EMPLOYMENT AND LIVELIHOOD

Stock-taking of available data

As the humanitarian coordination structure (established in Armenia after the Nagorno Karabakh (NK) conflict in September 2020) prepares to disengage at the end of 2021, in the frames of the “REACH: Support to the Coordination Steering Group” project funded by UNHCR, REACH Initiative (IMPACT Initiatives) conducted a secondary data review aiming to identify existing data sources and the remaining gaps important to consider to address immediate and longer-term needs of the refugee-like population within the context of a transitioning humanitarian response.

This factsheet is to complement the SDR matrix and to highlight the available early recovery and livelihood information, with a major focus on employment and income-generation related findings for the humanitarian and development actors in Armenia. The factsheets includes data from a number of assessments conducted among the refugee-like population residing in Armenia within the year of 2021. These assessments follow different methodologies, sampling and geographical coverage, the overview of which is presented below. Because of these variations, the comparison between the findings should be perceived as indicative only.

### Assessment Data collection methodology Geographical coverage Population group size (refugee-like) Organisation

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Data collection methodology</th>
<th>Geographical coverage</th>
<th>Population group size (refugee-like)</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic Resilience Assessment (ERA)</td>
<td>Focus Group Discussions</td>
<td>Syunik, Kotayk, Ararat, Lori marzes and Yerevan</td>
<td>118 ppl</td>
<td>REACH / IMPACT Initiatives</td>
</tr>
<tr>
<td>Capacity and Vulnerability Assessment (CVA), (Funded by UNDP)</td>
<td>Household surveys, Key Informant Interviews</td>
<td>Syunik, Kotayk, marzes and Yerevan</td>
<td>605 HHs</td>
<td>AGORA/ IMPACT Initiatives</td>
</tr>
<tr>
<td>Multi-Sector Needs Assessment (MSNA): 2nd round</td>
<td>Household surveys</td>
<td>National coverage, including Yerevan</td>
<td>414 HHs</td>
<td>REACH / IMPACT Initiatives</td>
</tr>
<tr>
<td>Protection Monitoring: September - October Snapshot</td>
<td>Household interviews</td>
<td>National coverage, including Yerevan</td>
<td>984 HHs (4,497 ppl)</td>
<td>UNHCR</td>
</tr>
<tr>
<td>Protection Monitoring: Mid-Year report</td>
<td>Individual / Household interviews</td>
<td>National coverage, including Yerevan</td>
<td>2,389 HHs (10,880 ppl)</td>
<td>UNHCR</td>
</tr>
<tr>
<td>Food Security and Market Monitoring: 2nd round</td>
<td>Computer-assisted phone interviews</td>
<td>National coverage, including Yerevan</td>
<td>939 HHs</td>
<td>World Food Programme</td>
</tr>
<tr>
<td>Food Security and Market Monitoring: 1st round</td>
<td>Phone-based surveys</td>
<td>National coverage, including Yerevan</td>
<td>1,072 HHs</td>
<td>World Food Programme</td>
</tr>
<tr>
<td>Multi-Vector Needs Assessment</td>
<td>Household interviews, Focus Group Discussions, Key Informant Interviews</td>
<td>Ararat, Armavir, Vayots Dzor and Syunik marzes</td>
<td>100 HHs</td>
<td>People in Need (PIN)</td>
</tr>
</tbody>
</table>

### Intentions of Return

#### January - June, 2021
- Go to a third country: 24%
- Relocate within the country: 31%
- Not sure: 6%
- UNHCR Protection Monitoring: 18%
- Planning to stay in current location in the next 12 months: 24%
- Not certain about future movement plans: 18%
- Intending to move to another location in Armenia: 6%
- Planning to move back to NK: 7%

#### September-October, 2021
- Go to a third country: 26%
- Relocate within the country: 68%
- Not sure: 5%
- UNHCR Protection Monitoring: 1%
- Planning to stay in current location in the next 12 months: 26%
- Not certain about future movement plans: 24%
- Intending to move to another location in Armenia: 6%
- Planning to move back to NK: 18%

### Livelihood Coping Strategies

#### February - March 2021
- HH not adopting coping strategies: 8%
- Stress coping strategies: 24%
- Crisis coping strategies: 56%
- Emergencies coping strategies: 12%

#### July 2021
- HH not adopting coping strategies: 5%
- Stress coping strategies: 22%
- Crisis coping strategies: 59%
- Emergencies coping strategies: 14%

### Comprehensive Food Security

#### February - March 2021
- Food secure: 15%
- Marginally food secure: 69%
- Moderately food insecure: 15%
- Severely food insecure: 1%

#### July 2021
- Food secure: 31%
- Marginally food secure: 56%
- Moderately food insecure: 13%
- Severely food insecure: 0%

### Food-based Coping Strategy

#### February - March 2021
- No coping: 24%
- Low coping: 50%
- High coping: 26%

#### July 2021
- No coping: 21%
- Low coping: 49%
- High coping: 30%
EMPLOYMENT AND LIVELIHOOD

Stock-taking of available data

Main Sources of Income

<table>
<thead>
<tr>
<th>Source</th>
<th>January - June 2021</th>
<th>September-October, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment (any of HH members)</td>
<td>27%</td>
<td>45%</td>
</tr>
<tr>
<td>Pension</td>
<td>24%</td>
<td>25%</td>
</tr>
<tr>
<td>Humanitarian assistance</td>
<td>19%</td>
<td>18%</td>
</tr>
<tr>
<td>Family abroad (remittances)</td>
<td>19%</td>
<td>10%</td>
</tr>
<tr>
<td>No income</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

Most reported sources of HH income

- State support packages (particularly 60,000 monthly support)
- Temporary jobs or other income-generating activities (including work abroad, or agricultural activities)
- Pension (including disability pension)
- Salary from previous jobs in Nagorno Karabakh (either full or 50%)
- Benefits
- Support from family or relatives
- Savings

Current Employment Status

- Employed: 13%
- Unemployed, looking for a job: 44%
- Unemployed, not looking for a job: 43%

Current Employment Sector

- Education: 22%
- Trade: 10%
- Self-employed: 9%
- Textile industry: 7%
- Agriculture: 7%
- Construction: 7%
- Healthcare: 6%
- Finance: 5%
- IT: 5%
- Other: 11%

Prefered Employment Sector (if currently unemployed)

- Education: 29%
- Trade: 18%
- Self-employed: 14%
- Agriculture: 12%
- Textile industry: 11%
- Other: 19%

Main Occupation Before Moving to Armenia

- Education / health system worker: 19%
- Farmers / farm worker: 15%
- Unemployed: 13%
- Employee formal (other): 8%
- Military personnel: 7%
- Housekeeping or child care: 7%
- Other occupation: 7%
- Domestic service: 6%

Main Employment Sector of HH Heads (before the NK conflict)

- Agriculture: 24%
- Education: 24%
- Manual construction work: 11%
- Security and military services: 9%
- Healthcare and social work: 7%
- Service sector: 7%
- Technician work: 6%

Top 3 Sources of Income

- Pensions: 56%
- Social protection: 31%
- Paid work (formal): 26%
- Paid work (informal): 21%
- Savings: 7%
- No source of income: 4%

Having a farming land

- Having a farming land: 91%
- No land owned: 9%

REACH | IMPACT Initiatives: Multi-Sector Needs Assessment
Data collection - March-April 2021
EMPLOYMENT AND LIVELIHOOD

Stock-taking of available data

### Barriers to Employment

- Low wages
- Lack of job opportunities, prevalent particularly in marzes
- Working environment and conditions (including long working hours and inappropriate compensation)
- Bureaucratic challenges (impacting eligibility for support programmes)
- Care responsibilities
- Lack of clarity on the future (duration of support programmes, relocation perspectives, house acquisition possibilities)

#### REACH | IMPACT Initiatives: Economic Resilience Assessment
Data collection - July - August 2021

<table>
<thead>
<tr>
<th>Barriers to Employment</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of jobs/low demand in my prof.</td>
<td>96</td>
<td>48%</td>
</tr>
<tr>
<td>Low salaries</td>
<td>38</td>
<td>19%</td>
</tr>
<tr>
<td>Lack of awareness about job demand</td>
<td>38</td>
<td>19%</td>
</tr>
<tr>
<td>Lack of formal education (diploma)</td>
<td>24</td>
<td>12%</td>
</tr>
<tr>
<td>Lack of access to childcare services</td>
<td>20</td>
<td>10%</td>
</tr>
<tr>
<td>Other</td>
<td>18</td>
<td>9%</td>
</tr>
</tbody>
</table>

#### AGORA | IMPACT Initiatives: Capacity and Vulnerability Assessment
Data collection - May-June 2021

### Preferred Modalities of Assistance

- Filling the gap of education and skills
- Job placement and creation of job opportunities
- Housing/shelter
- Financial support
  - Cover costs of training/education
  - Launch business activities
  - Support in paying the loans and debts
- Support in agricultural activities

#### REACH | IMPACT Initiatives: Economic Resilience Assessment
Data collection - July - August 2021

<table>
<thead>
<tr>
<th>Preferred Modalities of Assistance</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Platform about new opening positions</td>
<td>90</td>
<td>60%</td>
</tr>
<tr>
<td>Get training for new skills</td>
<td>65</td>
<td>43%</td>
</tr>
<tr>
<td>Rent support from Government</td>
<td>35</td>
<td>23%</td>
</tr>
<tr>
<td>Obtain a long-term concessional loan</td>
<td>18</td>
<td>12%</td>
</tr>
<tr>
<td>Deferment of loan payment</td>
<td>17</td>
<td>11%</td>
</tr>
<tr>
<td>Unemployment benefit</td>
<td>15</td>
<td>10%</td>
</tr>
</tbody>
</table>

### Factors Important to Employers During Recruitment

- Technical skills needed for the business | 48% |
- Interpersonal and communication skills | 36% |
- Work experience | 32% |
- Certification | 12% |
- Education | 4%

#### PIN Multi-vector Needs Assessment
Data collection - May-June 2021

### Challenges for Employment and Social Service Providers

- Lack of material resources (transportation means for visits, mobile phones, etc.)
- Lack of inter-agency collaboration (with other state agencies, with employers/private companies)
- Lack of proper mechanisms for better efficiency
- Capacity gap (needs assessment and mapping, career orientation, psychological skills)
- Lack of human resources

#### REACH | IMPACT Initiatives: Economic Resilience Assessment
Data collection - July - August 2021

### CONCLUSION

Such areas as the employment, income-generation and longer-term self-reliance, which had limited coverage during the past assessments within emergency and immediate humanitarian response, rather fall in the scope of transitioning humanitarian response and early recovery programming and gain relevance for the longer-term strategy planning.

The conducted assessments majorly covered questions relating to employment status, primary sources of income, average HH income, previous education and sectors of employment, some job-finding attempts and barriers to employment, impact of NK conflict and COVID-19, preferred modalities of assistance, market analysis, etc.

Based on the overview of the available data on early recovery and livelihoods, as well as stakeholder interactions during the WGs, some of the highlighted data gaps in early recovery and livelihoods can be grouped as follows:

- in-depth representative data on the confluence of job market and the skills/experience of refugee-like population (as well as host communities), coping mechanisms against employment barriers, tensions over job opportunities or other pertinent social cohesion issues.
- sector-specific and area-specific analysis of opportunities and support intervention possibilities, particularly in the major areas of expertise of the refugee-like population remaining in Armenia (e.g. agriculture),
- in-depth information on the capacities and challenges faced by the relevant local and national authorities in tackling longer-term livelihood and early recovery needs and in ensuring more efficient state ownership of the development efforts.