As a result of the lack of livelihood opportunities in Zaatari camp, UNHCR and partners have focused their efforts on providing a significant number of services through Cash for Work (CW); an initiative for which refugees are remunerated for supporting partner programming in the camp. CW activities are coordinated by the Needs Based Working Group (NBWG) and partner members, who during 2015 developed CW guidelines that aim to promote equal CW opportunities to all refugees in the camp, and improve information management about the active cash for workers by harmonizing the CW approach of humanitarian actors. To facilitate the continuous development of the CW guidelines and increase the transparency of CW activities in the camp, the NBWG has developed a CFW factsheet. This factsheet is based on the information that humanitarian actors in the camp provide to the NBWG about their CW activities at the end of each month.

Position Type
Proportion of cash for workers in fixed and rotational positions:
- Rotational positions: 66%
- Fixed positions: 34%

Gender of Cash for Workers
Proportion of cash for workers by gender:
- Male: 80%
- Female: 20%

District of Residence
Proportion of cash for workers by district of residence*:
- D1: 8%
- D2: 7%
- D3: 6%
- D4: 5%
- D5: 4%
- D6: 13%
- D7: 14%
- D8: 14%
- D9: 8%
- D10: 7%
- D11: 9%
- D12: 6%

Skill Level
Proportion of cash for workers by skill level*:
- Semi-skilled: 83%
- Skilled: 16%
- Highly skilled: 1%

Cash for Work Sectors
Proportion of cash for workers by sector:
- WASH: 58%
- Custodial: 20%
- Security: 6%
- Community Mobilisation: 6%
- Health & Nutrition: 4%
- Protection: 3%
- Education: 2%
- Other: 2%

Participating Agencies
Number of cash for workers by camp partner:
- OXFAM: 1,640
- ACTED: 1,587
- JEN: 483
- IRD: 460
- Save the Children: 295
- NRC: 150
- IMC: 126
- Other: 46

Feedback: Refugee Community
In November, the refugee community provided the following points of feedback regarding CW activities:
- Refugees reported perceiving that there were unequal opportunities for CW and requested a more transparent procedure.
- Refugees reported perceiving that there were a disproportionate number of CW opportunities available to men compared to women.
- Refugees reported feeling that there are too many permanent positions, which results in a lack of rotational CW opportunities available.

Feedback: UNHCR
In November, the UNHCR CFW data management team provided the following points of feedback regarding CW activities:
- Agencies should remember to submit their cash for workers lists prior to engaging them in CW activities.
- More quality control was requested as submitted CW data may contain inaccurate and missing information.
- UNHCR should be informed when fixed cash for workers cease to be employed by agencies.

*All reported figures and analysis in this factsheet are based on the CW data submitted by humanitarian actors in Zaatari camp for November, and are therefore not representative of the cash for workers who were employed by agencies that did not submit their data or submitted incomplete data. Further, the analysis covers the total individual cash for workers reported as active during November, rather than the number of positions filled during November.