



THE STATE OF THE LABOUR MARKET IN MOSUL

Key findings from a labour market assessment conducted in East and West Mosul in November 2018

Once a leading commercial centre for Iraq, Mosul was devastated by the conflict with ISIL. Almost 1 million residents fled, the local economy collapsed, and large swathes of the city were destroyed. To design an innovative new livelihoods intervention that could help Mosul recover, People in Need conducted a labour market assessment in November 2018, funded by the EU MADAD Trust Fund and the Czech government.

11

markets assessed

39

business owner interviews

74

consumer interviews

24

focus group discussions

+

Interviews with industry bodies, local authorities, and others



WHAT WE FOUND

Markets across Mosul have been significantly and negatively altered by the conflict

Businesses that are still open have **shrunk** and are using **less skilled labour**.



Weekly turnover for 3 out of 4 businesses across Mosul **has decreased**.



Businesses appear to have suffered **most in West Mosul**.



Wages have plummeted at least 50% since before the conflict

from USD \$83 to **USD \$41 weekly**

In some neighbourhoods, this **drop is as high as 75%**.



Women's salaries are much lower than men's, though this was the case even before the conflict.

Despite significant damage, markets have rebounded and demand is rising

Some consumers reported a **greater availability** of goods and services than before the conflict. Market sectors beyond food and construction necessities **appear to be growing**.

We asked: Which goods/services do you struggle to find?

The most popular answers were:



Mechanics



Carpentry



Electrics



Construction



Plumbing



Tailoring

Opportunities exist for addressing this gap

Sectors with the greatest existing and future employment potential:



For men: Owning a small business, particularly for food, clothing, electrical appliances, mobile phones, tailoring; followed by masonry, plumbing, carpentry, blacksmiths, construction and electrician goods and services.



For women: Clothing, tailoring, cosmetics, and hairdressing businesses, as they can be run in or close to women's homes and cater mainly to female customers.



For people living with disabilities: maintenance and repairs of computers, mobile phones and electrical appliances, and operating small shops selling basic goods.

Finding a job is much more difficult than before the conflict

Unemployment is 70-80% in most neighbourhoods.



Only 20% of people run their own business.

Labour opportunities for women have improved since the conflict, but are still significantly lower than for men

Only 10-15% of businesses are female-owned, and only 10-15% of employees are women (But women hire women, so if more women owned businesses, more employees would be female)

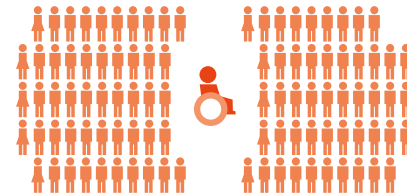
“The biggest challenges women face finding employment are men who refuse to hire women, the distance between work and home, and the lack of jobs.”
Female interviewee, West Mosul

Employers prefer to hire people through personal connections, which is a significant barrier for jobseekers

“It is hard to find a job these days, because if someone wants to hire someone, he/she will hire their relative or friend.”
Male interviewee, West Mosul



Even those with university degrees are unable to find work, and are resorting to **precarious daily work**.



Despite making up 15% of the Mosul population, people living with disabilities are only 1-3% of business owners and employees

Main barriers:

- Lack of healthcare (41%)
- Lack of financial support (38%)
- Lack of appropriate opportunities (38%)
- Lack of community acceptance (34%)

“Persons living with disabilities face a lack of job opportunities, health services and trainings.”
Male interviewee, West Mosul

Employers overwhelmingly want industry and company-specific technical skills

92% employers need people with specific technical skills.

Only 15% of businesses reported hiring unskilled labour.



Despite this high demand from businesses and jobseekers, skills training and employment services are extremely limited

... so an opportunity exists for training!



72% of business owners would consider hiring Vocational Trainees

... so vocational training centres can play an important role.

Businesses feel a lack of capital is holding them back from expanding



81% businesses say they most need additional financial resources to expand.



1 in 2 businesses felt there was a market to expand

... so employment opportunities could be created through providing loans.



LABOUR MARKET ASSESSMENT IN EAST AND WEST MOSUL, IRAQ

People in Need Iraq
November 2018



SEE FULL REPORT AT: bit.ly/2Kt7lka

Recommendations



Support should focus on market sectors with high existing (and future) demand

Vocational training should be provided to enable low-skilled people to access jobs, and



- should be developed with private sector involvement
- should involve (carefully-selected) work placements and on-the-job training
- should include soft and life skills, particularly for women and people with disabilities



A business coaching and mentoring system should be set up, particularly for new businesses

Training opportunities should be linked to access to finance



Initiatives should focus not just on training, but also on job creation and private sector development



To be effective, employment creation grants should use a thorough screening process and require contributions from supported businesses



Access to employment and training initiatives need to consider gender issues and the needs of people living with disabilities, and link to local organisations that support these groups



Employment services need to be strengthened and both employers and job seekers made aware of them



Community resource centres for training and employment services should be part of job creation initiatives



WHAT NEXT

Based on this assessment, People in Need is launching a new multifaceted intervention to improve employment and income-generating opportunities in Mosul city.

The intervention will include:

- ✓ Accredited trainings for in-demand skills to rebuild the city and start businesses
- ✓ Two dedicated vocational training courses just for women (sewing and IT)
- ✓ Stipends to make courses accessible to the most vulnerable
- ✓ Mentoring and 120 business grants for the most successful graduates
- ✓ Job-seeker and employer databases
- ✓ Life Skills Training for job-seekers
- ✓ 6 recruitment events to link job-seekers to businesses
- ✓ Practical work placements for 250 graduates
- ✓ 50 grants for employers to expand and create new jobs

Our goal is to work through partnerships to create sustainable jobs that can help the city rebuild from the ruins. We are doing this by supporting professional, accredited training courses, which provide skills that are currently in short supply.

Partners

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