workforce before the crisis, and 26% of the current workforce.
- On the medium term 2018-2020, the needs of the facilities of the workforce has doubled, and it is estimated at about 21.4% of the workforce before the crisis, and 44.1% of the current workforce.
- Future needs will continue to rise to reach 26% of the workforce before the crisis, and 53.5% of the current workforce.

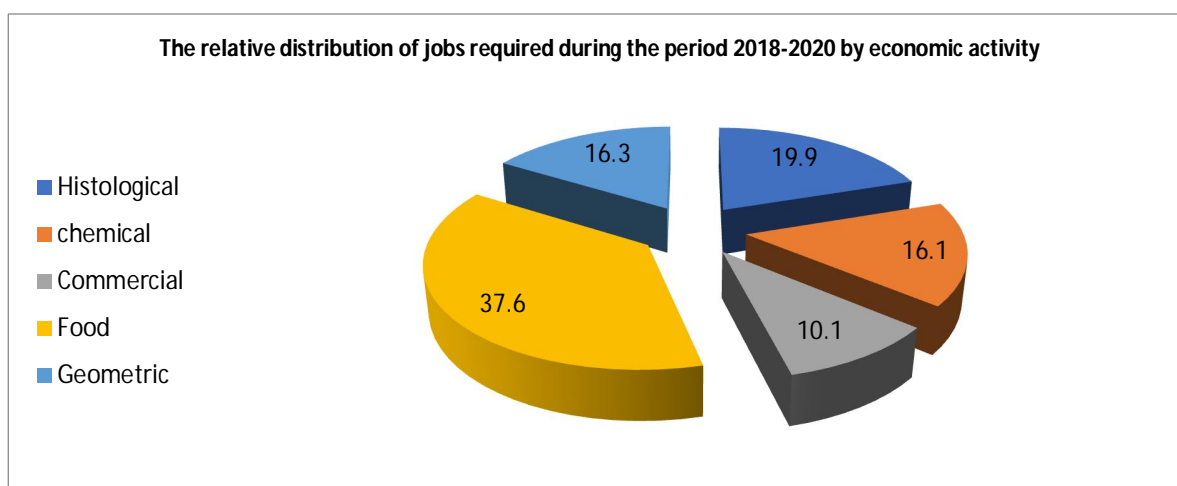
Hence, the total need of the economic facilities' of workforce is estimated at about 72.1% of the workforce before the crisis, and 148.7% of the current workforce.

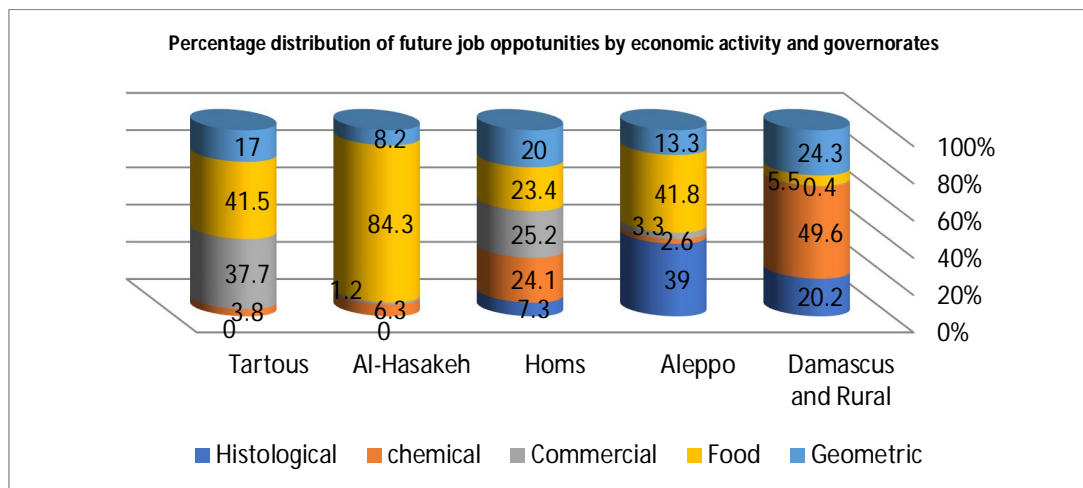


- The governorate of Aleppo ranked first, with a total number of needed job opportunities 37.7%, Homs was second at 29.3%, Damascus and Damascus Suburb were third at 24.2%, Alhasaka was fourth at 6.5%, and Tartous came in the last position at 2.3%.

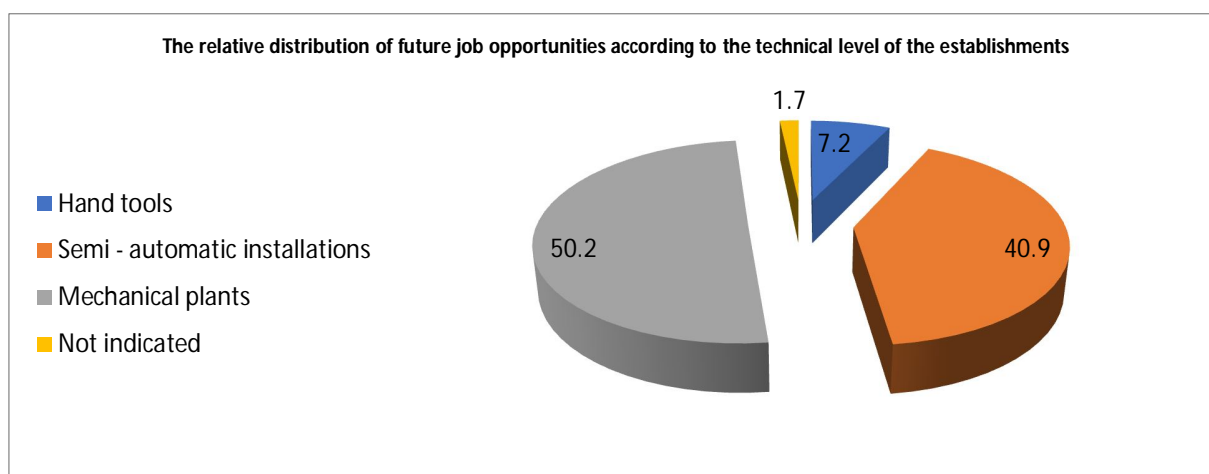


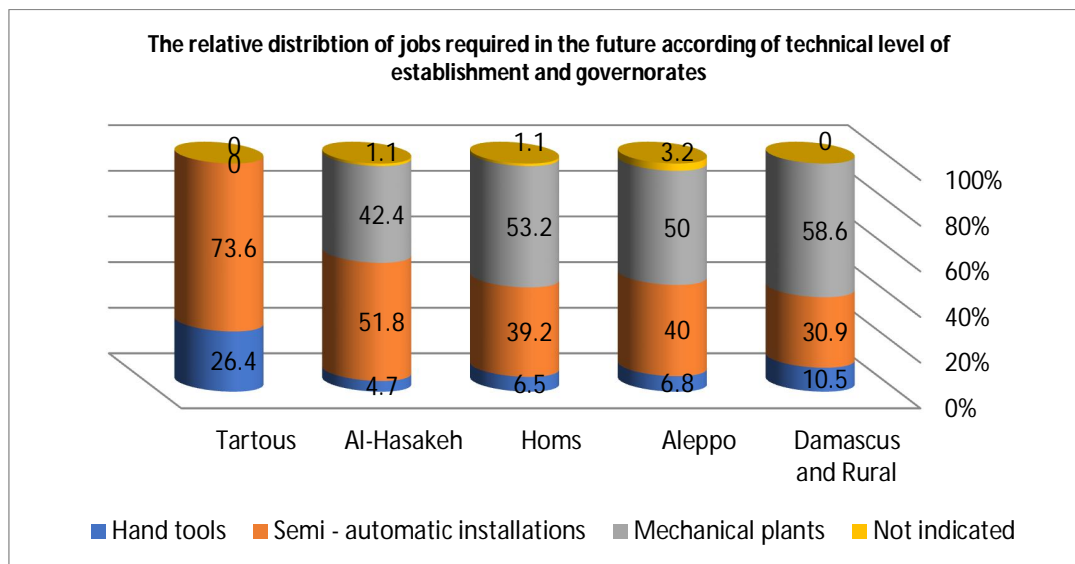
- The required job opportunities according to economic activity and for the different periods were mainly centered in textile production facilities, then engineering and chemical facilities. Food production facilities come fourth, and at the end come trade facilities. Chemical, textile and engineering facilities in Damascus and Damascus Suburb accounted for most of the job opportunities for the different periods. However, most of the job opportunities in the governorate of Aleppo and in the different periods are attracted by the textile production facilities, and food industries come second. Food industries held the first place in the governorate of Homs, while trade and chemical industries follow. Engineering facilities attracted all the required job opportunities in the governorate of Alhasaka at the time of the study, while food facilities requested the majority of job opportunities in the coming stage. Trade facilities attracted most of the needed job opportunities and for the different periods, engineering facilities come in the second place.



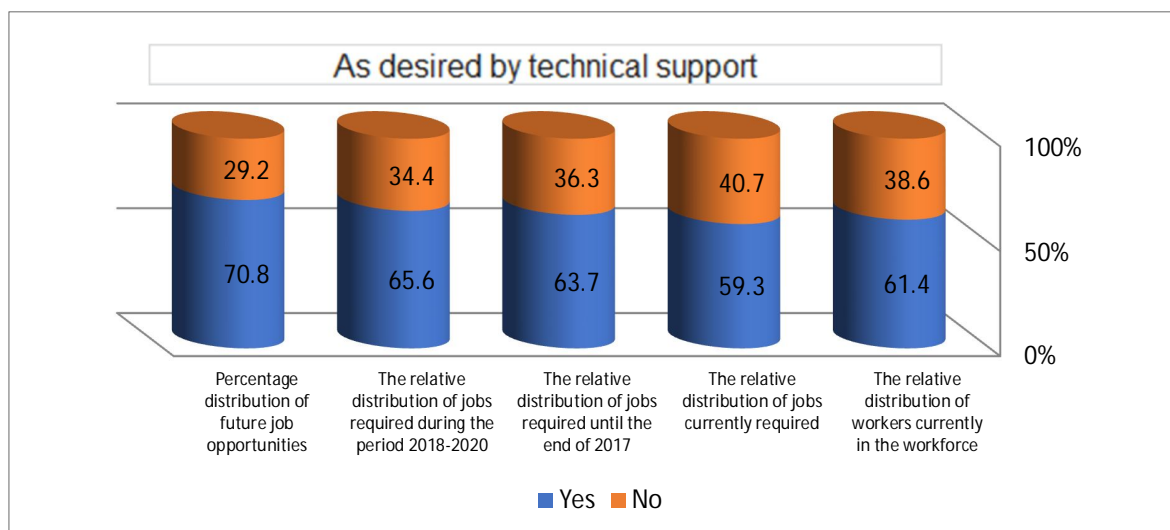


- According to the technical level of the facilities, the half-automated facilities came first, the automated ones second, then the manual facilities in their attraction of job opportunities and for the different periods, and this is applicable on the level of the governorates. There is a direct correlation between the required job opportunities and the desire for expansion. The study highlighted that the majority of facilities that request job opportunities for different periods desire to expand, and this is also applicable on the governorates understudy.



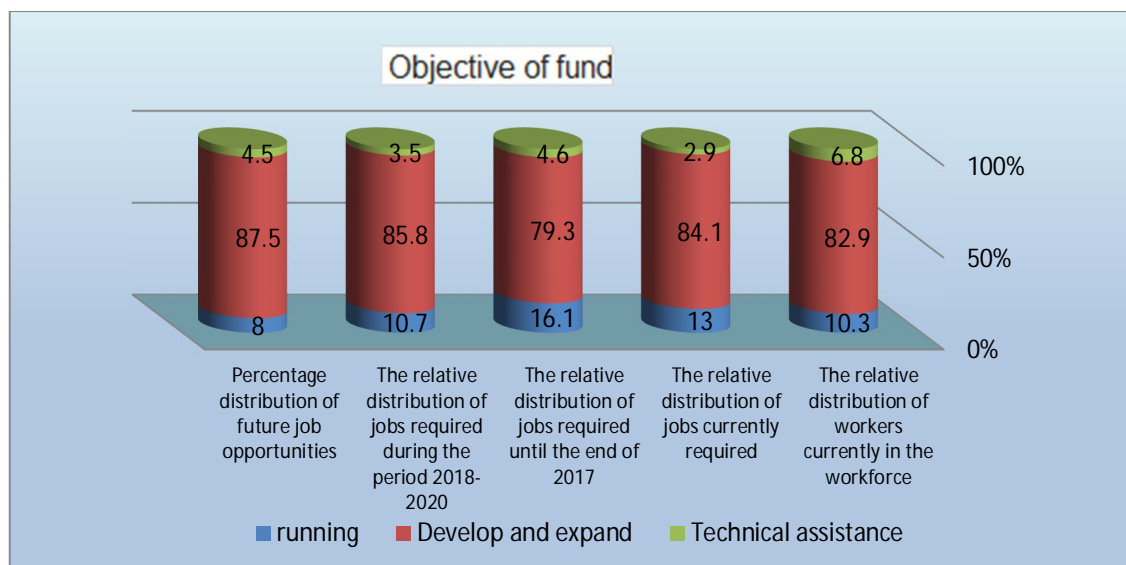
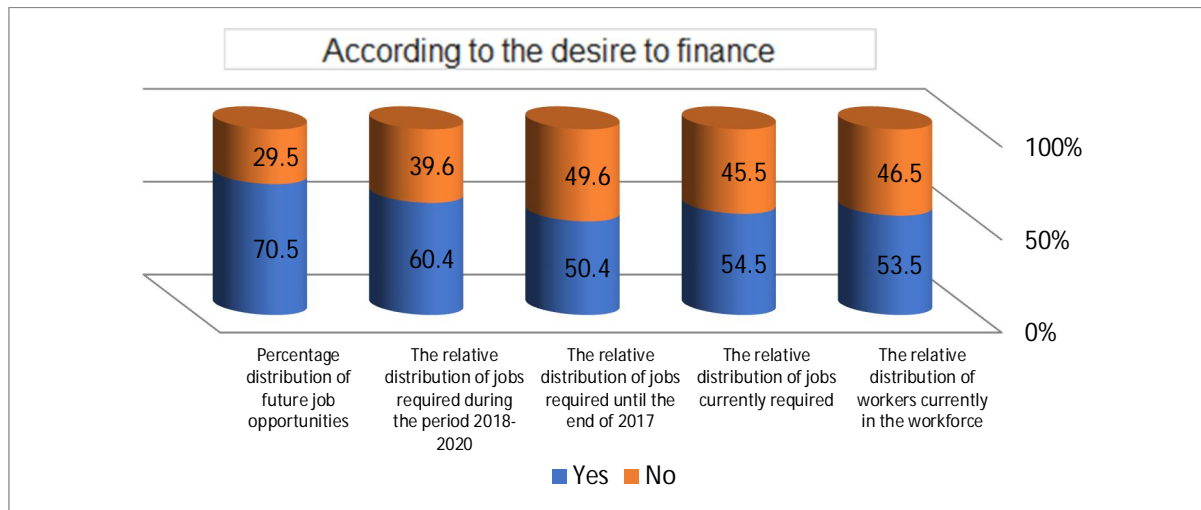


- Concerning the desire for technical support, the study revealed that more than half of the facilities that will create job opportunities for different periods desire technical support, and this is also on the level of the governorates.



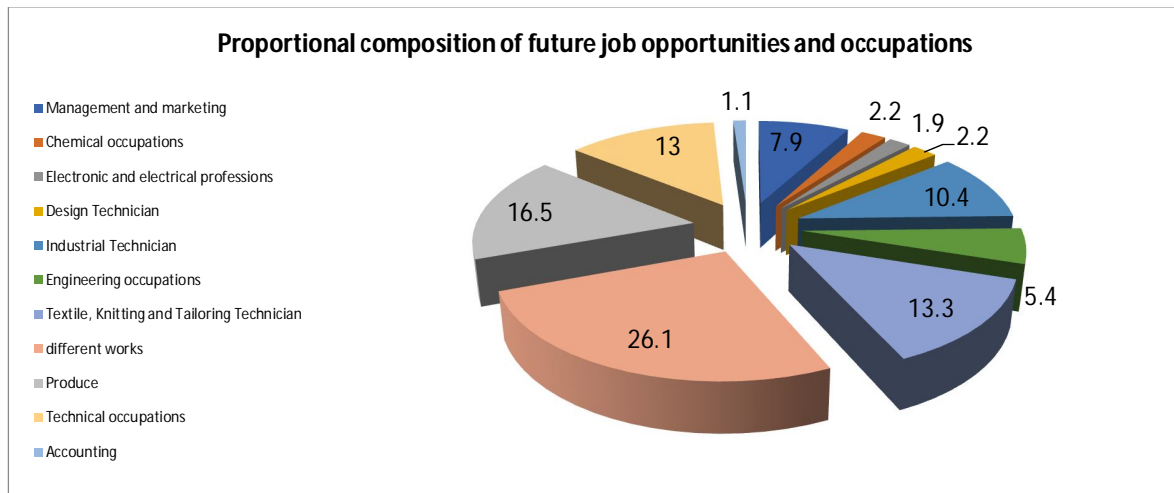
- As for the desire for funding and financing, half of the facilities that will provide job opportunities for the different periods desire financing. However, on the level of the governorates understudy, it is noted that more than half of the facilities in Damascus and Damascus Suburb do not desire financing, while two thirds of the facilities in the governorates understudy desire financing. It is also noted that main objective of the

desire for financing is related to developing and expanding the facility and on all the levels of the requirements of the workforce, employment and technical assistance.



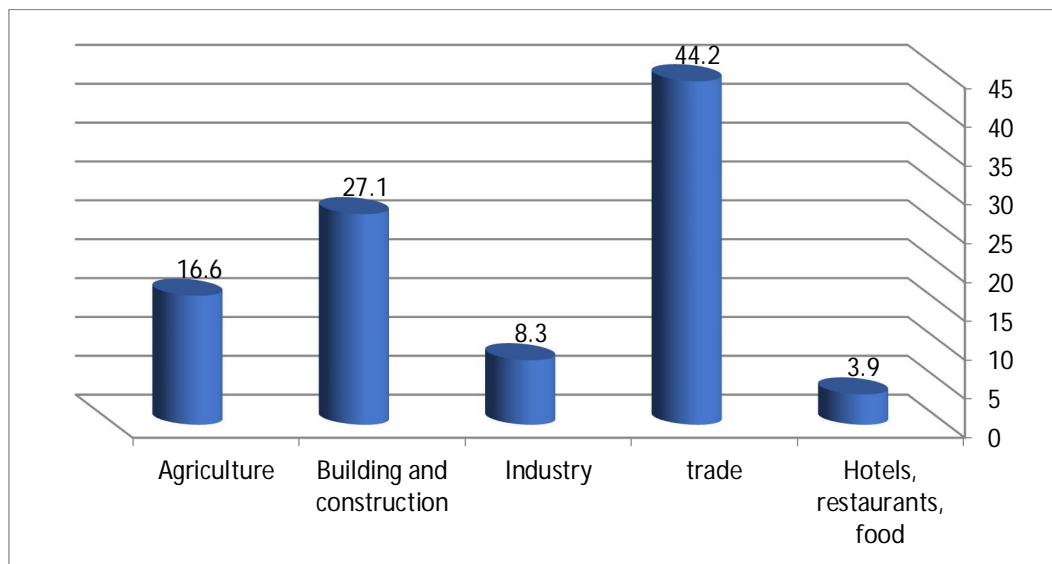
- The requested job opportunities for the different periods were centered on the profession of different works, followed by textile, tricot and sewing, and then technical and engineering ones. In the governorates of Damascus and Damascus Suburb the main focus of job opportunities was on different works' profession, management, marketing, textile, tricot and sewing. While textile, sewing and tricot came on the top of the ladder in their attraction of job opportunities in the governorate of Aleppo, and these were followed by different works, and then engineering. In the governorate of

Homs, technical jobs were first in their securing job opportunities, and this was followed by industrial, managerial and marketing ones. Different works came also first in the governorate of Alhasaka in providing job opportunities, and it was followed by the profession of the technical-industrial. While in the governorate of Tartous the profession of different works dominated the required job opportunities, and technical jobs came in the second place.



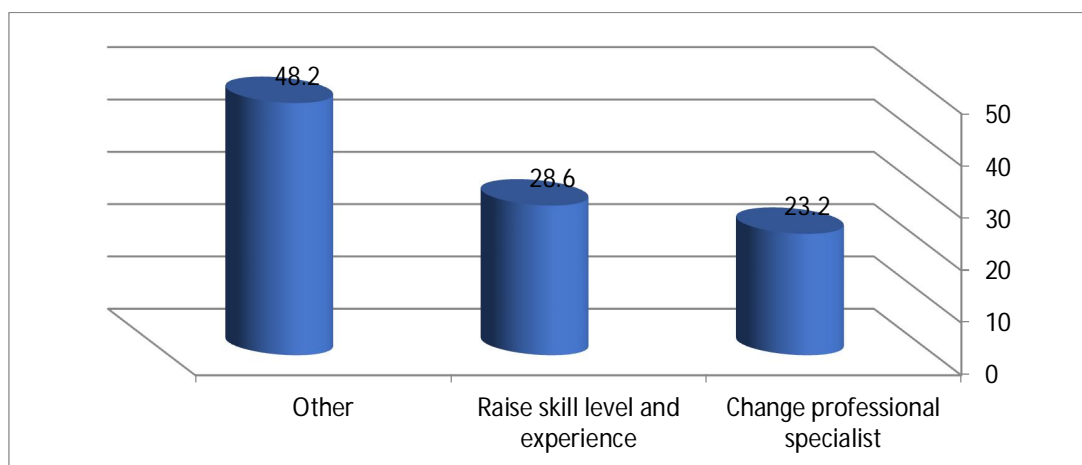
Second: Focus Groups:

The number of the participants in the meetings of the focus groups reached 176 in the governorates understudy where the percentage of males was 45.5% and females 54.5%. About 44% of the participants highlighted that the trade sector comes first in the currently available job opportunities, this is followed by the building and construction sector at 27%, the agricultural sector at 16.6%, the industrial sector at 8.3%, and the sector of hotels and restaurants came last at 3.1%.

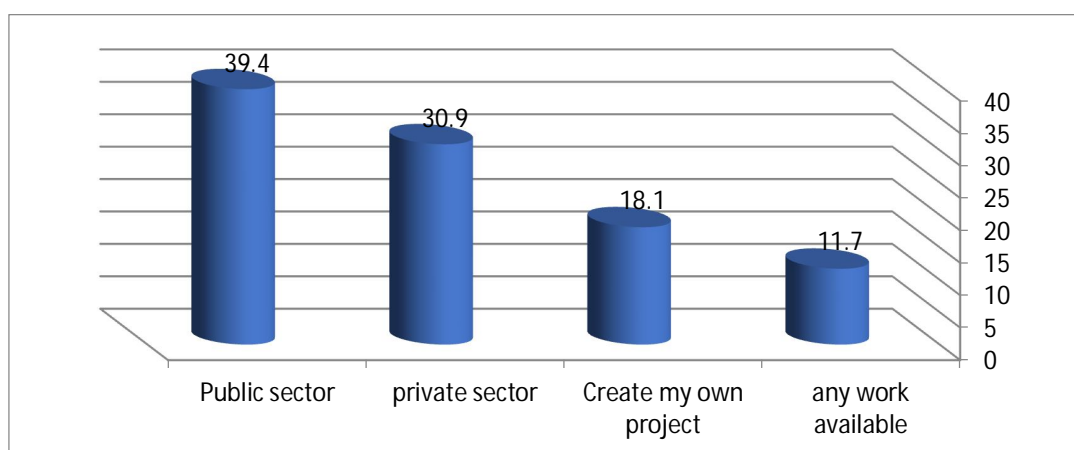


Around one third of the participants in the meetings reported that the cause of their not being able to get a job is attributed to the unavailability of job opportunities due to the closure of many facilities because of instability. About 21.5% of the participants attributed the cause to the mismatch between the available jobs and their educational level. About 26% reported that job opportunities require a certain level of expertise and training that they do not have. And about 14% of the participants disclosed that the reason behind not getting a job is the poor technical level of the job-seeker.

The vast majority of the participants in the focus groups, about 95.5%, expressed their desire for following training courses; first to increase the level of their skills and expertise 27.2%, and second to change their technical specialization 22.2%.

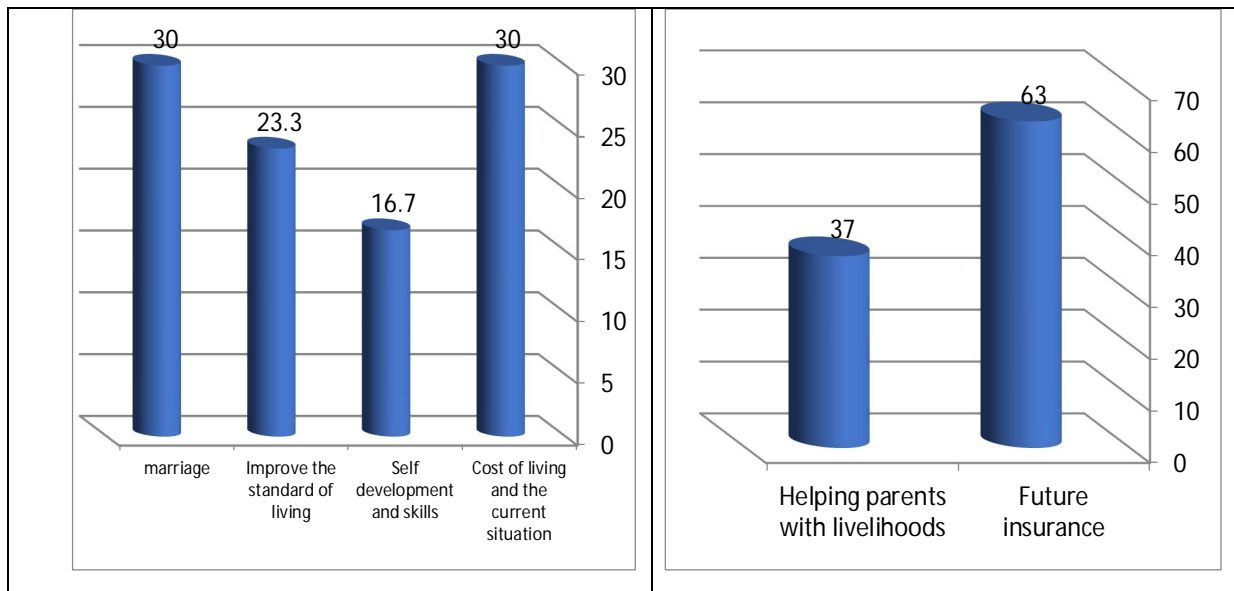


Moreover, about 40% of the participants expressed their desire to work in the public sector (Tartous 57%, Damascus 32.5%), and the private sector came second with a percentage of 30.9% (Aleppo 42.25%, Tartous 14.3%). About 18% of the participants (Alhasaka 29.6%, Aleppo 15.6%) expressed the desire for self-employment through establishing their own projects (Tartous 28.6%, Aleppo 4.4%), while 11.7% of the participants expressed their readiness to work in any sector that offers job opportunities.

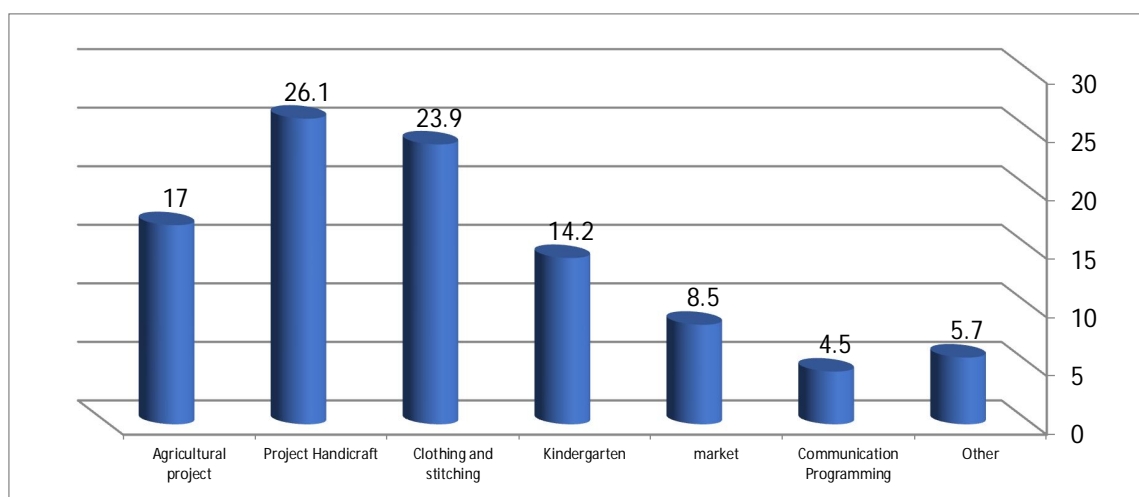


The main reason behind looking for a job opportunity by the youth is mainly attributed to two reasons. First, self-sustaining (63%), and second to help their families' livelihood (37%). Other reasons varied between getting ready for marriage, and being able to cope with the high cost

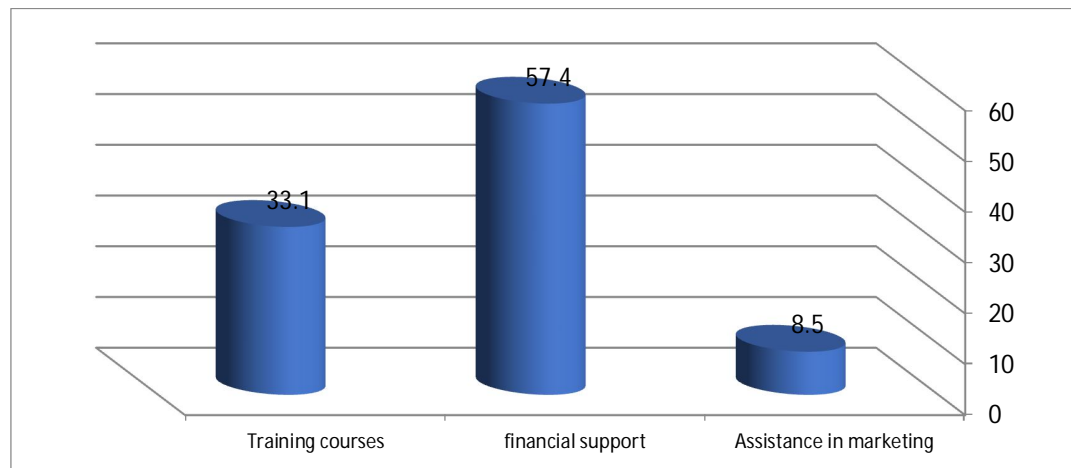
of living; (30%) for each factor, and improving the livelihood and developing the self at the percentages of 23.3% and 16.7% respectively.



The desire for establishing micro or medium projects came first, where handicrafts projects were on top of the list at 26%, second came projects for sewing and clothing at 23.9%, and third establishing an agricultural project (mushroom, egg-laying hens, ...) at 17%, and about 14% identified their desire to establish kindergartens and educational institutes.



Financing came first with a percentage of 57.4%, training courses came second at 33.1%, and marketing assistance came third at 8.5% concerning the requirements for the success in establishing a project.



The most important suggestions of the participants in the meetings of the focus groups to increase job opportunities were as follows:

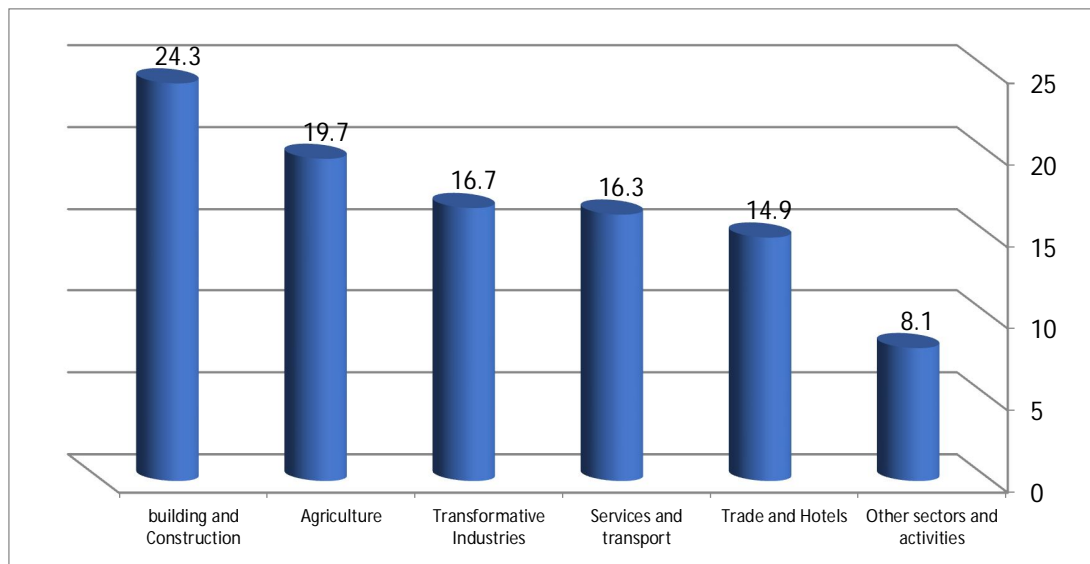
- Training 27% (Aleppo 47.5%, Tartous 4.2%)
- Encouraging micro and large projects 18.5% (Damascus 22.5%, Alhasaka 6.3%)
- Development of legislations 19.3%
- Activating loans for projects and reduction of taxes 15.3% (Homs 5.9%, Alhasaka 3.7%)
- Encouraging investment in all sectors and investment of resources 10.8%

Third: Experts and community leaders

The number of experts and community leaders who participated in the individual interviews was 41 distributed according to governorates and as follows: (10 in Damascus and Damascus Suburb, 11 in Aleppo, 8 in Homs, 8 in Tartous, 4 in Alhasaka). These interviews concluded the following:

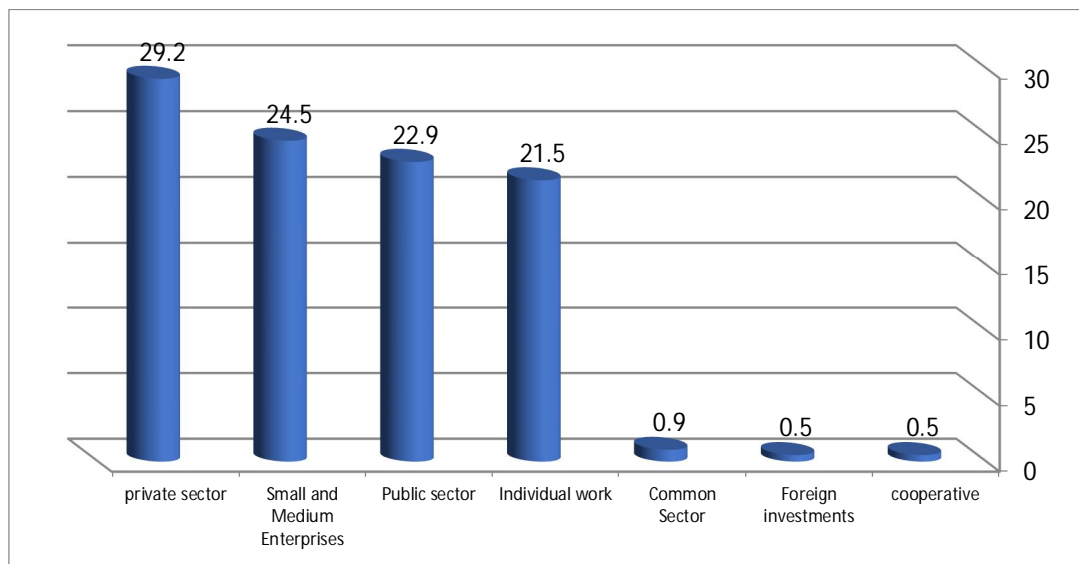
1- Economic and technical activities that are expected to generate job opportunities in the governorates after the crisis:

The sector of building and construction came first at a percentage of 24.3%, followed by agriculture 19.7%, third was the sectors of agriculture and services with almost identical percentages of 16.5%, and last came the sector of trade and hotels at 14.9%.



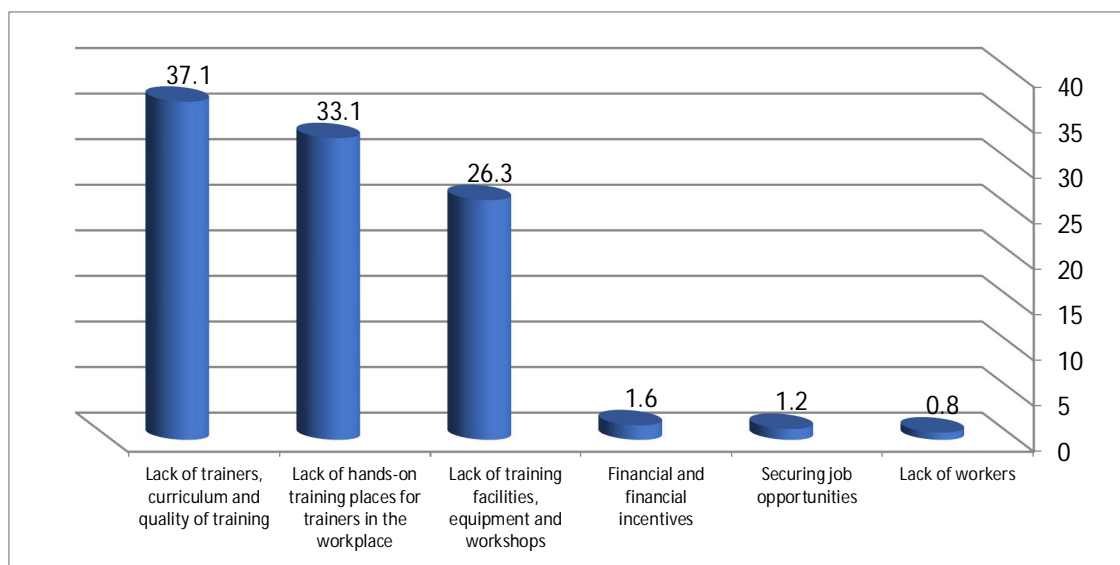
2- The concentration of job opportunities in the coming stage according to priorities:

Job opportunities are first and foremost available at the companies and establishments of the private sector, the sector of micro and medium projects comes second at 24.5%, while the public sector provides about 23% of the job opportunities, individual self-employment work forms about 21.5% of the jobs available for the youth, while the contribution of the cooperative sector and foreign investments in providing job opportunities does not exceed 2% only.



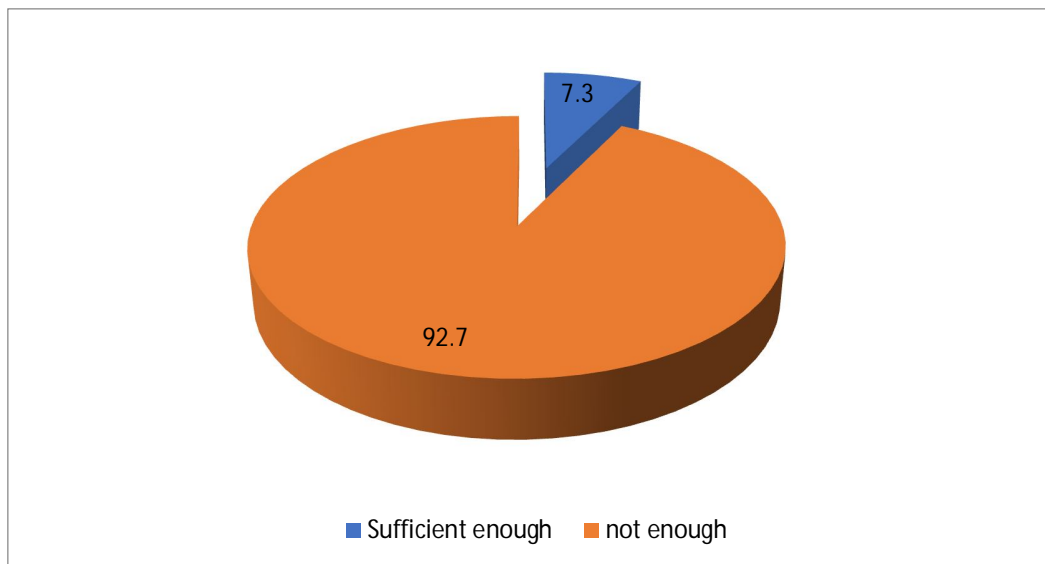
3- The requirements of Vocational Training and Rehabilitation to secure the needs of job opportunities in the governorates:

Experts and community leaders in the individual interviews stressed the necessity of providing trainers, curricula, and training quality at a percentage of 37%, second came the importance of focusing on practical training in work locations at a percentage of 33.1%, and third came the provision of training centers, equipment, and training workshops at a percentage of 26.3%.



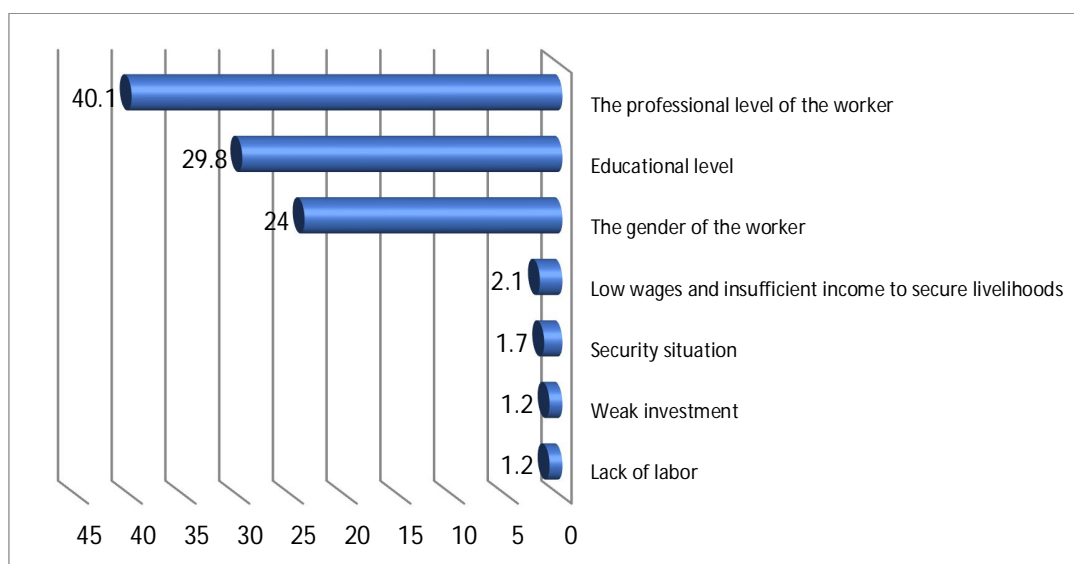
4- The returns of paid-work/work are currently sufficient to provide for the household:

The vast majority of the participants in the individual interviews of experts and community leaders reported at a percentage of 92.7% that these returns are not sufficient, while 7.3% reported that the returns of paid work are sufficient to provide for the household.

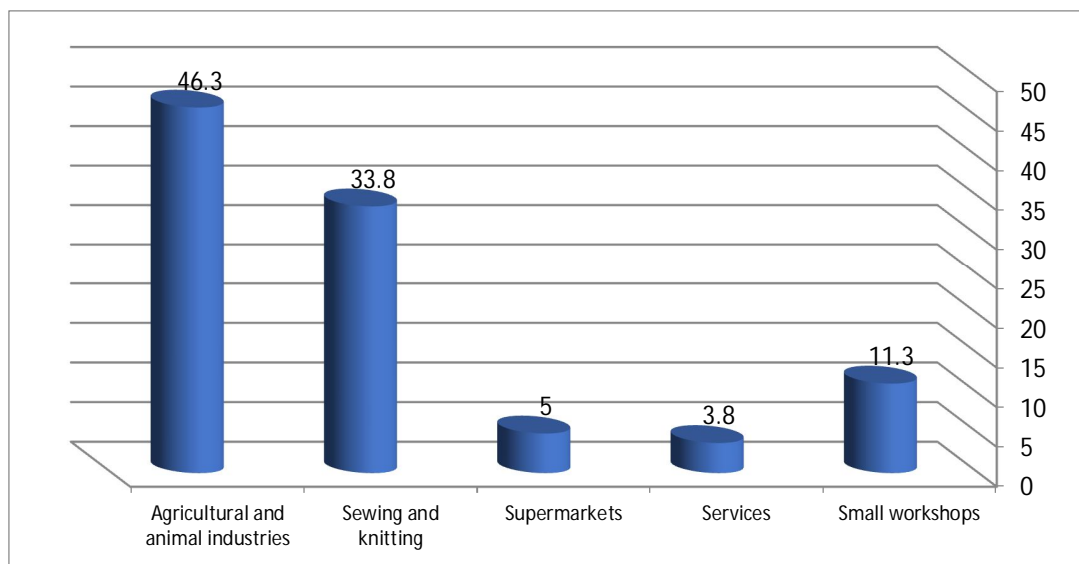


5- Challenges and obstacles facing the provision of the requirements of job opportunities:

The technical level of the job-seeker came in the first place at 41%, the educational level came in the second place at about 30%, and the gender (male-female) of the job-seeker came first.



The majority of the participants of experts and community leaders (97.6%) in individual interviews considered micro and medium projects as successful tools for the creation of job opportunities in the governorates according to the following order: animal and agricultural industries 46.3%, tricot and sewing workshops 33.8%, small workshops 11.3%, trade activities 5%, and services 3.8%.



When asked whether they have the capacities to deal with the previous points, 58.4% of the participants in the individual interviews answered NO, while 41.5% gave the YES answer.

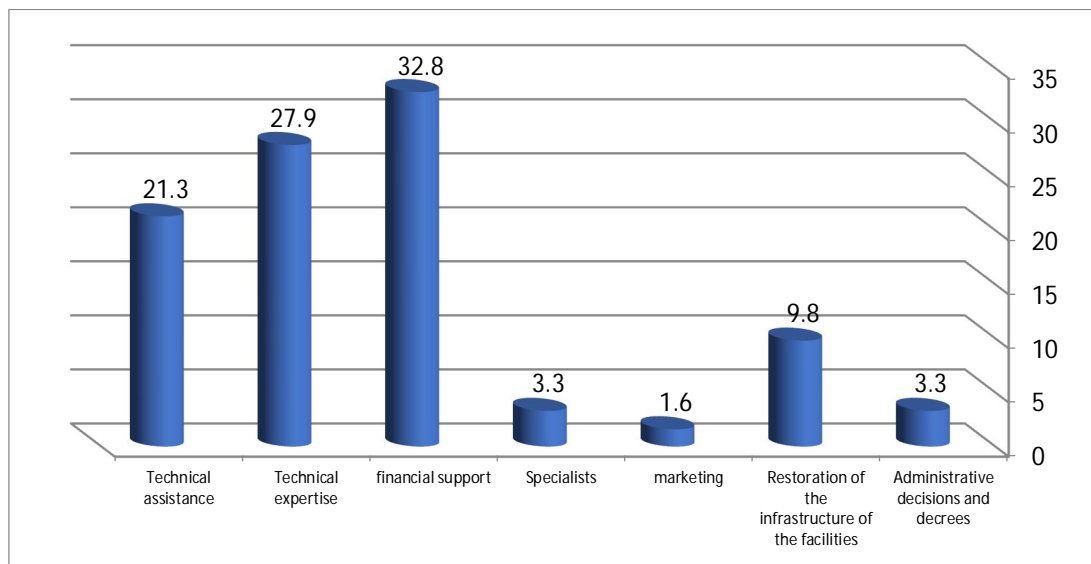
When asked about the required needs to deal with the aforementioned, the participants ordered the needs according to the following:

First, providing financial support 32.8%

Second, providing technical expertise 27.9%

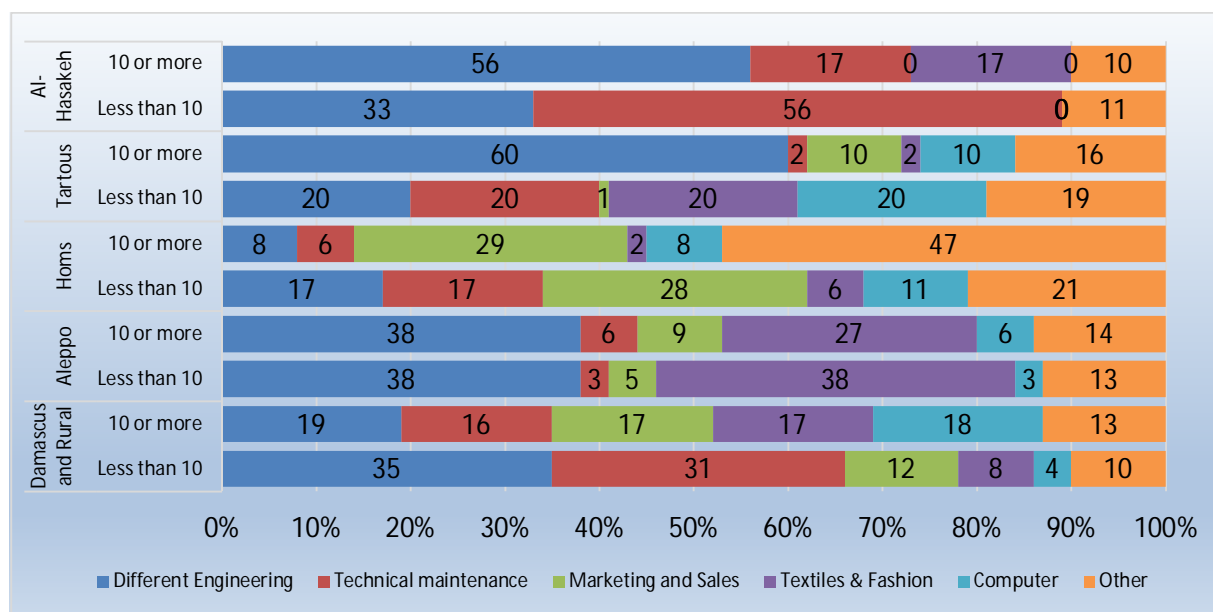
Third, providing technical assistance 21.3%

Fourth, rehabilitation of the facilities' infrastructure 9.8%.

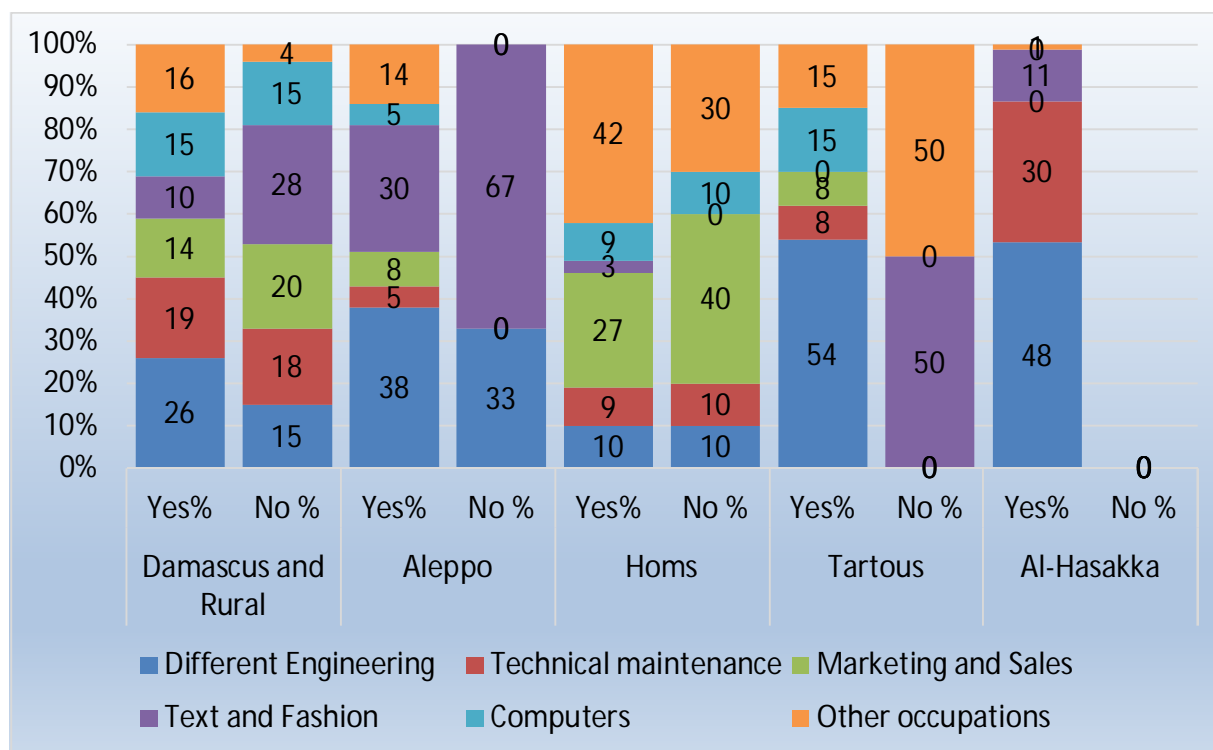


Fourth- Training:

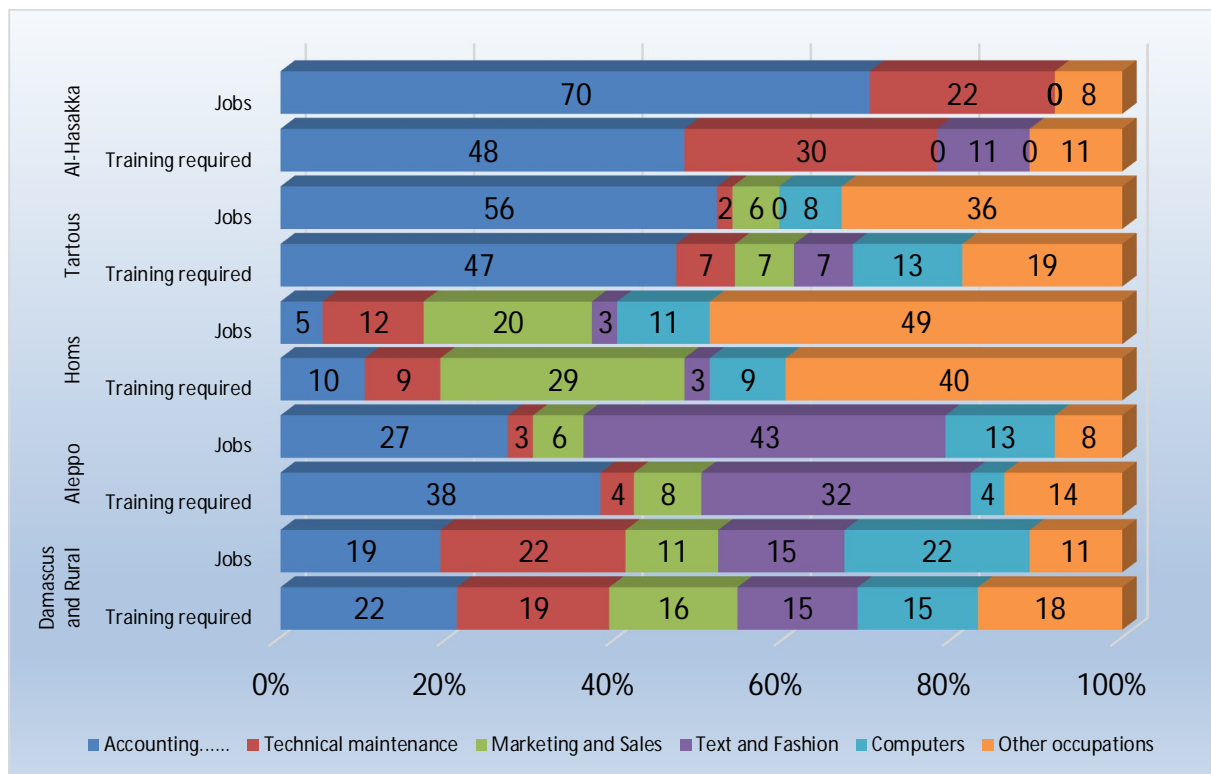
The need for training was centered in the facilities which have 10 or more workers, so as to ensure the need of the work and production of qualified labour. The need for training constituted more than 72% of the total demand by the owners of these facilities although they only form 59% of the total number of facilities included in the study. The need for training in these facilities was also focused on engineering specialties at about 26%, followed by marketing and sales 16%, textile and clothing 15%, mechanical, electrical and computing maintenance at 11% each, and the rest is distributed on other specialties. Hence, training focuses on technical professions that are lacked in these facilities, and which are badly needed to guarantee the flow of the production process.



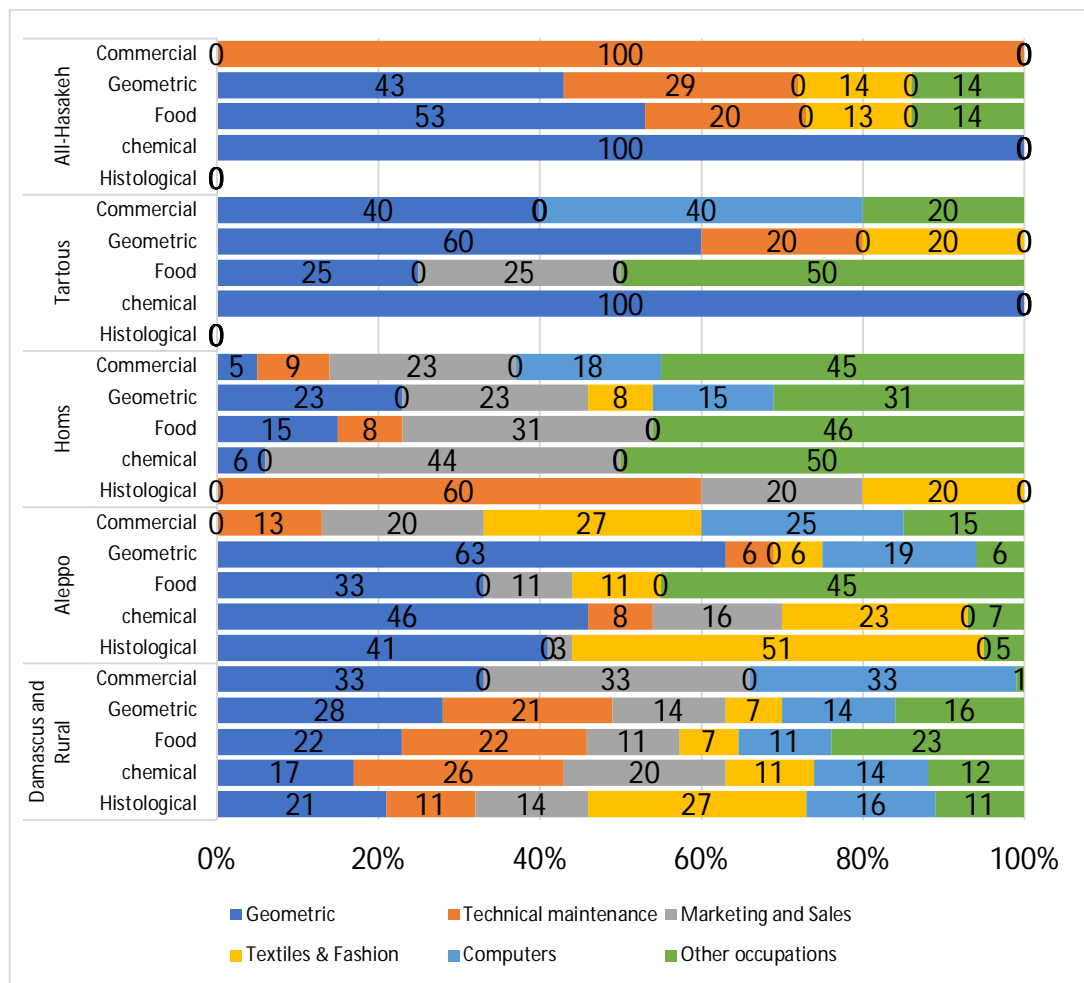
Most of the need for training was centered in facilities desiring future expansion, and these formed around 84% of the total number of the facilities. Demand was also focused on engineering, technical maintenance, marketing and sales. This stresses the need of these facilities to promote the level of the workers in these jobs which would positively reflect on their production and productivity, lower the percentage of waste and failures, and the implementation of technical maintenance for the equipment especially in light of the huge dropout in the number of skilled workers specialized in the engineering and technical maintenance of the means of production during the crisis. This type of training comes in the first position in most of the governorates understudy, second in importance there comes training in textile, clothing, marketing, sales, and computing; especially in Homs.



The study also highlighted conformity in the demand for training and the requested job opportunities for most professions. This stresses the importance of these professions for the labour market and in securing job opportunities for these sectors in the future, especially for Damascus, Damascus Suburb, and Aleppo. Of particular importance here are the essential professions of engineering, maintenance, textile, clothing, computing, marketing and sales. Moreover, increasing the required job opportunities over the needs of training in most governorates emphasizes the need to focus on such professions to secure job opportunities for the job seekers on the medium and long terms especially in engineering and maintenance. As for other professions, administrative and secretarial jobs are the most common especially in the governorate of Homs.

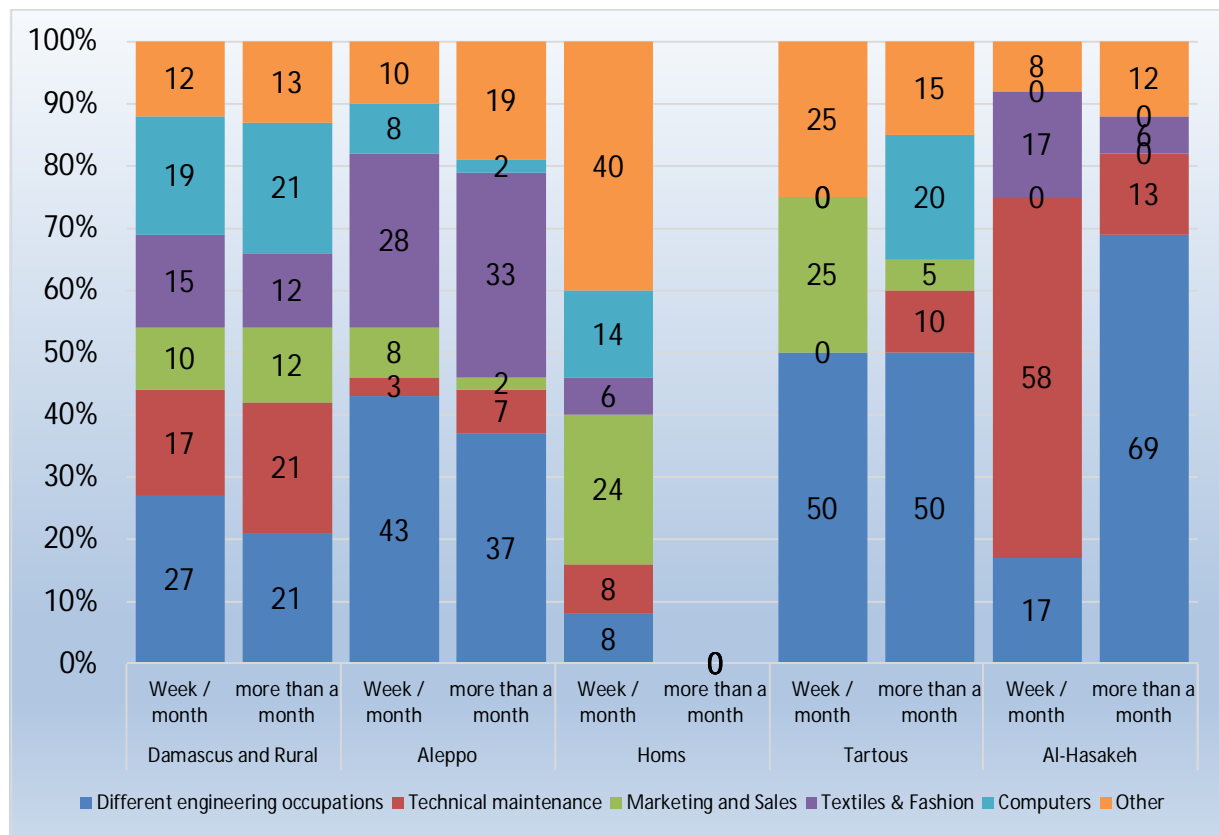


Generally speaking, engineering and maintenance came on top of the list irrespective of the technical level of the facility. Most of the requested training was centered in automated facilities at 33% of the total training, taking into consideration that the percentage of automated facilities was 23% of the total number of the facilities understudy. While the percentage of the half-automated facilities was more than 58% of the total number.



The requested training periods varied according to the specialty of training and the required expertise. The requested training courses were divided into three periods:

1. Less than a week 27% of the requested training courses
2. 1 week to 1 month 43% of the requested training courses
3. More than 1 month 30% of the requested training courses



This indicates the increase in demand on different engineering jobs and technical maintenance in the governorates understudy, and also on the training courses from 1 week to 1 month or those for more than 1 month. In addition to the increase of training courses in the fields of informatics, computing and other jobs like the secretarial and production ones. The increase in the demand of short and medium courses also highlights the desire of the owners of the facilities to increase their workers' productivity especially in the fields of engineering in different specialties and technical maintenance of the means of production to reduce as much as possible of the waste and failure, and to keep the readiness of production tools and equipment.

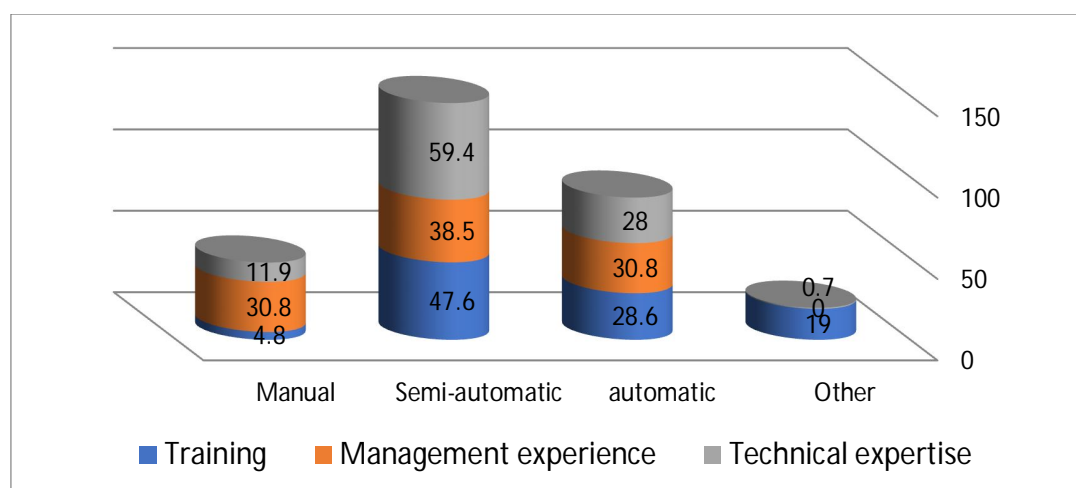
There is a focus in production facilities (textile, engineering, and chemical ...) on training on different engineering jobs and maintenance in all the governorates. This is followed by the focus on marketing and sales. There is also demand on other jobs especially administrative and secretarial ones, and the ones that are related to production particularly in the governorates of Homs and Aleppo, and another focus on food and trade activities in particular.

Training in trade facilities was centered on administrative jobs, marketing, sales and computing.

Fifth: The Desire for Technical Assistance:

The results of the study highlighted that 46.8% of the total number of the facilities understudy desire having technical assistance. However, this percentage varies from one governorate to another. While the percentage increased in Alhasaka to reach about 68.8%, it was only 12.3% in Tartous, and other governorates fall between these percentages; it was 61.2% in Homs, 54.8% in Damascus and Damascus Suburb, and 47% in Aleppo.

Required technical assistance by the facilities centered on technical expertise 80.8%, training 11.9%, and administrative expertise 7.3%. The demand for technical expertise was first in the half-automated facilities 59.4%, automated facilities 28%, and in manual facilities 11.9%. This also applies to the need for administrative expertise where it reached about 38.5% in the half-automated facilities, and 30.8% each in the automated and manual ones. The same is also applicable on the desire for training where the percentage was 56.5% in the half-automated facilities, 28.2% in the automated facilities, and 12.4% in the manual ones. Moreover, this order is also applicable on the six governorates understudy despite having clear discrepancy concerning the percentage of requested training where it was 100% in Tartous, 75% in Damascus and Damascus Suburb, while it ranged between 37.5% in Homs, 33.3% in Aleppo and 0% in Alhasaka.



The results of the study also highlighted that the majority of productive and service facilities in the governorates understudy need technical and administrative expertise. This need is

centered first in Damascus, Damascus Suburb and Aleppo, and basically in engineering, textile and food industries, and in small and medium facilities which have more than 10 workers. Small and medium facilities which have 10 or more workers are considered the largest possibility for the creation of job opportunities now, on the near and medium term, and after the crisis. Hence, the creation of job opportunities and improving the livelihood requires encouraging these facilities, empowering them to resume their activities, and developing them, without ignoring the role of micro facilities which have less than 9 workers.

Sixth: The Desire for Financing

Study results revealed that 50.3% of the facilities understudy desire financing, 39.4% for the purpose of expansion and development, 10.3% for employment, and 0.5% for having financial aid.

As for the facilities desiring financing according to governorates, the percentage reached 61.2% in Homs, 53.8% in Alhasaka, 53.8 in Tartous, 46.1% in Aleppo, and 42.2% in Damascus and Damascus Suburb.

Engineering industries come first in the facilities desiring financing at 25.8%, food industries follow at 25.3%, textile industries 23.7%, chemical industries 14.2%, and trade activities 11.1%. This order varies slightly for the governorates understudy where textile industries are ranked first in Aleppo 39.6%, Damascus and Damascus Suburb 38.5%, engineering industries come second at 32.7% in Damascus and Damascus Suburb, and 20.8% in Aleppo, and the same percentage applies for food industries. In the contrary, food industries come first in Alhasaka 66.7%, 34.1% in Homs, and 34.3% in Tartous, and engineering industries come in the second place in these governorates: 33.3% in Alhasaka, 28.6% in Tartous, and 19.5% in Homs.

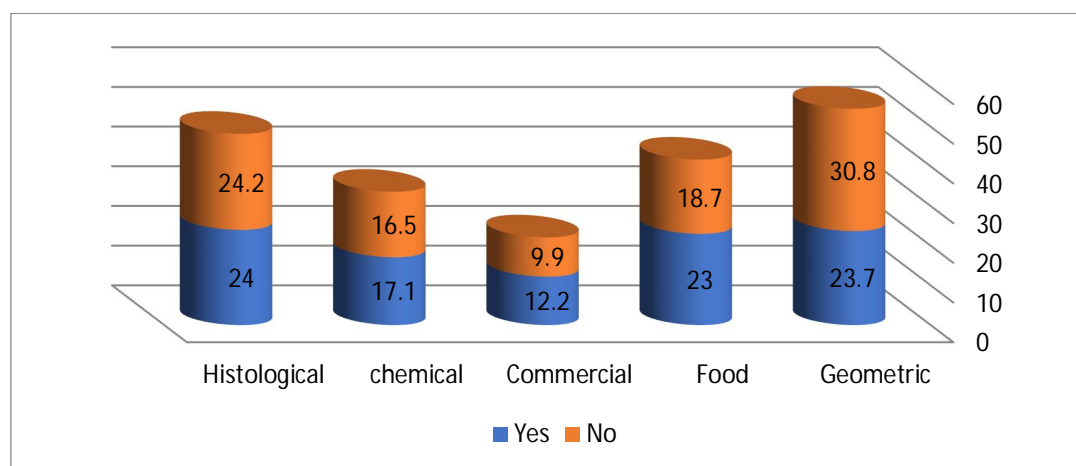
The aim behind funding and financing is essentially centered in the desire for expansion and development, where the percentage of the facilities for that purpose reached 78.4%, while the percentage of the facilities desiring financing for employment reached 20.5%, and those aiming to get technical assistance stood at 1.1%.

Seventh: The Desire for Expansion

The study highlighted that about 76% of the facilities in the six governorates understudy desire expansion after the end of the crisis. The governorate of Aleppo came first in this respect, where 36.2% of the facilities expressed their desire for expansion, Damascus and Damascus

Suburb came second at 23.7%, Homs was third 20.6%, Tartous came in the fourth position at 13.9%, and Alhasaka last at 5.6%.

Textile industries rank first at 24% among the facilities desiring expansion, engineering industries follow at 23.7%, food industries 23%, chemical industries 17.1% and trade activities at 12.2%, respectively. This order slightly varies for the governorates understudy where engineering industries come first in Damascus and Damascus Suburb at 35.5%, chemical industries follow at 26.5%, textile industries at 22.1%, food industries 13.2%, and trade activities at 2.9%. While textile industries rank first in Aleppo at 46.2%, engineering and food industries are second at 14.4%, chemical industries come third at 13.5%, and trade activities at 11.5%. Food industries come first in the desire for expansion in Alhasaka at 62.5%, Homs 33.9%, Tartous 30%, 39.6% in Aleppo, and 38.5% in Damascus and Damascus Suburb, and engineering industries follow at 32.7% in Damascus and Damascus Suburb, 20.8% in Aleppo, and the same percentage also applies on food industries. Correspondingly, food industries occupy the first position on the list in Alhasaka at 66.7%, 34.1% in Homs, and 34.3% in Tartous. Engineering industries come second in these governorates: 33.3% in Alhasaka, 28.6% in Tartous, and 19.5% in Homs. In addition, engineering industries come second in these governorates: 27% in Tartous, 25% in Alhasaka, and 23.7% in Homs. Chemical industries come fourth: 18.6% in Homs, 12.5% in Tartous, and 6.3% in Alhasaka, while trade activities come fifth and last.



Eighth: The Role of Women:

The crisis has led to a significant qualitative development in the position of women and their role in the family and society. Because of the displacement and migration of young and

qualified people and the obligatory disappearance of the husband, son, or brother, or his immigration and inability to reunite with the rest of his family, or because of the insufficient income of the breadwinner in light of the huge rise in prices and living demands, and other reasons that are consistent or different from one region to another. All these factors, combined or separate, led to a clear emergence of the role of women in society and in the labour market. Syrian women entered fields of work that were not available or offered to them, such as a seller in private shops, a worker in cafes and restaurants, or a worker on one of the production lines in factories, and other jobs that were confined to men. This matter contributed to change people's perception of women's work. Society started to adapt with this phenomenon and to accept it. Men and the family understood the importance and necessity of this work in the current stage. This is from the positive aspect that was accompanied by a number of other negative aspects imposed on women such as early marriage and acceptance of polygamy within what was called the unconditional marriage or the practice of illegal acts such as prostitution and so on.

The team gave special importance to women during meetings and consultations (focus groups) conducted in the six selected governorates with young people looking for work. The percentage of females participating in focus group sessions was about 55% out of 176 participants in the six governorates in question.

Females who participated in the focus group saw the trade sector as the first place in job creation followed by the construction sector and then industry, agriculture, hotels and restaurants. The majority of them reported that the most important reasons for not having the opportunity to work were due to the closure of many facilities and the some conditions such as instability. The second reason was the lack of harmony between the available job opportunities and the level of education they received, the lack of experience and training required for the available jobs, and the low level of professionalism of female students. Therefore, about 90% of the participants in the focus groups indicated that they have a desire to follow a training course in order to raise their level of expertise in the first place and to change their professional specialization in the second place.

The important thing concerning female employment is their preference to work in the public sector, especially in Tartous and Damascus. This is not limited to females, but also to males because of the benefits granted by the public sector to women workers: permanent work,

fewer working hours and days, higher wages, more leaves and vacations, health insurance, transportation, insurance and retirement. Working in the private sector especially in Aleppo and Tartous came in the second place. In the third place there was the desire for self-employment through the establishment of a small private enterprise in the third place. Handicraft came first in this field, clothing and sewing works ranked second, and kindergartens and educational institutes ranked in the third place.

The participants in the focus meetings revealed that the desire to secure the future is a top priority in their search for work, followed by helping the parents and then marriage, improving the standard of living and self-development.

Section Four

Results and Recommendations

Creating proper job opportunities and improving the livelihoods of people in Syria, both for the current state and for the short and midterms is dependent on the rapidity of reaching a national, regional and international consensus to stop the conflict in Syria, and about it on the one hand, and on the efficiency with which to set and execute the policies and plans conducive to this objective on the other hand. That should be based on a vision that draws lessons from both the state of the country before the crisis and from the current situation which should be part of a comprehensive national strategy aimed at restructuring the entire Syrian economy and turning the current crisis into a real opportunity for a comprehensive and stable development. The abovementioned, however, does not mean that we should wait for the success of the efforts exerted for a comprehensive solution of the Syrian crisis before we actually implement this vision. Rather, this means that we should, as of now, work in parallel in order to halt the deterioration of the economic and social conditions and to repair the damage, albeit in a gradual manner, by taking advantage of the areas of de-escalation and the areas of reconciliation and the burgeoning return of the refugees and the displaced people to their cities and villages. That should be accompanied by maximum complementarity between the rapid and partial actions on one hand, and the actions required for the short and midterms in light of the comprehensive strategy for post-crisis Syria.

The role of UNDP, and the specialized UN agencies currently working in Syria, is crucial and conducive to creating job opportunities and improving the livelihoods of the Syrians. This is achieved through the projects that are directly done by these organizations, or through support to the concerned public, civil, and private bodies.

Governmental policies have a key role in facilitating the work of international organizations and helping them implement their programs and achieve their goals. That is due to the fact that they provide the suitable environment conducive to efficient implementation of these programs. Moreover, they make it possible to promote such programs and develop them and

have a greater number of them. There is a need for coordination and complementarity between governmental and community institutions and other concerned donors.

Results of the Study:

The six governorates under study (Damascus, Damascus Suburb, Homs, Tartous, Aleppo, Alhasaka) represent two-thirds of the population of Syria. Hence, the team of the study believe that the results of the meetings with the projects' owners, job seekers, and community leaders in these governorates could be adopted as rough indicators that can be generalized on the level of the whole of Syria, stressing the need for taking into consideration the specificity of each governorate, its economic and social situations before, during, and after the crisis when drawing the plans and the detailed executive programs related to the creation of job opportunities and the improvement of the livelihoods. Therefore, the results of the study could be summarized in the following:

1- Based on the situation of the workforce and its distribution in sectors before the crisis, according to the facilities' survey in 2015, the results of the meetings and studies, and the estimates of the study team for the job opportunities that will be created by the economic sectors for 2017, the current need of job opportunities is estimated at about 830.000 workers distributed as follows:

Sector	Number	Percentage
Agriculture	210.000	25%
Industry	100.000	12%
Building and Construction	160.000	19%
Trade and Tourism	90.000	11%
Transport and Communication	40.000	5%

Other sectors	230.000	28%
Total	830.000	100%

It should be highlighted here that providing these opportunities shall help decreasing unemployment which is currently estimated at 50%.

2. There is a significant decrease in the workforce in the currently active economic and service facilities, and it is estimated at 51% of the workforce that was available before the crisis. This decrease was centered in the facilities which employ 10 or more workers, while the decrease in technicians and specialized workers reached 80% of the total shortage in these facilities.

3. The immediate need of job opportunities according to priority is centered in technical and vocational works, especially in textile, engineering and food industries, and in jobs related to building and its accessories, and management and marketing.

4. There is a clear discrepancy between the present offer of the workforce and the needs of the labour market, according to the educational and vocational status, the specialty, the geographical distribution and gender. This has led to generic unemployment and a huge deficiency in the labour market.

5. Entry of new waves of workers to the labour market, especially from the economically inactive population or from outside the workforce: females, housewives, the retired or children under 15 years old, in addition to those seeking additional secondary work to satisfy their and their families' livelihood needs.

Immediate Measures:

1. Coordination with the public bodies, especially the ministries of Education, Industry and Public Works to make use of their training centers and prepare them for the approved training programs.

2. Establishing suitable training centers in temporary locations near complexes and service and industrial areas that need workforce, and in r near temporary accommodation centers. In addition to providing the necessary expert trainers for these centers, training them by experts, making use of the retired ones, and focusing on the practical side.

3. Defining the fields of training according to circumstances, immediate needs, and the specificity of each governorate as per the results of the study and the current work situation; taking into consideration doing all this before, or at the same time of, the return of the displaced population. In addition to securing suitable job opportunities for the returnees in their places, involving them in satisfying their region's needs of the workforce to rehabilitate it, taking into account the possible chances of self-employment and the family based one as highlighted below:

Fields of training	Target of training
<ul style="list-style-type: none"> - Technical jobs related to the maintenance of industrial machines and equipment, and household appliances. - Textile, food, engineering and chemical industries. Computers and software. - Removal, transporting and recycling of rubble waste, and manual labour required in building and construction. Treating environmental damage and rehabilitating the disabled. 	Working for Others
<ul style="list-style-type: none"> - Computers and software. Manual labour required in building and construction. Software. Maintenance of phones, computing and household appliances. Teaching children. Sewing, embroidery and knitting. Traditional folkloric industries: mosaic, cashmere, and copper. Animal and vegetable products. 	Self-employment (Youth)
Fruit and vegetable keeping, making sweets and cooking. Sewing, embroidery and knitting, School and Islamic clothes. Handicrafts, sweets, hair-dressing and make-up.	Urban Household Projects (Women)
Healthy dairy products, juice and nectars, fruit and vegetable keeping, producing mushroom and flowers, fruit and vegetable drying, hand-made rugs and carpets, and rural clothes. Organic products. Dairy products. Breeding of ostrich, fish, bees, buffalo, Awasi sheep, Shami goat and silk worm.	Rural Household Projects (Women)
Use and maintenance of computers. Software. Maintenance of phones, computing and household appliances. Suitable administrative services. Traditional folkloric jobs: mosaic, cashmere, and copper.	Projects for the Disabled

4. Forming a committee of the public bodies (ministry of education, ministry of industry, ministry of public works ...), the private sector, and the interested non-governmental organizations and with the participation of the relative international organizations to

coordinate and follow up the training process, and there shall emerge secondary committees in which the local and civil authorities participate, in addition to volunteers.

5. Starting the necessary training fields that do not require long periods: less than a week, from one week to a month, or from one to three months.

6. Coordination with the international organizations working in neighbouring countries, especially in Jordan and Lebanon, concerning the quality of training for the displaced Syrians residing in camps, to encourage their return to their original cities and regions when they are qualified to work in the requested fields.

7. Supporting self-employment through training, qualification, and designing temporary places for the crafts, industrial and trade compounds; especially for the trainees and the owners of micro enterprises so that they can practice their jobs as fast as possible, in addition to providing marketing centers and permanent fairs to sell their products and offer their services. Besides offering the possibility of providing this with easy loans, and following those owners to solve their problems or the difficulties that they face in their work.

8. Preparation and implementation of a pioneering program to enable the displaced to return to their areas and help in its rehabilitation (choosing a specific area as a pilot model)

9. Encouraging the forming up of technical groups or teams of trainees during the training and qualification process to cover the largest possible number of jobs needed in the rehabilitation of houses and shops (tiling, painting, decoration, electrical and sanitary fittings, aluminum, iron and wood works) to encourage the idea of group work as much as possible, and satisfy the needs of the requesting population in a quick and better way.

10. Provision of necessary training for the teachers and supervisors to establish and operate kindergartens, schools for children, and intensive education, and starting virtual education for stages before the university level where possible.

11. Preparation of a number of value chain studies for a group of agricultural products especially those that contribute to industrial production (cotton and textile industries, vegetables and fruit, dairy products ...) to identify the problems that these products and the related industries face because of the crisis, and to treat and develop such industries to be able to create more job opportunities and improve the livelihood.

12. Starting projects for cleaning and rehabilitating damaged agricultural lands because of the conflict, in addition to having projects for vegetables and fruit keeping (storing food).

13. Studying the possibility of establishing a clustering group for textile industries in Aleppo and Damascus, and business incubators for the young entrepreneurs in the fields of software, electronics and others...

14. Supporting women home projects both in cities and countrysides building on the rise of the role of women in the crisis in supporting the household or helping in its support, especially the households of the victims of the crisis from the dead, the lost and the disabled, through the program of the producing household. In addition to supporting the establishment of home projects for vegetables and fruit keeping, sewing, embroidery and knitting, school clothes, handicrafts, sweets, and cooking ...) or rural ones like (food products, juices and nectars, ostrich breeding, bee-keeping, buffalos, Awasi-sheep, Shami goat, silk-worm, flowers production, fruit and vegetable drying, hand-made rugs and carpets, and rural clothes), and focusing on reviving traditional folkloric industries (mosaic, cashmere, natural silk and other products ...).

15. Preparing a program for the rehabilitation of the disabled individuals and manufacturing prostheses, and providing them and their households with livelihoods, integrating them in the society, and benefitting from the experiences of other states in this regard.

Short Term:

1- Providing the current or later working industrial plants with the technical expertise and consultation by the specialized international organizations concerning the sectors of textile, food, engineering, and chemistry to increase their production competence and improve their competitive ability (production improvement, marketing, saving energy and water and the use of the alternative energy, quality, environmental liabilities, pollution reduction, organic products...)

2- Setting a program to link the micro enterprises with the small and medium ones in order to develop the participant parties.

3- Providing technical assistance in order to develop the activity of the establishments, and the supportive governmental and non-governmental working bodies in the field of micro, small and medium enterprises, in order to increase their effectiveness and competence.

Measures required from the concerned government authorities:

The implementation of the suggested programs and activities by UNDP and other UN organizations currently working in Syria requires an effective response from the concerned

governmental authorities, especially in providing the suitable environment, and the resources needed for the implementation of these programs and activities, so as to ensure its rapid and effective implementation, and to encourage these organizations on continuing and developing their work in Syria.

- 1- Providing the encouraging environment for the return of the internally displaced households and those who are in neighboring country to their areas.
- 2- Speeding up the rehabilitation of damaged areas, facilities and services according to priorities to enable their native population to return as soon as possible.
- 3- Encouraging the investors and those of scientific and technical competences to return from abroad to resume work and production.
- 4- Improving the investment environment through facilitating the administrative procedures concerning establishing micro, small, medium and big enterprises. Granting incentives and tax advantages to the labor-intensive projects in the targeted areas to create appropriate job opportunities for job-seekers in these projects. Decreasing the related fees to the minimum and providing easy finance for the projects concerning the guarantees, the required loan, the interest, grace period, payment conditions so as to encourage setting the projects and moving from informal facilities to the formal sector.
- 5- Evaluating previous programs and cooperation experiences with the international organizations and donors in the field of qualifying the work force, improving the livelihoods, improving the economic sectors, and revising the studies and the results reached in this field to make use of them in putting initial perceptions according to priorities defined to the new technical cooperation programs required in these fields (training experts, external grants, setting new supporting establishments, developing and setting existing supporting centers...) in a coordinated and complementary manner with the internal related bodies to present the possibility of its execution on the short term and in the period after the crisis to avoid duplicity, conflict, time and money waste. Working on enhancing the linguistic and technical capacities of the personnel in the beneficiary bodies in the administrations related to international cooperation, in addition to providing the incentives to guarantee dealing with these bodies to carry out their tasks and activities effectively.
- 6- Establishing a unified board for the micro enterprises to unify the governmental, non-governmental, and international efforts working in this field.

- 7- Establishing the unified body for vocational training and qualification with the participation of all related public and private and non-governmental parties whether they carry out the training or benefit from it. This is done to coordinate their efforts and their abilities to carry out the national plans related to training and qualifying, and to benefit from all financial and human resources and available facilities in these bodies.
- 8- Depending mainly on local employment and qualifying it to deal with the shortage in manpower in the current stage and in the stage of reconstruction and re-employment of new unavailable specialties. In addition to prohibiting foreign recruitment unless it is urgent and in the unavailable technical fields only and for a defined period. Required arrangements must be taken to deal with this shortage as soon as possible through internal and external training and qualification.
- 9- Careful selection of the appropriate trainees, and allowing them to apply what they were trained for, and stimulating them to keep what they have learned. Committing the trainees to the new specialties and knowledge which they were trained for abroad by training a number of national trainees. Continuous focus on the practical and applied aspects and their tests with following their development and reflection on the process of training the trainers and the trainees, and benefitting from the appropriate experiences in this regard.
- 10- Focus on improving the qualitative structure of the job-seekers and employees to make sure that training and qualifying is a continuous process in both public and private bodies. Encouraging the workers to commit to training by providing the appropriate incentives which help their continuity and connection to work and improving their performance. Stimulating and encouraging free training and qualification (in the evening and during vacations) to whoever desires in the public and private bodies whether to deepen their specialty or to acquire new skills. In addition to activating the discounts granted to the private sector from the profit tax for the purpose of training.
- 11- Enhancing the role of local administration and considering city councils, areas, and towns – as part of its developmental tasks – as centers to support and encourage small and avoid centralization.
- 12- Adoption of the rule of 'Financing on the validity of the idea of the project', or the feasibility study concerning the economic terms instead of using estate guarantee especially the funding for development and expansion. Adopting the system of

Communion Credit through the funds of micro enterprises interest-free similar to (Al-Qarya Bank) and paying conveniently as lease finance. Facilitating the procedures of creating companies of capital financing (initiator or risk) concerning encouraging creating the projects for the initiator youth who are unable to initially fund their projects. Providing a partial or a total support from the government concerning the interests of the loans of these projects.

13- Assigning the job-supportive organizations as chambers (commercial – industrial – agricultural – tourism) to provide consultation services and training as they are the most representative and the closest to these projects.

14- Rapid activation of the committee of developing small and medium enterprises which fall under the Ministry of Economy, and the establishment of loan risks management board concerning starting the provision of services, responsibilities and the tasks of this establishment to achieve the required objectives.

Final notes:

- Appendix No.3 includes detailed description of the methodology adopted by the work team to conduct the study.
- Some recommendations are subject to having all the right and pre-conditions and enabling circumstances in terms of ceasing military actions, the presence of security, access to finance and services, and starting of the reconstruction process.

Appendices

Appendix No. 1

Definitions

1. Population Growth: the overall growth of the population as a result of the interaction of the elements of the newborns, mortalities, and the immigration of people within a given period of time.
2. Natural population Growth: A decrease or increase of newborns over a given period of time
3. Growth Rate: The rate at which the population increases or decreases in a particular year as a result of the natural growth of the population and net immigration rate, expressed as rate of the initial population.
4. Mortality Rate: Also called Raw mortality rate and it is the mortality rate for everyone thousand of the population in a given year.
5. Immigration Rate: the number of immigrants who leave their original regions for everyone thousand of the population in a given year.
6. Immigration abroad: the act of leaving one's own country to another country for the purpose of permanent residence.
7. Workforce (economically active population): it includes the employed and the un-employed.
8. The employed worker: the male or female individual who has had a job of economic value both inside or outside the house for not less than 18 hours during the week previous to the assigned timeframe.
9. The unemployed: the male or female individual who has the capacity to work, desire and look for it, but could not find work during the week previous to the assigned timeframe.

10. Housewife: every female who is solely dedicated for unpaid housework, and who did not search for work during the week previous to the assigned timeframe.
11. The main job for the employed male or female: it is the type of work in which the individual spends most of his working time.
12. Economic Activity: it is the field in which the employed individual practices his main job during the assigned timeframe irrespective of his/her job in a defined facility, and his/her activity is usually defined according to the activity of the facility.
13. Rate of raw economic activity: it equals the size of the workforce in a given year in relation to the total number of the inhabitants at the middle of a given year. This rate could be calculated according to gender, and educational level 100^*
14. Rate of refined economic activity: it equals the size of the workforce in a given year in relation to the total number of the inhabitants at the age of work (15-64) in the middle of a given year 100^*
15. Rate of raw economic dependence: it equals the number of population at the middle of a given year in relation to the number of the workforce (employed + unemployed) 100^*
16. Rate of economic dependence: it equals the number of the population in the middle of a given year in relation to the number of the employed in that given year 100^*
17. Rate of access to education in the educational stage: it equals the number of students who have access to education in relation to the population at the age of education for the same educational stage 100^* . This rate could be also calculated according to gender.
18. Annual growth rate of the workforce: it equals the size of the workforce in the year N divided on the size of the workforce in the year $N - 1$, 100^*
19. Unemployment rate: it is the number of the unemployed at the age of (15-64) in relation to the number of the workforce (employed + unemployed) in the same given year 100^*
20. Manpower: it equals the population at the age of work (15-64 years), and it is divided into two sections inside the workforce: the economically active population and those outside the workforce (economically inactive population: student, housewife, self-sufficient ...)
21. The employed according to economic activity: this equals the size of the workers in a certain sector in a given year in relation to the total number of the employed at that same year 100^*

22. The employed according to their occupational status: it equals the size of the employed in a certain job in a given year in relation to the total number of the employed in that same year.

23. The employed according to their operational status (works for a salary, without a salary, self-employment, owner of the job): this equals the size of the employed according to their operational status defined in a given year in relation to the size of the employed in the same year 100*

24. Informal Sector: the worker in the informal sector in Syria is defined as every worker who works outside the defined facility and according to an authorized license, and who pays all the taxes and fees related to the activities of the facility.

25. Rate of the workers employed in the informal sector: it equals the number of the workers in the informal sector in a given year in relation to the total number of the employed in that same year 100*

Appendix No. 2

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- Papers related to the study, and presented by:
 - Miss Rania Abd Rabo
 - Dr. Rasha Serub
 - Dr. Amer Kharbotli

- Mr. Mohammed Bassam Alsibaa
- Dr. Abdul Fattah Abu Baker

Appendix No. 3

Methodological Bases of the study

1- Main object of the study

The study aims at estimating the amount of immediate workforce demand especially job opportunities needed by the Syrian labour market in its different economic, productive and service fields, and those needed on the medium and long terms. In addition to focusing on how much the crisis affected the job market and the actual changes which are related to the labour market, livelihoods, and the available and required job opportunities.

2- The research community

To achieve realistic complete estimations about the amount of current and future workforce demand, resources to obtain data were diversified, and these include:

- 1- A sample of employers of productive economic, industrial, agricultural, commercial and service establishments.
- 2- A sample of experienced people who know about work, production and operation issues, and who are familiar with the economic, vocational and operational situations.
- 3- A sample of the workforce in the economic, productive and service activities.

3- Sample size and its basic characteristics

Because of the inavailability of updated framework of the research community in its three targeted categories, from which we can draw research samples which take into account the scientifically acknowledged methodological bases concerning size, representation and the way of drawing or choosing the items of the sample, and in light of what is available in this study of financial capabilities and the time of performing it, the methodology of the pattern

sample was adopted to define the sample features and size for each targeted category of the research community categories mentioned above. This is done taking into consideration the representation capacity of the items of each sample which coordinates with the aim of this study and its basic aspects.

In this context, items of the three samples were chosen from (6) governorates according to the pattern methodology of representation as follows:

- Damascus and its countryside governorates as representatives for the southern governorates (Daraa, Sweida, Qunaitara).
- Homs as representative for Hama
- Tartus as representative for Latakia
- Aleppo as representative for Idlib
- Hasaka as representative for Der Alzor and Raqqa.

Sample size and its distribution according to governorates:

Targeted category	Damascus and countryside	Homs	Tartus	Aleppo	Hasaka	Total
Owners of establishments	115	65	65	117	16	378
Key Figures	10	8	8	11	4	41
Focus discussion groups of the young workforce	5	4	4	5	2	20

4- The sample unit for every category of the targeted categories

1) **The establishment (facility):** a project of part of it. It has a fixed site inside the research community boundaries. It performs one or more than one kind of economic activities under one administration. By that, the owner of the establishment could be a normal person or a legal person.

2) **Key figure:** a member of the local community included in the study (male or female) and has the experience or the knowledge of the economic, vocational and operational activities.

3) **A member of the workforce:** is one of the economically active population (male or female) 15+ years old whether working or not during the period of performing the focus discussion sessions (or centered).

4- Tools of the study

The tools of the field study are designed to be consistent with the sources of field data. The targeted categories which provide these information are diversified. The tools depend on:

1) Questionnaire: to obtain information from employers or owners of economic productive or service establishments (projects).. This questionnaire is designed to identify the job situations, its nature, the problems and the challenges related to job opportunities, and operation from the point of view of employers.

2) Individual interviews that are deep codified to obtain information or data from the key figures about study aspects. 41 individual in-depth interviews were conducted with experts in economic and social sciences including academics and some people concerned in work and production issues taking into consideration that those are representative of many bodies where their experience and academic study are consistent with the aspects of the study on the regional and local levels, according to the following:

- ✓ Taking into consideration the variety through the interviews related to each aspect to include the governmental and the civilian sectors, and the different specialties for researchers and academics.
- ✓ Considering the representation on the central and the local levels when conducting the interviews related to each aspect.

3) Focus (or central) interactive sessions to obtain data from the young workforce; the actual working, the unemployed, or the possible future workers in the job market. 20 focus discussion sessions with this targeted category were held considering representing the people from the two genders, from different educational levels and different places of residence. In addition to the different relationship with the workforce (working, unemployed, or possible workers in the job market of university students). Thus, the focus discussion sessions guaranteed the participation of typical varied samples representing the different variables of the study including both the descriptive and the interpretive ones.

The focus discussion sessions were performed by researchers specialized with this kind of research methodologies, according to the mechanism of "roll over" in asking questions. Each moderator was accompanied by a writer / or a facilitator (protocol). The main job of the facilitator is to help preparing and performing the session and taking notes of the discussion and summarizing it with all what is said in the discussion session according to the form specially prepared for this purpose. The facts of these discussion sessions were completely recorded after taking the permission of the participants in every session, hence committing to the principles and techniques of performing the focus groups.

4) Quantitatively investing the field qualitative data: as it is difficult to conduct a field survey according to quantitative research methodologies through the available material and time, the research team resorted to investing what they had from the field of data and information according to the qualitative field research methodologies (participants in the central discussion sessions) by transferring the qualitative data into quantitative ones. The participants in these discussion sessions (for this target) were considered a controlled sample obtained using stratified sampling method. It thus became possible to apply the techniques of quantitative analysis to the data of the field study, and comparing them according to its basic variables (place, age and gender). In addition to expanding in studying the basic aspects emerging from analyzing the links. The data in the focused sessions was classified, bulletied, and codified and statistically processed by the statistic and social analysis program SPSS, then it was put into tables according to the main variables of the study.

5- Training the field study team

The research administration paid huge attention to training data collection and preparation teams to enhance their abilities and guarantee the highest level of data accuracy and quality. 5 field local supervisors and 20 field researchers were trained alonge 2-3 working days. This course included theoretical and practical training with the participation of specialized trainers. Many oral, practical and experimental tests were held in the field to make certain that all the basics, steps and the field work instructions are grasped in order to execute the focused discussion sessions, conduct the interviews and collect the data according to the methodological bases and procedural definitions outlining the themes, and the collecting methods of the data and its concepts. In addition to focusing on abiding by the moral principles which regulate the interviews and the qualitative reports preparation after the field team comprehends all these principles.

7- Previos experiment

To insure accuracy and having proper field data and information, an experimental process of collecting data preceded the basic collection process in order to:

- Test the level of accuracy, the way of forming and sequencing the questions, and the clarity of the answers.
- Insure covering the closed answers.
- Measure the time of the interview to define the averages of performance, the size of work team and its distribution in the field.
- Acknowledge the cooperation and the response of the research samples, and test the revision, field and office auditing criteria.

8- The methodology of preparing the estimations of job opportunities in Syria after the crisis on the immediate and short terms:

Estimation the job opportunities depended on the results of:

1- Analyzing the current reality of:

- The national economy before and during the crisis
- The reality of the labour market
- The population reality
- External immigration
- Displacement across areas.
- The displaced people

2-Interviews results

- With the owners of establishments 2017
- With job seekers (focus groups)
- With community leaders and workers in the labour market.

3- The expectations of the work team concerning the reality of the workforce and job opportunities during the crisis, and on the short term, due to the lack of official data issued by the related governmental bodies.

- First: estimating the reality of workforce in 2015-2016

- The shortage in the workforce, especially the workers, was estimated depending on the analysis of the economic situation through different studies and estimations which have different rates of workers and the unemployed, and the size of external immigration especially people at the age of work (males) who are doing the military service, and other estimations. The estimations for the period between 2015-2016 reveal the following:

- 1- The reduction of the population-force from 59% to 55%.
- 2- The reduction of the workforce by 25% than it was in 2010.
- 3- The increase of unemployment rate from 8.6% to 26.2% of the workforce.
- 4- A clear difference in this reduction across the sectors. The total level reaches 39%, and the reduction was estimated at 50% in the industry, building, and transport sectors, more than 30% in the sectors of agriculture and commerce, and less than 30% in the service sector and other sectors.

In light of this, the number of the workers in 2015-2016 was estimated at 3.1 million workers.

Second – estimating the required job opportunities on the immediate and short terms

- Depending on estimating the current size of the work force and the workers (2015-2016) according to sectors.
 - The interview results with a number of establishment owners in the governorates which represent the whole of Syria.
 - The interview results of the focus groups with the job seekers which show a trend and a desire of job seekers to work in the following sectors (44% in trade, 17% in building, construction and agriculture, 8% in industry, and the rest in the other sectors).
 - The interview results with opinion leaders and those who are related to the job market which show that there is a vision about the directions of the job opportunities; (building and construction 24%, agriculture 20%, service 16%, commerce 15% and the rest in industry sector and other sectors.)
 - Economic expectations for the post-crisis period and the reconstruction stage.
 - Job opportunities were estimated at about 830.000 thousand on the immediate and short terms.
- A- There is a need for 210.000 thousand workers, and concerning the need of the agricultural sector to prepare a workforce to rehabilitate the agricultural lands in the safe

areas in Syria; by cleaning them from the military operations wastes, and refarming them.

In addition to taking care of the livestock which greatly declined during the crisis.

The demand in the middle and long terms is reducing as new technologies are introduced in this sector.

- B- As for industry: this sector immediately needs 100.000 thousand workers to cover the lack of workers especially technicians. The need of this sector increases with the rehabilitation of the establishments and reconstructing them, and increasing the investment range on the middle and long terms.

In the sector of building and construction there is an immediate need for 160.000 workers of specialists and technicians. This need increases on the middle term and decreases on the long term. The need varies in other sectors. In the trade sector, the need increases (especially working in the informal sector).

The averages of the need and job opportunities according to the number of the workforce in relation to the sectors in (2010-2015) are listed below:

Sector	2010	2015
Agriculture	%27.6	42%
Industry	%11.5	25%
Building & Construction	%19.3	40%
Trade	%10	15%
Transport	%10	20%
Service	%19.3	23.0%
Total	%16,4	26.8%

Appendix No. 4

A questionnaire about job opportunities and training required to provide the current and future need of the establishment of workers, and the needs of the internal training of workers in the current and future establishments

- | | Name of city | | Address of establishment |
|---|--|------------------|--|
| - | Name of establishment | | |
| - | Place of establishment: | (1) permanent | (2) temporary (3) other |
| - | The main economic activity of the establishment | | |
| - | The establishment property: | (1) Public | (2) Private (3) other |
| - | The establishment license | (1) industrial | (2) agricultural (3) artisanal (4) other |
| - | Number of workers before the crisis () – number of current workers on the date of the interview () | | |
| - | The technical level of the establishment: (1) manual (2) semi automatic (3) automatic (4) other | | |
| - | Desire for expansion after the crisis: (1) yes(2) no | | |
| - | Desire for technical support | (1) yes(2) no | Required technical support: |
| - | Desire for financing () | Aim of financing | |

A table of the number of required workers according to the certificate, job, specialty according to the attached vocational description

Attached a copy of the Syrian vocational and educational description

Certificate, job, and specialty according to the vocational description	The number of the current workers	Currently required job opportunities	Required job opportunities after the crisis			Notes
			Until the end of this year	Between 2018-2020	In the future	

Appendix No. 5

A questionnaire about the required training for enhancing the skills of the employed according to the type of training and its length

Notes	Length of Training			The required number of workers for training in each training field	Type of Training
	More than one month	One week to one month	Less than a week		

Comments and other recommendations:

Appendix No. 6

The focus groups in this study where consist of (8-12) people of the job-seekers in the governorate of different age groups and educational levels.

An expert in development and job opportunities conducts the interviews. The expert explains the objectives of the meeting with the jobseekers where the main aim is to identify their opinion concerning the available job opportunities in the governorate, the reality of the current livelihood of their households, the difficulties in finding a job opportunity, and the reasons behind this. The discussion is opened by asking the following questions:

First Questions:

What are the currently-available job opportunities in the governorate, and in which activities?

Agriculture ☐ Industry

☐ Building & Construction

☐

Trade & Hotels ☐ Other ☐

Second Question:

The reasons behind not getting a job opportunity. Are they attributed to:

Inconsistency with his/her educational level

The technical level of the job-seeker

The level of training and expertise

Other:

Third Question:

If the reason is a vocational and training mismatch and inconsistency, do you want to follow a training course in the field of the required work:

YES ☐ NO ☐

If the answer is YES:

Changing my specialty and current profession

Improving my skills and expertise in my current profession

Other

Fourth Question: What are your recommendations for increasing job opportunities in the governorate?

.....
.....
.....
.....

Fifth Question:

What are the sectors that you wish to work in, and why?

Public sector because

Private sector because

Establishing my own project

Any available job

Other

Sixth Question:

What is the reason behind looking for a job?

Helping my family in their livelihood

Securing my future

Other

Seventh Question:

If you have the will to establish your own micro, small or medium project, what is your desired activity?

Agricultural industry or livestock breeding project

Manual and handicraft industry project

Clothes-making and sewing industries project

Other

.....

....

Eighth Question:

What is required for the success of establishing a project?

Training courses

Financial Support

Help in marketing

Other

Appendix 7

Interviews with opinion and community leaders on job opportunities and livelihoods in target governorates:

To start the Interview:

Please allow me first to thank you for the time that you will be giving us to talk with you about job opportunities and livelihoods in the governorate. We hope that you will enlighten us from your practical experience in community work in this governorate. We give great attention to opinion leaders and people with expertise in the community, and to all the views and suggestions they provide. We always expect continuous and constructive cooperation on your part.

Question 1: In your opinion, what are the professional and economic activities that you expect to create job opportunities in the governorate in the coming post-crisis stage: are these activities being conducted now?

Please list according to priority and importance in your opinion:

.....Agriculture..... Transformative Industry / Building and
Construction..... Trade, Hotels, RestaurantsService and
Transport..... Other Sectors and activities

Question 2: Where do you expect job opportunities to be available most in the coming stage?

Please list according to priorities in your opinion:

Public Sector/ Private Sector/ Small and Medium enterprises/ Individual
work or business/ Other (Can you think of more?)

Question: 3 In your opinion what are the requirements of vocational training that would help meet the needs of job opportunities in the governorate?

Please list according to priorities in your opinion:

Is it a shortage of training places and equipment for the training workshops?

Is it a shortage in trainers and in training curricula and quality?

Is it a shortage of practical training of trainers in work places?

any other reason?

Question 4: Are the earnings of paid work or business adequate to provide livelihoods for the working household in the governorate?

Yes

relatively adequate

Not adequate

Question: 5 In your opinion, what are the constraints and challenges in providing the requirements of job opportunities in the governorate?

Is it the vocational qualification and level of the job seekers?

Is the educational level and qualifications of the job seekers?

Is it the gender of the job seekers? (male or female)

Any other?

Question 6: Can you suggest any trends or activities that can increase job opportunities in the governorate?

.....
.....
.....

Question 7: Do you see medium, small and micro enterprises as an effective way to create job opportunities in the governorate?

☐ NO

☐ Yes

If the answer is yes, what are these suggested activities for these enterprises.

Agricultural and livestock industries

Tailoring and knitting workshops

Other?....

Last Question: are there Capacities in the governorate to address and deal with all the above issues?

☐

No

☐

Yes

If the answer is NO,

What are your needs?

Technical Assistance? (Please mention)

Technical expertise? (Please mention)

Financial Support?

Other? (Please explain)