Food Security & Livelihoods Coordination Meeting

17 November 2020

Cox’s Bazar, Bangladesh

Photo: ISCG / Saikat Mojumder
Agenda

- Food Security and Livelihoods (FSL) updates
  - JRP
  - Transfers WG update on volunteer bonuses
- ILO presentation: Cox’s Bazar Activity Overview
- DCA presentation: Labour market assessment focused on vocational skills and skills gaps
- AOB
ACTION POINTS

- Partners to refer to FSS JRP Folder for new and updated documents
- Partners to view information on FAO Resilience Index Measurement and Analysis (RIMA) Index – see presentation & video recording here
- Partners to fill in the WASH sector survey on Solid Waste Management
- Revised the deadline of Gender, Diversity and Inclusion Survey template on 18th November. [Survey template link]
- Partners to view latest released of MSNA factsheet refugee and host community population
- Partners are requested to complete the FSS Budget & Target Population Breakdown by Activity form by 26 November to allow review by the Peer Review Committee
- FSS to update information on Skills Development Framework
- FSS to recirculate JRP2021 Narrative
- FSS to circulate Sector Objective Matrix for JRP2021

29 Organizations (45 individuals) in attendance:

<table>
<thead>
<tr>
<th>ACF</th>
<th>DRC</th>
<th>NRC</th>
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<tbody>
<tr>
<td>Action Aid</td>
<td>FIA</td>
<td>OXFAM</td>
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<td>ANANDO</td>
<td>FIVDB</td>
<td>SCI</td>
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<td>ACDI/VOCA</td>
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<td>WVI</td>
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<td>UNHCR</td>
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<td>Christian Aid</td>
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<td>UNICEF</td>
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<td>DCA</td>
<td>Light House</td>
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FSL updates
General Updates

- FSS JRP 2021 plan is ongoing (to be covered in detail later) – please refer to FSS JRP folder.
- FAO RIMA Index (quantitative tool to measure household resilience to food insecurity) presentation on 16 November – click here to view presentation, video recording and materials.
- FSL along with FSL Gender and Protection focal points, have developed a Gender, Diversity and Inclusion Survey. Reminder to complete survey by tomorrow 18 November COB | Link
- Sector Coordination Meeting with RRRC today – introducing sectors to new RRRC.
FOOD SECURITY AND LIVELIHOODS UPDATES

Camps
- Fresh food corners are operational at 8 outlets (highly vulnerable households receive $2 top up) and 1 general food distribution point in Balukhali 2 (100% receive $2 top up) to provide fresh food items in November
- Farmers' market planned to be reopened in December-January
- Provision of value voucher (from commodity voucher as COVID-19 precautionary measure) is planned to start in December
- Temporary e-voucher outlet (Retail in a box) is planned to open in Shamlapur, Camp 23 in December

Host Community
- WFP final distribution of MPCG for COVID-19 is planned in Maheshkhali, Pekua, and Kutubdia
FOOD SECURITY AND LIVELIHOODS UPDATES

• FSS and Health Sector have submitted a letter to the RRRC office requesting for approval of second round of distributions starting in December – January

• Growing interest in recycling/waste management and upcycling initiatives.
  • WASH Sector is conducting a field visit: As an initial stage and to make sure, we will be involving all the actors involved in SWM, WASH sector would like to request you to fill up this survey, before the 18th of November by replying to manuel.kraehenbuehl@eda.admin.ch (Manuel) and washinfoomgt-cox@bd-actionagainsthunger.org (Mahmudur).
  • Want to be part of a comprehensive, cross sector coordination on this initiative – as livelihoods partners we can take part through decreasing waste and reusing materials as much as possible
INFORMATION MANAGEMENT UPDATES

- Data collection for Refugee Emergency Vulnerability Assessment (annual) ongoing until 30 November.
- MSNA factsheet for refugee and host community population released
- Request for information on 2021 budget and target population breakdown by planned activity – please complete this form by 26 November to allow feedback by PRC
JRP updates
Updates

• Skills development - conversation on this has restarted and there will be further updates that FSS will share as they come

• **Macro Settlement plan** – facility rationalization: For all partners to be aware of this plan and the facility rationalization plan led by SMSD. For partners with facility planning please reach out to SMSD/FSS. The objective is to utilize available space as efficiently as possible.

• The JRP Narrative will be re-circulated with partners this week
<table>
<thead>
<tr>
<th>Planning phase</th>
<th>Key dates</th>
<th>Description</th>
<th>Key actors</th>
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<tbody>
<tr>
<td>Needs overview</td>
<td>July - September</td>
<td>The needs overview provides the evidence base for strategic planning. Preliminary results were ready by end September. The MSNA complements existing technical assessments at the Sector level.</td>
<td>ISCG/Sectors</td>
</tr>
<tr>
<td>Strategic planning</td>
<td>Tuesday, 27 October</td>
<td><strong>SEG/HOSOG Strategic Planning Session</strong> to agree overall people in need, strategic objectives and response strategy, and approach to costing for 2021. GoB consultation to be ensured.</td>
<td>ISCG/SEG Co-Chairs</td>
</tr>
<tr>
<td></td>
<td>Friday, 30 October</td>
<td><strong>Strict deadline for submission to 2021 Global Humanitarian Overview</strong> (overall 2021 financial requirements, population figures and summary of key elements).</td>
<td>ISCG/SEG Co-Chairs</td>
</tr>
<tr>
<td></td>
<td>Sunday, 22 November</td>
<td>Deadline for submission of people in need, sector objectives, and sector response strategies. Government of Bangladesh consultation to be ensured.</td>
<td>Sectors</td>
</tr>
<tr>
<td></td>
<td>Sunday, 6 December</td>
<td>Consolidated zero draft shared.</td>
<td>ISCG</td>
</tr>
<tr>
<td>Project portfolio</td>
<td>Thursday, 26 November</td>
<td><strong>Strict deadline for partner submission of projects in excel to Sector Coordinators.</strong> Peer review teams (PRT) within each Sector will then review all uploaded projects, facilitate revisions as required, and recommend project portfolios, for consideration and endorsement of Co-Chairs.</td>
<td>Partners/Sectors</td>
</tr>
<tr>
<td>development</td>
<td>Sunday, 6 December</td>
<td><strong>Strict deadline for upload of approved projects to the HPC module.</strong> Sectors submit summary of recommended project portfolios, PRT minutes, final Sector targets and requirements for consideration and endorsement of Co-Chairs and submit PPT for consultations.</td>
<td>Partners/Sectors</td>
</tr>
<tr>
<td>Finalization and</td>
<td>Monday, 7 December</td>
<td>Sector portfolio presentation.</td>
<td>Sector Coordinators/ Sector Leads / ISCG</td>
</tr>
<tr>
<td>release</td>
<td>Wednesday, 9 December</td>
<td>Consultation at district level.</td>
<td>Government of Bangladesh / SEG Co-Chairs / HOSOG/ Sector Coordinators / ISCG</td>
</tr>
<tr>
<td></td>
<td>December (TBC)</td>
<td>National consultation.</td>
<td>Government of Bangladesh/SEG/SEG Co-Chairs</td>
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</table>
FSS Objectives Matrix for JRP2021 is under development to inform and guide the 2021 response. The draft will be circulated shortly.

### Food Security Sector Objectives Matrix, JRP 2021

<table>
<thead>
<tr>
<th>Activity</th>
<th>Brief Activities</th>
<th>Location</th>
<th>Comments</th>
</tr>
</thead>
</table>
| SO1: Ensure and sustain the timely provision of life-saving food assistance for women, girls, men and boys among the Rohingya refugees | Ensure continuation of life-saving food assistance in the camps, switching fully to e-voucher distribution modality and further scaling building blocks modality across camps  
- Monthly entitlements of USD 12 and an average of 14 items taking into account people's preferences - outside of COVID-19 programming, beneficiaries had a choice of 20+ items with a monetary value of USD 8  
- Value and commodity vouchers: Value vouchers can be redeemed multiple times a month and the standard practice outside of COVID-19 programming, commodity vouchers can only be redeemed once per month in order to minimize transmission risks to beneficiaries, retailer, Cooperating Partner and WFP staff  
- Scale up e-voucher modality transfers for all refugees  
- Building Blocks and SCOPE: To enhance transparency and accountability, WFP has introduced blockchain technology to transfer beneficiary entitlements within a “closed-loop system” - this system will scale up throughout 2021 | Camps    |          |
|          | Scale up farmers markets and fresh food corners throughout the camps to enhance access to fresh foods and nutritional intake to vulnerable families  
- Link smallholder farmers/business owners with micro and medium retailers while helping to stimulate the local economy and improve relations and social-cohesion (i.e. refugee and host communities)  
- Integrate Fresh Food Corners across ten outlets with USD 2 allocated once monthly | Camps    |          |
Based on recent evidence, FSS through consultations with partners identified 100% of Rohingya population living in the camps and 70% of host community population in Ukhiya and Teknaf as People in Need and Target Population for 2021.

FSS will continue to advocate and monitor needs and interventions in upazilas outside Ukhiya and Teknaf in Cox’s Bazar District.
Partner Suggestions for FSS support in strengthen
gender diversity and inclusion capacity initiatives
for Sector Partners. *The below answers have been
generalized.

- Knowledge sharing (5 answers)
- Training, Modules, and technical support for
developing organizational policies (2 answers)
- Our team has enough capacity internally (1 answer)
- How gender principles apply specifically to General
  Food Assistance and recommendations for things
  we can incorporate into our day-to-day.
Transfers WG update on volunteer bonuses
Proposed temporary bonus to refugee volunteers engaged in COVID-19 response activities
Refugee volunteer - Top up bonus

Background/purpose

▪ In order to recognize the **particular risks that refugee volunteers face** in delivering services to the community during the COVID-19 pandemic, the Inter-Sector Coordination Group (ISCG) is proposing a top-up bonus for refugee volunteers.

▪ The following proposal led by the Transfers Working Group, in consultation with the Heads of Sub-Offices Group (HOSOG) and Sector Coordinators (submitted for the consideration of the RRRC).

▪ This proposal is in line with Government bonuses paid to COVID-19 frontline health workers.
Refugee volunteers eligible for the bonus, in light of their engagement with community members during the COVID-19 pandemic, include the following:

- **Education volunteers** - head teacher/supervisor at primary/secondary
- **FSS volunteers** - engaged in activities at distribution centres, including porters, complaint desk, crowd control, etc.
- **Health volunteers** - vaccination, immunization, supervisors for vaccination campaigns, health hygiene, health promoters, CHWs, TBAs, outreach activities
- **Nutrition volunteers** - outreach activities, OTP, TSFP and BSFP
- **Protection volunteers** - distribution, assisting PWDs, animators and counseling
- **GBV volunteers** - outreach activities and case management support
- **Child protection volunteers** - case management support, CFS operations & maintenance and psychosocial support
- **Shelter/NFI volunteers**
- **SMSD volunteers** - running CFRM desks, working with committees, outreach to community members, manning entry COVID-19 screening points, counselling positive cases, transporting people to COVID-19 facilities and emergency prep/response
- **WaSH volunteers** - hygiene promotion, maintenance, cleaning & waste management and desludging
- **CwC volunteers** - Infohub/ service providers, community mobilization and interpersonal communication
Not eligible for the bonus
include refugee volunteers not working directly with or among very many community members, including:

- FSS food management enumerator volunteers
- Nutrition maintenance volunteers/watchmen at nutrition centres
- SMSD daily labourer volunteers for site development/SMEP/DRR (cash-for-work)
- Logistics tally clerk volunteers and storekeeper volunteers
- Logistics daily laborer volunteers (e.g. loading and unloading trucks, moving goods)
- Education security guard, play group teacher (1 shift and 2 shift), teachers (primary and senior level), as volunteers undertaking these activities previously are not currently operational during the COVID-19 response.
Top up bonus - rate and duration

The bonus amount equals **10% of the lowest hourly rate for unskilled workers (50 BDT/hour)**, which is equivalent to **5 BDT additional per hour** (the lumpsum would be calculated as follows, regardless of skill-level or responsibilities):

- **Hourly**: 5 BDT/hour
- **Daily**: 35 BDT/day (if 7 hours work/day)
- **Weekly**: 245 BDT/week (if 7 hours work/day and 7 days/week)
- **Monthly**: 1,050 BDT/month (if engaged 7 hours/day, 30 workdays per month)
- **3-month period**: 3,150 BDT total (if engaged 7 hours/day, 30 days per month)

One-time lumpsum payment (if necessary, on a pro-rata basis at the end of the respective payment period as determined by the agency/organization) to cover a **three-month period in total**.

The proposed time period is 1 October to 31 December 2020
ILO presentation: Cox’s Bazar Activity Overview
Improved Economic Opportunities For The Host Communities of Cox's Bazar

Exploring ways and piloting intervention for program formulation

Gunjan B. Dallakoti

12/11/2020
ILO’s Engagement in Cox’s Bazar

- Training on Tourism and hospitality developed and piloted with Cox’s Bazar Polytechnic Institute (2017/18)
- Economic opportunities mapping for the host communities in the year 2018
- Tourism and salt value chain analysis 2019
- Private sector position paper for the tourism sector development 2019
- Skills demand and supply assessment for Tourism and hospitality sector 2017
ILO’s Approach

Human Capacities
• Unskilled workforce
• Products/service quality
• Business and entrepreneurial knowledge

Market Opportunities:
• Economic opportunities excludes people and geography
• Market concentrated despite potential for inclusion

Decent jobs/productive employment
Intervention Vision

Get into the market:
 Improve human and business capacities for meaningful participation in the market system

Expand the market:
 Promote economic opportunities in the periphery based on their comparative advantage and innate potentials

Skills development

Improved employment conditions

Entrepreneurship promotion

Value chains development
Proposed Interventions

Key considerations

• Sectors’ growth potential
• Pro-poor participation potential particularly the affected communities, women, young people and other vulnerable communities
• Replication,copying in potential for the Rohingya Refugees
• Government priority as reflected in the first phase of District Development Plan
• Feasibility of interventions
Intervention 1: Protecting jobs and promoting enterprises in Cox’s Bazar in the context of COVID-19

Situation

• Government of Bangladesh has announced SME stimulus program that provides low interest loan to CMSMES entrepreneurs on lower interest rate.

• Current disbursement rate is low 18%, Low demand of loan, unable to fulfill the mandatory documentations etc., No clear plan for investment in business

• Most of the CMSMEs rely on MFI, Saving groups for loan not Banks

• Enterprises report no access to loan and cumbersome documentation process

• CCCI reports already 100k+ enterprise shut down and counting mostly female dominated as entrepreneurs and workers
Intervention pathway

Partnership with CCCI

Bankers-Entrepreneurs’ dialogue

Assessment of decent work situation

Entrepreneurship Opportunity mapping

Financial Literacy training

Policy advocacy

Good labour practice

Value chain upgradation

Entrepreneurship training
Overview

- Low participation of Local people in skilled occupation (construction, tourism,)
- 106 training institutions mostly concentrated in District HQ Sadar and offering Short vocational trainings. Trainings are provided for free with good allowances
- Most of the trainings are not NTVQF certified and are self-designed by institutes and NGOs
- UNCT coordinated skills development framework for the Host communities and camps-waiting for the government approval
Stock taking meeting for Skills development

Design and pilot apprenticeship scheme

Support training institutes to set up and pilot a system for RPL

Skills development framework for host communities and refugees

Institutionalization of Apprenticeship (training institute and CCCI)

Mobile Assessment centers

Self-assessment and crash courses

Pilot RPL in Host communities

Capacity building of TVET institutes CBT courses

Mobile Centers for TVET training (CBT)

Training on Myanmar QF and E-RPL
Intervention 3: Value chain-Dry Fish

Sector overview
- Main source of cash income for 45000 households, signature product of district;
- Use of harmful chemical (preserve) and unsafe processing resulted in declining demand. However, with more new entrants in the market competition in intensifying
- Poor employment condition (wage, return, safety and physical security, social protection;
- Women dominated sector with a lot of cases of child labour;

Key constraints to growth
- Secured market for the products (Demand pull)
- Processing loss (low profitability)
- Labour practices
Intervention 3a: Promoting localized solar dryers

Local engineering firms

- Feasibility of local production of dryers and low cost storage
- Production and marketing of the solar dryers
- Establishment of R&M Service centers

Technical experts, Business model innovation, outreach and marketing support

- Strengthening production hubs (Coops)
- Training on OSH and good labour practices
- Branding packaging and market linkages

Dry fish producers’ association

- Quality monitoring and testing and certifying mechanism in District

Production group mobilization, training, market linkages, Labour practices
Intervention 3b: Improving market access for dry fish

- Product diversification and branding/packaging
- Quality production and improved employment condition
- Use of technology to improve productivity and reduce loss
- Secured access to market

Ecommerce Platform

Traders/exporters

Dry fish producers

BDS providers

Government fisheries office

CCCI/Association
Intervention 4: Value chain-Tourism

Sector overview

• Circa 1.2 million domestic visitors during lockdown (Apr-Oct) and counting...

• 456 hotels and lodges, 500 restaurants and counting. 500+ souvenir shops, 40+ tour operators

• Local production less than 5% in souvenir shops

• Approx. 200,000 people employed directly of which 9% is local population

• Typical stay- 1 to 2 days

• Centered in the beach and marine drive. other destination remains unexploited

• Very low participation of local people in skilled activities in tourism
Intervention 4a: Destination promotion

Destination branding and management

Skills and enterprise development

Improve basic infrastructure

Local products (food/artefacts/culture)
Intervention 4b: Craft value chain

- Enterprise development
  - Inventory and selection
- Design and presentation
- Skills development
- Business linkages
- Strengthening marketers
- Good Labour practices
Thank you!

For more information and analyses

Gunjan Dallakoti
ILO sub-office Cox’s Bazar
Hotel Sea palace Western Plaza (228)
dallakoti@iloguest.org
+8801313479512
Labor Market and Vocational Skill Gap Assessment in Rohingya and Host Communities in Teknaf and Ukhiya, Cox’s Bazar, Bangladesh
Primary objective of the study
To identify gaps in existing vocational skills with the potential to contribute to the diversification of livelihood options available to project beneficiaries.

Objective of the study

The specific objectives of the assessment include:

• Design needs assessment method; including, but not limited to, design of tools, sampling approach, assessment team composition, required schedule for data collection;

• Provide training to staff of both organizations to apply the proposed method in practice;

• Support the teams during data collection;

• Develop a report with recommendations for both organizations.

DanChurchAid and Friends In Village Development Bangladesh (FIVDB) are working together to identify gaps in existing vocational skills with the potential to contribute to the diversification of livelihood options available to project beneficiaries.
Geographical locations

The study conducted in both the host community refugee camps in Cox’s Bazar district. For the host community assessment, the study concentrated on:

- Two Unions of Teknaf (Nhila and Whykong Union) and Camp - 21
- For the Rohingya assessment, Camp -15 (Ukhiya).

*Enterprise survey also covered Markets in Teknaf, Ukhiya and Cox’s Bazar Sadar.*
# Methodology

## Methodology and Sample Distribution

### Qualitative

<table>
<thead>
<tr>
<th>FGD With Employee and self-employed</th>
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<tbody>
<tr>
<td>15 FGDs</td>
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<td>141 participants</td>
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<tr>
<td>41 Female</td>
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<tr>
<td>100 Male</td>
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### Quantitative

<table>
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<tr>
<th>Host community businesses</th>
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<tbody>
<tr>
<td>16 Female 150 166 Male= 245</td>
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<tr>
<td>11 Female and 68 Male = 79 Total 245</td>
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<table>
<thead>
<tr>
<th>Rohingya community Employee and job-seeker</th>
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<tbody>
<tr>
<td>170 Respondents</td>
</tr>
<tr>
<td>26 Female 15.29% 44 Male 84.71%</td>
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<tr>
<td>17 Female 26.98% 46 Male 73.02%</td>
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<table>
<thead>
<tr>
<th>Host community Business Survey</th>
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<tbody>
<tr>
<td>245 Respondents</td>
</tr>
<tr>
<td>27 Female 11.02% 218 Male 88.98%</td>
</tr>
<tr>
<td>9 Female 08.41% 98 Male 91.59%</td>
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</tbody>
</table>
**Low level of Education**

<table>
<thead>
<tr>
<th>Educational Level</th>
<th>Host Community</th>
<th>Rohingya Community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-literate or attended primary level education</td>
<td>93 (54.71%)</td>
<td>37 (58.73%)</td>
</tr>
<tr>
<td>Attended high school level education</td>
<td>27 (15.88%)</td>
<td>21 (33.33%)</td>
</tr>
<tr>
<td>College Level Education</td>
<td>18 (16.82%)</td>
<td>1 (1.59%)</td>
</tr>
<tr>
<td>Graduation from University</td>
<td>04 (3.74%)</td>
<td>0</td>
</tr>
<tr>
<td>Madrasha</td>
<td>0</td>
<td>4 (6.35%)</td>
</tr>
</tbody>
</table>

Total Respondent 170: Host Community: 107, Rohingya: 63

**Findings:**

- **Education:** Most of the employee and self-employed were non-literate or attended primary level education.
- **Skills gaps** continue to exist because of low level education.
- There is a **scope for providing life skills support** to those who are having low level of education.
- **Prospects for facilitation of vocational and technical training** to those who attended high school and college.
Experiences: Most of the respondents (84.12) having 1-5 years’ experience were involved in agriculture, food related (Hotel worker) business, handicrafts, manufacturing, repair service, wholesale & retail trade.

Job markets, wage/ benefit: Income from employment or business was quite low. Income of the employees was better than self-employed people.

Among the employees 32.71% (35) from the host community earned within BDT 5000/month and 44.44% (28) from Rohingya community on average. Whereas 47.66% (51) self-employed from host community and 66.67% (42) from Rohingya community earned within BDT 5000/month.

Weak job seeking efforts: Out of 35 respondents, 25 (71%) tried to find a job in last 4 months and 10 (29%) did not make any effort during this period. However, none of them was successful to find a job.
Skill acquisition process and gaps: The skills acquisition process was mostly traditional as employees or self-employed persons gained skills from friends or family members (55 (36%) AND 40 (26%) learning by doing.

- Only 18 (12%) trained by NGOs/CBOs, and 10 (15%) apprenticeship/on-the-job training.
- It shows that the employee and self-employed respondents could not reach out to technical vocational education Training (TVET) system or other available vocational training.
### FINDINGS: BUSINESS SURVEY

<table>
<thead>
<tr>
<th>Education</th>
<th>Employee &amp; Self-employed</th>
<th>Businesses</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Host Community</td>
<td>Rohingya Community</td>
</tr>
<tr>
<td>Primary level</td>
<td>93 (54.71%)</td>
<td>37 (58.73%)</td>
</tr>
<tr>
<td>High School</td>
<td>27 (15.88%)</td>
<td>21 (33.33%)</td>
</tr>
<tr>
<td>College</td>
<td>18 (16.82%)</td>
<td>1 (1.59%)</td>
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**Total Respondent 245: Host Community:166 Rohingya: 79**

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**EDUCATION, SKILLS, AND SCOPE**

- **Education:** *Almost all* of the Rohingya business owners are non-literate or primary attended primary level education.

- **In host community,** high school level education between employee/self-employee and business owners looks consistent. It indicates that Host community is ready/will be able to attend VTET and use life skills support.

- **Prospects for facilitation of vocational and technical training** to the host community business Employee & Self-employed are there. However, careful planning and implementation mechanism would be necessary.
FINDINGS: BUSINESS SURVEY CONTINUES...

JOB CREATION, HIRING CAPACITY AND PRACTICES

- **Job creation:** The businesses had a limited capacity to generate employment. Average full-time employment per business by the host community was 3 (Median) and part-time employment is 2. The total 245 businesses currently employ 786 workers.

- **Hiring Capacity:** In the last six months, most businesses did not hire any new staff. The survey revealed that 230 (93.88%) businesses did not hire any worker. Only 15 (6.12%) hired in the last six months.

- **Hiring practices:** Recruitment process is very informal. 169 (69.55%) businesses reported hiring through relative or friend and rest 74 (30%) through existing employee referral from education/training institutes, social media and on-the-job training.

<table>
<thead>
<tr>
<th>Employment</th>
<th>Host Community</th>
<th>Rohingya community</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of businesses</td>
<td>166 67.76%</td>
<td>79 32.24%</td>
<td>245 100%</td>
</tr>
<tr>
<td>Full-time Employments Status</td>
<td>473 78.70%</td>
<td>128 21.30%</td>
<td>601 100%</td>
</tr>
<tr>
<td>Part-time employment status</td>
<td>130 70.27%</td>
<td>55 29.73%</td>
<td>185 100%</td>
</tr>
<tr>
<td>Total number of employment</td>
<td>603 76.72%</td>
<td>183 23.28%</td>
<td>786 100%</td>
</tr>
<tr>
<td>Average number full time employee</td>
<td>3</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Average number full time employee</td>
<td>1</td>
<td>1</td>
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</table>
Use of skills and business development services:

- Businesses face problem related to:
  - higher cost of production;
  - weak production process;
  - labor capacity /skills;
  - high fixed cost;
  - lack of business skills;
  - security situation;
  - weather;
  - cash flow management;
  - low demand/Product awareness and competition in the market.

Attitude toward using skills: The business owners’ attitude toward using training and business development service is not very positive.

197(80%) mentioned that they do not require staff training to handle equipment or method of production and trading. Findings were almost same in both the communities.

Only 48 businesses (39 host and 9 Rohingya community) expressed a need for some specific skills.

Total Respondent 245: Host Community:166 Rohingya: 79
The businesses were very conservative about female workers. They do not hire female workers. Out of 245 businesses, only 13 businesses hired 42 female workers.

The average salary paid by employer varies by 20 percent i.e. women are getting less salary than male.

Reasons shown for less wage/salary payment to female workers by the business were:

- Work less hour than male
- Less productivity than male
- Less laborious job
- Less skills than male

Employers willingness to allow flexible hours to female employee by community:

- 170 (69.39%) businesses are not willing while
- 75 (30.61%) are positive about this

Total Respondent 245: Host Community:166 Rohingya: 79
This severely affected all 245 businesses surveyed.

- 237 (44%) income reduction
- 106 (20%) loss of capital,
- 60 (11%) partially closed,
- 56 (10%) closed fully and
- 44 (8%) asset loss.

Although the provision for multiple response options was there, most of the respondents mentioned two options on average which include income loss and capital loss.

<table>
<thead>
<tr>
<th>How COVID-19 affected business</th>
<th>Host Community</th>
<th>Rohingya community</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>%</td>
<td>Number</td>
</tr>
<tr>
<td>Business closed</td>
<td>56</td>
<td>13.33%</td>
<td>0</td>
</tr>
<tr>
<td>Business partially closed</td>
<td>56</td>
<td>13.33%</td>
<td>4</td>
</tr>
<tr>
<td>Income less</td>
<td>158</td>
<td>37.62%</td>
<td>79</td>
</tr>
<tr>
<td>Capital loss</td>
<td>84</td>
<td>20.00%</td>
<td>22</td>
</tr>
<tr>
<td>Assets loss</td>
<td>37</td>
<td>8.81%</td>
<td>7</td>
</tr>
<tr>
<td>Loan burden increased</td>
<td>16</td>
<td>3.81%</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>13</td>
<td>3.10%</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>420</td>
<td>100.00%</td>
<td>116</td>
</tr>
</tbody>
</table>
Coping strategy: The key coping strategy of the businesses was

- borrowing money from relatives.
- businesses started opening the business in a flexible way for short period.
- take a loan from Bank to continue the business and
- discontinuation of the workers to survive.

Support expect to overcome problems:

<table>
<thead>
<tr>
<th>Support necessary to overcome crisis</th>
<th>Host Community</th>
<th>Rohingya community</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>%</td>
<td>Number</td>
</tr>
<tr>
<td>Access to loan</td>
<td>97</td>
<td>33.56%</td>
<td>40</td>
</tr>
<tr>
<td>Compensation packages</td>
<td>45</td>
<td>15.57%</td>
<td>1</td>
</tr>
<tr>
<td>Social assistance/benefits</td>
<td>64</td>
<td>22.15%</td>
<td>28</td>
</tr>
<tr>
<td>Tax relief</td>
<td>44</td>
<td>15.22%</td>
<td>18</td>
</tr>
<tr>
<td>Grand/subsidies/technical support</td>
<td>19</td>
<td>6.57%</td>
<td>10</td>
</tr>
<tr>
<td>Others</td>
<td>20</td>
<td>6.92%</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td>289</td>
<td>100.00%</td>
<td>110</td>
</tr>
</tbody>
</table>
• Limited job/employment opportunity in the area
• Limited access to product or service market
• Perception
• Business and soft skill
• Carrier guidance
• Lack of awareness about skill training and BDS Service providers
• Weak/no linkage between vocational educations with the labor market
• Mismatch between support package and needs of the businesses
• Gender discrimination
• Impact of COVID-19
• Creation job/employment opportunity in the area
  
  **Intervention 1:** Conduct rapid labour market assessment
  
  **Intervention 2:** Expand existing and new markets

• Facilitation of access to product or service market by the business
  
  **Intervention 3:** Assess need and introduce appropriate technology

• Change Businesses owners’ perception
  
  **Intervention 4:** Determine the effectiveness and efficiency of strategies

• Promote business development and soft skill
  
  **Intervention 5:** Provide business development service and soft skill

• Carrier guidance
  
  **Intervention 6:** Provide career guidance clinic
**RECOMMENDATIONS**

- **Linkage with skill training and BDS service providers**

  **Intervention 7:** Promote linkage with skill training and BDS service providers offering relevant and affordable services that the business owners can see the benefit of using the services clearly.

- **The Assistance Package**

  **Intervention 8:** Provide assistance package tailored to the needs of employee, self-employed, start up business and existing business

<table>
<thead>
<tr>
<th>Target audience</th>
<th>Type of assistance</th>
<th>Duration</th>
<th>Potential service providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>Apprenticeship</td>
<td>2/3 month</td>
<td>Businesses</td>
</tr>
<tr>
<td>Self-employed (Start-up business)</td>
<td>Vocational skill development with tools/inputs. (Specific of skills mentioned by respondents can be taken into consideration. Consultation with DCA beneficiaries and local businesses would be an advantage).</td>
<td>7 days-1 month</td>
<td>NGOs, CTC, Line department</td>
</tr>
<tr>
<td>Existing business</td>
<td>Technical skill, business and soft skills (Specific of skills mentioned by respondents can be taken into consideration. Consultation with DCA beneficiaries and local businesses would be an advantage).</td>
<td>7 days -1 month</td>
<td>Local business, NGOs, Line department</td>
</tr>
</tbody>
</table>
Gender discrimination
Intervention 9: Promote socio-economic empowerment of women

Impact of COVID
Intervention 10: Provide investment-related support
Intervention 11: Provide support businesses to link with potential of e-commerce

RECOMMENDATIONS CONTINUES…
THANK YOU!

Questions? Comments! Suggestions!
THANK YOU FOR YOUR ATTENTION