



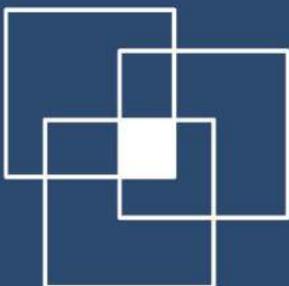
Republic of Yemen



International
Labour
Organization

Yemen Damage and Needs Assessment

Crisis Impact on Employment and Labour Market



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Labour Market

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1. Introduction

Yemen's political transition process has, tragically, spiralled downwards into a full-scale war with little immediate prospect of warring parties finding a peaceful way out. An inability to agree on constitutional provisions has led to a complete breakdown of the National Dialogue Conference (NDC) process in which many, including the international community, had invested their hopes for Yemen's future.

The conflict in Yemen continues to generate major casualties, internal displacement, destruction of infrastructure and disruption of service delivery across all major sectors, exacerbating the pre-existing humanitarian crisis. Since March 2015, major roads, bridges and airports across the country have been destroyed. Electrical power lines have been severely damaged and oil production has been totally disrupted. More than 12 million Yemenites are suffering from food insecurity, an increase of nearly 16 per cent since the crisis started. In addition, 20.4 million people now lack access to safe water and adequate sanitation and more than 1.8 million children have lost access to school due to the crisis. The United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA) estimates that 21.1 million people (equivalent to 80 per cent of the population) require some form of humanitarian protection or assistance, an increase of 33 per cent over the past four months.¹

As a response, the World Bank (WB), United Nations (UN), European Union (EU) and Islamic Development Bank (ISDB) plan to engage in a dynamic in-crisis preliminary damage and needs assessment (DNA). The assessment aims to quantify the impact of the ongoing crisis on critical infrastructure, physical assets and service delivery across key sectors in Yemen, as well as its impact on livelihoods and the economy.

The DNA report includes (1) a preliminary damage assessment that describes the impact of the crisis on key infrastructure, service delivery and livelihoods, and (2) a prioritized and sequenced sectoral needs assessment. The report will also identify and suggest specific interventions for recovery planning that could inform a potential full-scale Assessment of Crisis Damage on Employment and Livelihoods ACDEL, also referred to as PCNA².

Based on a request by the Government, the ILO, in collaboration with the Yemeni Central Statistical Organization (CSO), has conducted a rapid assessment survey to assess the impact of the crisis on employment in Sana'a, Aden and Al-Hodeidah using samples extracted from the 2013–14 Labour Force Survey. The rapid assessment focuses specifically on (a) the impact of the crisis on employment status, (b) vulnerability profiles, and (c) the coping strategies of individuals and households.

¹ UNOCHA. *Yemen Crisis Overview*, available at <http://www.unocha.org/yemen/crisis-overview>.

² See Guide C at http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/instructionalmaterial/wcms_141275.pdf.

2. Background and methodology

The objective of this rapid assessment was to assess the impact of the crisis on employment and livelihoods, with a focus on youth and the most vulnerable household members in Sana'a City, Al-Hodeidah and Aden. The survey followed the same methodology as the original Labour Force Survey 2013–14, and used the same questionnaire so that the results could be compared. The questionnaire included some additional questions on school attendance, labour market participation, as well as employment in the informal sector. The questionnaire was administered to 704 households surveyed by the Labour Force Survey in the three governorates.

Households that could not be accessed (mainly because of security threats) were substituted with others of similar socio-demographic characteristics. The data were weighted, so as to provide valid estimates at the governorate level.³ Analyses of unemployment have generally been avoided, as they are of limited utility in view of the specific characteristics of the Yemeni labour market.

3. Pre-crisis context and baseline information

Historically, the labour market of Yemen has been characterised by persistent structural challenges.⁴ Recent conflicts and political instability have exacerbated these structural problems, as documented in the Labour Force Survey 2013–14,⁵ which highlighted the following findings:

- Yemen is comprised of a very young population, with more than 40 per cent of residents aged 14 or below.
- The share of persons living in rural areas accounts for almost three-quarters of the total population.
- The labour force participation rate (36.3 per cent) is much lower than that of inactivity.⁶
- Women are almost absent from the formal labour market, with a labour force participation rate as low as 6 per cent.
- Educational attainment of both employed and unemployed adults is low – almost two out of three Yemenis in the labour force have completed only primary education.
- Agriculture accounts for 29.2 per cent of employment (with a high incidence of own-account workers), industry employs 14.5 per cent, and the service sector (mostly trade and public administration) is the predominant employer with a share of 55.6 per cent.
- Almost three-quarters of the employed work in the informal economic units and more than 80 per cent are in informal employment.⁷
- Only around half of the employed are in salaried employment, and 42.4 per cent are either own-account or contributing family workers.

³ Weighting procedures reflect the standard methodology of the LFS, Yemen Central Statistical Organization.

⁴ Bruni M., Salvini, A., Uhlenhaut, L. 2014. *Demographic and labour market trends in Yemen: A background paper to frame the interface between the youth employment challenge and the national migration policy* (Beirut, ILO Regional Office for Arab States).

⁵ ILO. 2015. *Yemen Labour Force Survey 2013–2014* (Beirut, ILO Regional Office for Arab States).

⁶ The labour force participation rate is low even when compared with the already low average across the Arab World, whose most recent observation is 50.4 per cent (World Development Indicators, 2012, ILO measure of participation, women and men aged 15 and above). The rate of inactivity in Yemen was 66.7 per cent in 2014, estimated as the complement of the labour force participation rate.

⁷ The estimate of informal employment is reached by the sum of people working in informal economic units and informal workers in formal economic units.

The Rapid Survey 2015 (RS 2015) was conducted in Sana'a City, Al-Hodeidah and Aden. The choice of governorates was instrumental to assessing the impact of the war in the areas covered. Although the sample is not nationally representative, these three governorates are areas where quality data collection was able to be performed and altogether account for around 22 per cent of the working age population (WAP) – people aged 15 and above. They provide a fairly diversified picture in order to assess the impact of the conflict, as these governorates have been affected by the conflict in different ways: in Sana'a and Al-Hodeidah bombing is still going on, whereas in Aden fighting stopped in July and some relief has been brought in.⁸ This assessment will show that the interruption of the conflict in Aden mattered in terms of labour market outcomes and, for this reason, data analysis has been conducted separately for the three governorates whenever possible.

4. Impact on mobility, employment, and participation

Total population

As UN experts had anticipated, by early April 2015 the first most evident impact of the crisis was an extremely high number of displaced people.⁹ Taking the three governorates together, data suggest that displacement affected mainly the rural population (two-thirds of those displaced came from rural areas) and women, who accounted for 95 per cent of the total displaced population. Over a span of 7–8 months, the populations of Al-Hodeidah (where two-thirds of the families live in rural areas) and Sana'a declined by 7.1 and 5.0 per cent respectively. Displacement has been more pronounced for women (12.0 and 8.8 per cent) than for men (2.4 and 1.4 per cent). Aden, on the contrary, has been a destination area with the total population increasing by 10.6 per cent (12.3 per cent for women and 9.1 per cent for men).¹⁰

Overall, women represent more than 80.0 per cent of the people who left Sana'a and Al-Hodeidah, and 55.0 per cent of the people that arrived in Aden. These dramatic displacement phenomena have caused an increase of size for 17.9 per cent of households interviewed, despite 10.8 per cent of households declaring that some members had moved to other areas of the country or abroad (only 2 per cent of total households interviewed).

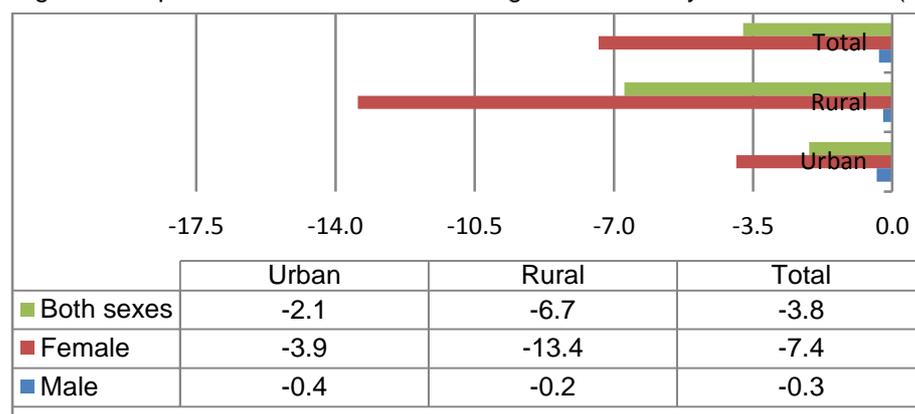
These movements are mirrored by an overall increase in the size of households as reported by 17.9 per cent of households interviewed. All respondents of RS 2015 declared that they have been affected by the war, and 81.4 per cent have been "very affected" by the war. Some 10 per cent of children have stopped attending school.

⁸ This situation changed rapidly as Aden was under attack as of 8 December 2015. See <http://reliefweb.int/>.

⁹ www.un.org/apps/news/story.asp?NewsID=50518

¹⁰ These values are in line with an estimate for August of 1,439,000 proposed by the Internal Displacement Monitoring Centre. At that time, the governorate with the highest number of internally displaced persons (IDPs) was Hajjah, which hosted 298,788 IDPs, followed by Al Dhale'e (235,656) and Aden (195,325). Most IDPs originated from Aden, Al Dhale'e and Sa'ada (Yemen Protection Cluster, 5 August 2015). IDPs mainly lived outside formal camp settings (OCHA, 23 and 15 May 2015). More recently an estimate of 2.3 million displaced persons has been proposed by the UNOCHA and the World Health Organization (WHO).

Figure 1. Population decline across three governorates by urban and rural (%)



Source: Rapid Survey, 2015, ILO and CSO.

Working age population

The overall decline of WAP by 132,600 accounts for two-thirds of the decline in total population. People of working age are those most affected by internal displacement; among those of working age, displaced women are over-represented compared to their male counterparts (see table 1).

Table 1. Impact on main demographic and labour market variables (%)

	Population	WAP	Employment	LF
Both sexes				
Sana'a City	-5.0	-5.8	-17.8	-12.8
Al-Hodeidah	-7.1	-9.6	-11.6	-17.0
Aden	10.6	13.9	-5.4	-6.9
Total	-3.8	-4.5	-12.8	-13.8
Male				
Sana'a City	-1.4	-3.8	-11.5	-12.8
Al-Hodeidah	-2.4	-4.3	-11.4	-17.0
Aden	9.1	12.6	-9.0	-6.9
Total	-0.3	-1.4	-11.1	-13.8
Female				
Sana'a City	-8.8	-8.0	-63.6	-58.0
Al-Hodeidah	-12.0	-15.0	-14.1	-29.3
Aden	12.3	15.3	11.1	21.2
Total	-7.4	-7.7	-28.0	-28.0

Source: Rapid Survey, 2015, ILO and CSO.

Employment

In the period between the two surveys, the three governorates lost more than 130,000 jobs (the equivalent of a 12.8 per cent reduction in employment).¹¹ Some 12.2 per cent of household heads have lost their primary source of income, and 6.7 per cent of household heads declared that, as a result of the crisis, they were forced to engage in other economic activities to compensate for the loss of income. In 7.7 per cent of households, members other than the head have lost their primary source of income and only 1.9 per cent declared that alternative economic activities were able to compensate for income losses. These data suggest that income losses were only partially compensated, with families either resorting to savings or suffering material deprivation as the share of income allocated to food and other basic goods is still relatively high in Yemen.

In 2014, in the three areas we are considering, the service sector was largely predominant with a share of 73 per cent of employment, with the private service sector comprising 54.4 per cent and the public service sector 18.6 per cent. The second largest sector was agriculture (14.2 per cent), followed by industry (7.2 per cent) and construction (5.6 per cent).

Agriculture has been the sector most affected by the crisis with a loss of almost 50 per cent of its workers, followed by the private service sector (8.1 per cent), with transport and trade (the two largest sub-sectors) suffering even bigger losses. The decline in industrial employment has been marginal; these employment losses were slightly compensated for by employment in construction, which increased by 8 per cent, mainly in the Aden governorate.

Table 2. Composition of and impact on employment by sector

	2014 total	2015 total	Absolute change	Percentage change	2014 share	2015 share
	(thousands)			(percent)		
Agriculture	146.8	73.9	-72.9	-49.7	14.2	8.2
Industry	74.2	71.2	-2.9	-4.0	7.2	7.9
Construction	57.7	62.3	4.6	8.0	5.6	6.9
<i>Trade</i>	324.3	277.0	-47.2	-14.6	31.4	30.8
<i>Transport</i>	151.1	123.1	-28.0	-18.5	14.6	13.7
<i>Other private services</i>	86.1	100.1	14.0	16.3	8.3	11.1
Private Services	561.4	500.2	-61.2	-10.9	54.4	55.6
Public services	191.5	191.9	0.4	0.2	18.6	21.3
Services	752.9	692.1	-60.8	-8.1	73.0	76.9
Total	1 031.5	899.5	-132.1	-12.8	100.0	100.0

Source: LFS 2014 and Rapid Survey, 2015, ILO and CSO.

The impact of the crisis was especially pronounced in Sana'a, where employment decreased by 17.8 per cent, followed by Al-Hodeidah at 11.6 per cent, while in Aden employment declined by only 5.4 per cent, most probably as a result of recovery activities that were instigated in July. Values for men and women follow the same ranking. The only exception is represented by Al-

¹¹ The estimate refers to a net negative balance of employment (salaried and non-salaried, in levels) in three governorates. Three causes can be distinguished: (i) jobs that were destroyed as a result of displacement (war related), (ii) other job losses that were not linked to displacement of workers, and (iii) other jobs lost. The analysis controls for (i) versus the total job losses.

Hodeidah, where the number of women in employment has declined by almost two-thirds since 2014, when female employment represented around 12 per cent of the total. In Aden, female participation in the workforce increased by 3 per cent, reaching an unprecedented share of almost 21 per cent.

Sana'a is the area with the highest share of persons employed in the service sector (84.0 per cent). The capital also hosts the majority of public administration offices, the latter accounting for one-third of total employment and the overwhelming majority of formal employment. Al-Hodeidah specialized in agriculture and fishing, accounting for 22.5 per cent of local employment. Al-Hodeidah also had the largest construction sector (8.2 per cent of local employment). Aden enjoyed a relevant, albeit small, industrial sector (11.8 per cent of local employment). However, the service sector was also predominant in Al-Hodeidah and Aden, with Aden having a large public sector.

In Sana'a, the war has hit mainly the private service sector, which lost 50,000 jobs (29.2 per cent) out of a total loss of this sector of 61,200. In Al-Hodeidah, the sectors most affected were agriculture (49.7 per cent) and public services, while manufacturing and construction registered some increases. Finally, Aden registered some losses across all sectors except private services but, as we have already seen, the amount was contained.

Table 3. Impact on employment by governorate and sector and on the labour force by governorate (absolute change in thousands and percentage)

	absolute change in thousands				percentage			
	Sana'a City	Al-Hodeidah	Aden	Total	Sana'a City	Al-Hodeidah	Aden	Total
Agriculture	-8.3	-58.7	-5.9	-72.9	-36.7	-49.7	-100.0	-49.7
Industry	-7.1	5.4	-1.2	-2.9	-30.1	16.5	-6.8	-4.0
Total	-0.5	9.5	-4.4	4.6	-5.9	22.0	-67.5	8.0
<i>Trade</i>	-21.8	-22.4	-3.0	-47.2	-24.0	-11.2	-9.0	-14.6
<i>Transport</i>	-11.4	-8.4	-8.2	-28.0	-26.8	-11.3	-24.0	-18.5
<i>Other priv. Services</i>	-16.8	16.3	14.6	14.0	-44.2	46.7	110.1	16.3
<i>Private services</i>	-50.0	-14.6	3.4	-61.2	-29.2	-4.7	4.1	-10.9
<i>Public services</i>	3.0	-2.5	-0.1	0.4	2.4	-11.5	-0.3	0.2
Services	-46.9	-17.1	3.2	-60.8	-15.7	-5.2	2.6	-8.1
Total employment	-62.8	-60.9	-8.3	-132.1	-17.8	-11.6	-5.4	-12.8

Source: Rapid Survey, 2015, ILO and CSO.

In conclusion, at the aggregate level, 80 per cent of 73,000 jobs lost in agriculture were in Al-Hodeidah, while of the 83,000 jobs lost in the private service sector 50,000 were in Sana'a and 27,000 in Al-Hodeidah. Employment in construction and in the public sector registered a small increase.

In 2014, around 60 per cent of the employed were in salaried work, the percentage being slightly higher for men. The second largest group was represented by own account workers at just over 30 per cent. Employees were over-represented in the youngest age groups and own account

workers in the older age groups. Both were hit by the crisis in similar ways, but female own account workers seem to have suffered more from the war.

The crisis has hit a greater share of women than men, even if in absolute terms the number of men hit by the crisis was higher, due to the lower employment and labour force participation rates of women prior to the crisis.

Male employment has declined, on average, by 11 per cent. Sana'a and Al-Hodeidah registered values just above this average, with Aden recording a slightly lower value (9 per cent). Female employment (accounting for only 10 per cent of total employment in 2014) decreased by 28 per cent. However, the phenomenon was heavily concentrated in Sana'a where the decline in female employment – over-represented in the heavily hit private service sector – explains 43 per cent of the total employment decline. We should also recall that in Aden the number of women in employment increased by around 11 per cent.

In the case of women, the crisis hit all age groups, but especially those at the two extremes of the age ladder (youth and the elderly). In the case of men, the loss was heavily concentrated among those aged between 25 and 34, while employment among the 35–44 age group increased by 15.9 per cent.

According to the LFS 2014, only around two-thirds of employees enjoyed a permanent position, while 22.4 per cent declared having intermittent jobs, with the remaining 13 per cent taking temporary and seasonal work. The crisis hit mainly permanent workers; all in all, 85 per cent of people that lost their job had a permanent position.

Labour force

An interesting aspect of the overall impact of the war has been the decline of the labour force (down 13.8 per cent, representing 159,000 people), which is somewhat more pronounced than the reduction of employment (12.8 per cent or 132,000 people). The result is a numerical reduction of the unemployment rate despite the economic crisis. This phenomenon should be understood as indicative of the increase in discouraged and displaced persons, including casualties. However, the effect is heterogeneous among the three governorates and between genders and does not apply to the situation in Sana'a.¹² In Aden and, to a greater extent, Al-Hodeidah, the number of people leaving the labour force exceeds the number of people who have lost their jobs. However, in Aden the number of women in the labour force and in employment increased. The opposite happened in Sana'a where workers, especially men, seem to have remained more confident in a possible recovery of the economy, in spite of the dramatic decline of the private service sector, which had represented the backbone of the local economy.

Table 4. Employment and labour force (total change in thousands and percentage change)

	Absolute change in thousands			Percentage change		
	Male	Female	Both sexes	Male	Female	Both sexes
Employment						
Sana'a City	-35.8	-27.0	-62.8	-11.5	-63.6	-17.8
Al-Hodeidah	-56.2	-4.7	-60.9	-11.4	-14.1	-11.6
Aden	-11.3	3.0	-8.3	-9.0	11.1	-5.4

¹² The 'unemployed' are members of the labour force (i) not in employment, (ii) available to work and (iii) having conducted active job search in the period previous to the interview. The 'discouraged' are those meeting only conditions (i) and (ii). 'Displaced' are here quantified with a proxy: the net decrease of the working age population. This net decrease is a balance of different factors: (i) displaced labour force; (ii) casualties, and (iii) the difference between generational entries to and exits from the labour force (negligible due to the short interval of time between LFS 2014 and RS 2015).

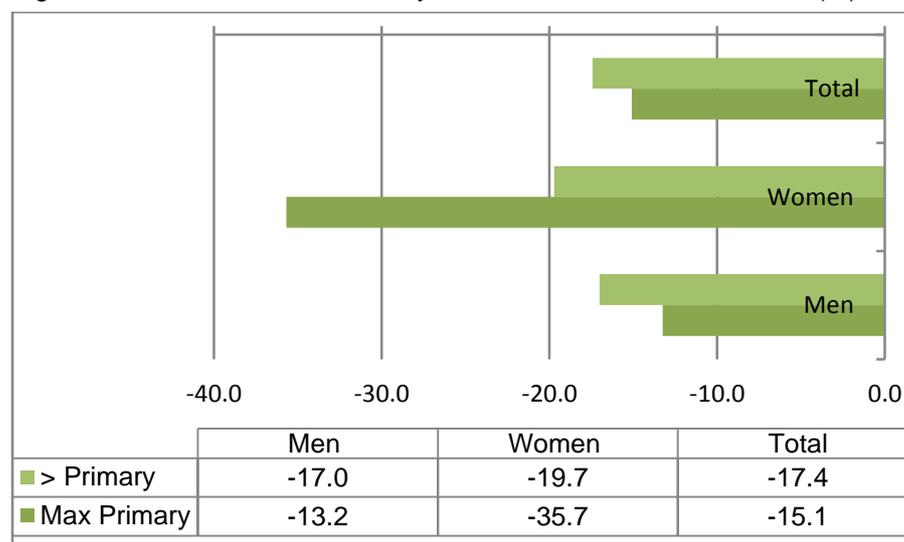
Total	-103.3	-28.8	-132.1	-11.1	-28.0	-12.8
Labour force						
Sana'a City	-22.3	-27.6	-49.9	-6.5	-58.0	-12.8
Al-Hodeidah	-83.6	-12.0	-95.6	-16.0	-29.3	-17.0
Aden	-19.7	6.4	-13.4	-12.0	21.2	-6.9
Total	-125.7	-33.2	-158.9	-12.2	-28.0	-13.8

Source: Rapid Survey, 2015, ILO and CSO.

Overall, Al-Hodeidah accounts for 60.2 per cent of the decline of the labour force, but only 46.1 per cent of the decline in employment, while Sana'a accounts for 31.4 per cent of the decline in the labour force, but 47.6 per cent of the reduction in employment. The trends of labour force participation mirror those described for employment in the previous section. For women, the negative effects of the crisis are concentrated at the top and bottom of the age ladder (youth and the older workers).¹³

In 2014, the educational attainment of the labour force was very modest and more so for men than for women: some 23.9 per cent of men had no schooling and the highest educational attainment for 71.9 per cent of the labour force was primary education. The educational attainment of women was more polarised, with a higher proportion having received no schooling at all (29.1 per cent), and a far lower proportion of those with only primary education (56 per cent) when compared to their male counterparts. Men with secondary and tertiary education represented respectively 19.8 and 8.4 per cent, while the corresponding values for women were both much higher at 25.1 and 18.9 per cent respectively. RS 2015 shows that the war had a negative impact on both participation and employment, irrespective of educational attainment. The impact was greater for men with more than primary education, compared to those with primary education as their highest educational attainment; while, on the other hand, this trend was reversed for women (figure 2).

Figure 2. Decline of labour force by sex and educational attainment (%)



Source: Rapid Survey, 2015, ILO and CSO.

¹³The impact of the crisis on the participation rate of men is likely to be biased by sampling problems. In fact, looking at the male component of the labour force, the greatest number of people falling out of the labour force are those aged 25–34, while the labour force increased in the case of those aged 35–44.

Main labour market indicators

Key labour market indicators summarise the impacts and trends described above. According to the LFS 2014, in the three governorates taken together, the employment-to-population ratio (EPR), representing the proportion of the WAP in employment, was only 35.1 per cent. The labour force participation rate (LFPR) was just 39.1 per cent, while the unemployment rate (UR) reached 10.2 per cent.

Al-Hodeidah registered the highest EPR of 37.7 per cent and LFPR of 40.4 per cent. Sana'a City had the lowest EPR (32.8 per cent) and LFPR (36.2 per cent). Aden was characterised by a low EPR (32.9 per cent) but the highest LFPR (41.9 per cent). The total (women and men) rates of unemployment ranged between a minimum of 6.7 per cent in Al-Hodeidah and a maximum of 20.3 per cent in Aden, with Sana'a at 9.6 per cent.

Table 5. Labour force, employment, and unemployment (percent and percentage point change)

	Employment to Population Ratio (EPR)	Labour Force Participation Rate (LFPR)	Unemployment Rate (UR)
2014			
Sana'a City	32.8	36.2	9.6
Al-Hodeidah	37.7	40.4	6.7
Aden	32.9	41.9	21.5
Total	35.1	39.1	10.2
2015			
Sana'a City	28.6	33.6	14.8
Al-Hodeidah	36.9	37.1	0.6
Aden	27.3	34.2	20.3
Total	32.1	35.3	9.1
Difference (percentage points)			
Sana'a City	-4.2	-2.7	5.2
Al-Hodeidah	-0.8	-3.3	-6.1
Aden	-5.6	-7.6	-1.2
Total	-3.0	-3.8	-1.1

Source: LFS 2014 and Rapid Survey, 2015, ILO and CSO.

As a consequence of the war, all three indicators registered a substantial decline. The EPR fell by 3.0 percentage points, the LFPR by 3.8 and the UR by 1.1. Aden registered the most pronounced decrease (5.6) of the EPR, followed by Sana'a (4.2) and Al-Hodeidah (0.8). At first glance, this outcome may appear surprising in view of the earlier findings regarding the impact of the crisis on employment levels, but it becomes understandable once we recall that the total WAP has declined substantially. Another explanation lies in the movement of working age people out of Al-Hodeidah and Sana'a, while the cessation of violence attracted people from other areas to Aden.

The declines in LFPRs follow rather closely the EPRs, although in this ordering Al-Hodeidah comes second and Aden third. As a result, perhaps somewhat counter-intuitively, the governorate with the strongest decline in the UR is Al-Hodeidah, followed by Aden (the governorate with the best labour market performance), while the rate of unemployment

increased in Sana'a City. For this reason, great care should be taken in interpreting unemployment rates, which in isolation give a very incomplete, and potentially misleading, picture of the labour market situation.

5. Impact at a glance

In a situation in which the total employment-to-population ratio is at a record low level of 32.0 per cent, and that of women is below 6 per cent, one should not consider the rate of unemployment or its trends as a barometer of labour market performance. On the contrary, a lesser decrease in unemployment (compared with Al-Hodeidah) paired with a positive reactivity of employment and participation characterises the labour market of Aden, where some signs of recovery have emerged.

The limited size of the sample and the difficulties that have accompanied the administration of the questionnaire suggest that a recovery strategy should be based on the following key impact assessment findings:

- There is a high incidence of displacement, mainly women of working age and children.
- There has been a dramatic reduction in the level of employment from an already very low baseline, especially in Sana'a and Al-Hodeidah where bombing is still ongoing. The most affected sectors are also those that employed the most people, namely services and agriculture.
- Some people were more affected than others, notably women and young people, and own account workers.
- In the two governorates most affected by the crisis (Sana'a and Al-Hodeidah), displacement and discouragement ranks highest and calls for an appropriate activation strategy, as the decline in the labour force has been more pronounced than that of employment.

Together with these short-term impacts, the crisis is likely to generate long-term impacts, due to the damage of facilities and overall operations of the education and health sectors, exacerbating the already extremely demanding education and employment challenges.

The economic indicator of total dependency¹⁴ is an indicator that synthesizes other aspects that have been seen separately before, and provides an overall measure of the impact of the crisis. In 2014, some 1,000 employed persons supported an additional 3,869 dependents. The situation was similar across all three governorates. Due to the relative trends in total population and employment, by November 2015 the situation had notably deteriorated, when the average number of dependents had increased to 4,374 (up 505 or 13.1 per cent). All three governorates registered a worsening of the situation, although Aden is the area where the impact of the crisis has been more pronounced, registering an increase in the number of dependents by 21.4 per cent, followed by Sana'a at 19.6 per cent and Al-Hodeidah at 6.4 per cent. This suggests that the crisis generated a movement of dependants proportionally greater than when compared to the employed.

¹⁴ Bruni, M. Forthcoming. *Promoting a common understanding of migration trends: Analysis and policies* (Cairo, International Organization for Migration).

Table 6. Economic indicator of socio-economic burden

	2014	2015	Abs. change.	% change
Sana'a City	3 878	4 636	758	19.6
Al-Hodeidah	3 870	4 119	248	6.4
Aden	3 846	4 670	824	21.4
Total	3 869	4 374	505	13.1

Note: The indicator is computed as follows: $[(\text{total population} - \text{employed})/\text{employed}] * 1000$.

Source: LFS 2014 and Rapid Survey, 2015, ILO and CSO.

6. Policy and programme design implications for the recovery plan

Military conflicts invariably affect labour markets; the case of Yemen is no different. The analysis here shows that the crisis has had a profound impact on the labour market. A few implications shall be drawn for the design of policies and programmes of the recovery plan.

The recovery plan should build on the resilience of the Yemeni population before hope fades away. The most striking result of the analysis is that there are strong signs of recovery in Aden. After only a few weeks following the interruption of the bombing, the labour market of Aden showed an impressive boost of employment and participation. Reconstruction activities created a solid ground for income-generation activities, noticeably in construction and the social sector. However, this resilience may erode as the conflict becomes protracted. The quality of the recovery will depend on the length of the conflict.

Assistance that targets the displaced population should focus on the activation of the labour market. More than two out of three internally displaced persons are of working age. This makes employment and activation measures critical to reap the benefits of income support and social assistance interventions.

As soon as bombing stops, local employment plans should engage residents and displaced persons in infrastructure recovery activities (roads, schools, hospitals) through employment-intensive investment programmes. Experience in similar contexts has shown that public works programmes immediately after conflict may generate spillovers at the household level, provided that day wages are calibrated for this purpose (in terms of income and savings to rebuild private dwellings), as well as generating long-term effects on production activities.

Reconstruction should be seen as an opportunity to improve competencies and skill patterns. The poor educational attainment of Yemenis has affected the development prospects of the country for many decades. This is reflected in a misalignment of skills and competencies with actual labour market demands. The Labour Force Survey showed that 83 per cent of workers were either over- or under-qualified for their jobs, but mostly under-qualified. Public works programmes for recovery should be designed with a skills-development component capable of aligning labour demand with supply, and complemented with medium-term market-relevant training programmes for growth recovery.

Employment gains for women via the recovery should be sustained with individual and group initiatives. Recovery in Aden has led to unprecedented levels of participation and employment of women. These important gains for gender equality should be sustained by paying particular attention to monitoring the informality of employment and by promoting not employment *per se*, but quality employment and decent work. This would entail a comprehensive approach to tackle the strategic and practical needs of women and activities such as awareness-raising, group-based economic activities and so on. A rapid assessment to gain a more thorough understanding of women working in recovery areas is essential. A system of quotas should be established in recovery activities to ensure that related jobs are not taken up entirely by young

males coming back from the conflict. Future monitoring should include a strong gender component to check whether these gains are maintained.

School attendance conditions should be applied to the design of social assistance recovery programmes. As a result of the war, an additional 10 per cent of children did not restart school in September 2015. We should recall that Yemen, before the current conflict, was already facing an important challenge in terms of school dropout rates, child labour and the recruitment of children by armed groups. A comprehensive intervention to tackle the problem of child labour should be designed, including (a) reactivation of identification and referral systems, (b) return-to-school programmes, and (c) the reintegration of former child soldiers.

Annex: Rapid Assessment Survey Questionnaire

Part 1. Characteristics of household members

Serial No.	For all house hold Members			
	Triple names of household members including the last name Write the names in ordinary manner of all persons, residing in the household, even if temporarily absent during th interview visit	Relationship to head of house hold	Sex	Age
		1. Head of household 2. Spouse 3. Son/daughter 4. Son-in-law/daughter-in-law 5. Grandson/granddaughter 6. Father/mother 7. Brother/sister 8. Other relative 9. Domestic worker 10. Other non-relative	1- Male 2- Female	Age in completed years. If age is less than one year, write 'zero'. If age is more than 95years, write '95'
		101	102	103
1	0 1	<input type="checkbox"/>	<input type="text"/>
2	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
3	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
4	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
5	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
6	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
7	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
8	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
9	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
10	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
11	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
12	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
13	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
14	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>

Part 1. Characteristics of household members(continued)

]For persons 5 years of age or older[Educational attainment]For persons 10 years of age or older[
	School enrolment	Main reason for not being enrolled	g r a d e t h e p e r s o n h a s completed	S p e c i a l i z a t i o n (f o r p e r s o n s 10 years of a g e o l d e r)
	1.Currently enrolled (Go to Q110) 2.Previously enrolled (Go to Q110) 3.3 Never enrolled (Continue with Q109)	1. No school exist 2. Economic reason 3. Too young 4. Handicap 5.Unwillingness of the family in education 6. Lack of teachers 7. Difficulty to reach school 8. Got married 9. Working 10. Other reason	1. Illiterate 2. Read and write 3. Primary education 4. Basic / preparatory/ 5.Diploma, pre-secondary 6. Secondary or equivalent 7. Diploma, post secondary 8. Bachelor 9. Post university diploma 10. Ph. D.	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">If category 1-4 in Q110 leave blank</div> <div style="border: 1px solid black; padding: 5px;">if category 5-11 in Q110, write the main topic of specialization to be coded by the office</div>
	108	109	110	111
1	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

Part 1. Characteristics of household members(continued)

Serial No.	Economic characteristics of persons 15 years of age or older	
	Did you do any work for pay, profit or family gain, even for one hour, last week? (Work for family gain includes for example working in father's grocery or)for any family member	Did you have a job or an enterprise from which you were temporarily absent last week (for example, due to sickness or vacation)?
	1. Yes (Go to Part 2 on employment characteristics Q201) 2. No (Continue with Q113)	1. Yes (Go to Part 2 on employment characteristics Q201) 2. No (Continue with Q114)
	112	113
1	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>

Part 1. Characteristics of household members(continued)

Economic characteristics of persons 15 years of age or older

intermittent basis) any of the following activities mainly for pay, or profit or family gain?

[The interviewer must ask for each activity.]

[If the answer to any of the following questions is 1-Yes go to Part 2 of the questionnaire; otherwise, if the answer to all questions is 2-no continue with the next question Q115.]

A	B	C	D	E	F	G	H	I	J	K	L
Participation in agriculture Production (seeding/harvesting/irrigation) or fishing	Raising birds livestock, or sheep	Producing butter/cheese/margarine	Collecting woods	Growing vegetables or processing of food products	Sewing and doing embroidery	Making baskets, straws, textiles, carpets	Providing paid services to others at home, shop or hotel	Making handicrafts	Selling goods in the market, in the streets or at home	Acting in intermediary selling and buying products	Assisting in construction work
1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No

114

1	<input type="checkbox"/>											
2	<input type="checkbox"/>											
3	<input type="checkbox"/>											
4	<input type="checkbox"/>											
5	<input type="checkbox"/>											
6	<input type="checkbox"/>											
7	<input type="checkbox"/>											
8	<input type="checkbox"/>											
9	<input type="checkbox"/>											
10	<input type="checkbox"/>											
11	<input type="checkbox"/>											
12	<input type="checkbox"/>											
13	<input type="checkbox"/>											
14	<input type="checkbox"/>											

Part 1. Characteristics of household members(continued)

Serial. No	Economic characteristics of persons 15 years of age or older				
	Even though you did not work, did you do any of the following activities mainly for own family consumption last week? [Irrespective of the answers given 1-Yes or 2-No continue with the next question Q116]				
	A	B	C	D	E
	Participation in . agriculture production or fishery mainly for own family consumption	,Raising birds livestock, or sheep mainly for own family consumption	Producing butter/cheese/margarine mainly for own family consumption	Collecting wood or carrying water from other places mainly for own family consumption	Other production mainly for own family consumption, for example, cleaning the house, cooking for the family
	1-yes 2- no	1-yes 2- no	1-yes 2- no	1-yes 2- no	1-yes 2- no
	115				
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 1. Characteristics of household members(continued)

Economic characteristics of persons 15 years of age or older													
Have you looked for work or tried to establish your own business during the last four weeks	What step(s) did you take to look for work or establish your own business during the last four weeks?												
	If the answer is 1-Yes in any of the following cases go to Q119, otherwise continue with[]Q118												
	A	B	C	D	E	F	G	H	I	J	K	L	
	Registered at the civil service bureau	Registered at a private employment office	Followed up with the labour office	Send written appreciations to some employment agencies	Followed up applied or inquired on newspaper announcement	Checked with employers by telephone	Sought assistance from friends or relatives	Made visit to potential employers	Looked for work at market places	Looked for land or equipment to start own	Made financial arrangement to start own business	Other steps to look for work or start own business	
1-Yes Continue 2-no Go to Q118	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	1-Yes 2-No	
116	117												
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 1. Characteristics of household members(continued)

Economic characteristics of persons 15 years of age or older

What was the main reason you did not look for work or tried to start your own business during the last four weeks?

Write the answer number in the corresponding square and continue to the next question. Mark only[the main reason. Multiple reasons are not allowed.] continue with Q119

Serial. No	1	2	3	4	5	6	7	8	9	10	11	12	13
	Waiting to start a job which starts in the future	Do not believe there is a job	Tired to look for work	Do not know how to look for work	Waiting for recruitment by Civil Service Office or Private Office	There is no suitable job	Lack required skill/experience/qualification	Because studying	No need for work	Too old, or health conditions do not allow for looking for work	Full-time family responsibility	Resistance from family members	Other reason

118

1													
2													
3													
4													
5													
6													
7													
8													
9													
10													
11													
12													
13													
14													

Part 1. Characteristics of household members(continued)

Serial. No	Economic characteristics of persons 15 years of age or older	
	If you were offered a job opportunity, were you available or ready to start to work last week or within two weeks?	What is the main reason you were not available, or not ready to work? [Multiple answers are not allowed.]
		1. Full-time studying 2. Full-time family responsibility 3. Disability, unable to work 4. Retirement/no need to work 5. Other, specify
	1. Yes Go to Part 4 (unemployment characteristics) 2. No continue to the next question Q120	[End of interview. Go to next person.]
	119	120
1	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>

Part 2. Employment characteristics of employed persons 15 years of age or older

Serial No.	In addition to your main job, were engaged in a secondary work last week? (for example, selling	How many hours you actually worked at all jobs, main job and secondary jobs, last week?			. What is the main reason you worked short hours of work last week?	Did you want or sought additional hours of work last week?
	1.Yes } Continue 2.No }	[If the total is less than 35 hours continue with Q203. But, if the total is 35 hours or more, go to Q205]			1.Normal hours of work are less than 35 hours per week 2.Because of working conditions 3.Lack of job opportunity in the rest of days of the week 4.Not interested to work in the rest of the days of the week 5.Strike or lock-out 6.Temporary absent from work	1.Yes } Continue 2.No }
		Main job	Secondary jobs	All jobs		
	201		202		203	204
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 2. Employment characteristics of employed persons 15 years of age or older (cont'd)

Serial No.	What is the status in employment in your main job?	Do you work in an establishment?	How many workers are engaged in your establishment?	What type of accounts does your establishment hold?
	1. Employee 2. Employer, engaging employees on a continuous basis 3. Own-account worker, not engaging any employees 4. Contributing family worker	1. Yes (Continue with Q207) 2. No (Go to Q210)	1. 1 to 4 workers 2. 5 to 9 workers 3. 10 to 19 workers 4. 20 to 49 workers 5. 50 to 99 workers 6. 100 or more workers 7. Don't know	1. Formal written accounts 2. Informal records on sales and purchases 3. No records 4. Don't know
	205	206	207	208
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 2. Employment characteristics of employed persons 15 years of age or older (cont'd)				
Serial No.	Is the establishment in which you are working registered with the tax authorities	What kind of work you are doing in your main job?	What is the economic activity of the place of work in your main job?	In what sector is your main job?
	1.Yes 2.No 3.Don't know	[Write detail occupation for office coding. For example, mathematics teacher in primary school, accountant in a company, ...]	[Write detail branch of economic activity for office coding. For example, sale of construction materials, wholesale, production of plastic, ...]	1. Government, public administration 2. Public sector enterprise 3. Mixed public and private sector 4. Cooperative 5. Private company 6. Private foreign company 7. Joint private company 8. Non-profit endowment institution 9. Non-governmental organization 10. International or regional organization
	209	210	211	212
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 2. Employment characteristics of employed persons 15 years of age or older (cont'd)

Serial. No	How long have you been working in your current job? (in completed years)	How to find your current job?	What type of employment you have in your main job?	Does your employer or organization makes contribution to social security on
	1. Less than one year 2. One year to less than 3 years 3. Three years to less than 5 years 4. Five years to less than 10 years 5. Ten years to less than 20 years 6. Twenty years to less than 30 years 7. Thirty or more years	1. Registered at the Civil Service Office 2. Internet or newspaper advertisement 3. Family, friends or relatives 4. Boards of labour offices 5. Submitted application forms to employer, organization 6. At workers gathering in streets and markets 7. From previous work experience 8. Established own business 9. Other, specify	1. Permanent 2. Temporary 3. Seasonal Intermittent	1. Yes 2. No Don't know
	213	214	215	216
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 2. Employment characteristics of employed persons 15 years of age or older (cont'd)

Serial. No	Are you entitled to paid sick leave in your main job?	Are you entitled to paid annual leave in your main job?	Describe your place of work
	1.Yes 2.No 3.Don't know	1.Yes 2.No 3.Don't know	1. Government corporation or agency 2. Mixed corporation or company 3. Private corporation or company 4. Shop, workshop, office 5. Inside residence 6. Outside in the market 7. Mobile, no fixed place 8. Inside or outside building, not affiliated to an institution 9. Farm, pasture, not affiliated to an institution 10. Transportation vehicle, not affiliated to an institution 11. Other, specify Go to Part 3 on income from employment
	217	218	219
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