



## **BASELINE ASSESSMENT**

**PART OF ALTAI CONSULTING'S TPM  
SUPPORT TO GIZ'S SHIR PROJECT**

Prepared by Altai Consulting for GIZ Somalia - June 2023

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# LIST OF ABBREVIATIONS

<b>AS</b>	Al Shabab
<b>CCCM</b>	Camp Coordination and Camp Management
<b>CSO</b>	Civil Society Organisation
<b>INGO</b>	International Non-Governmental Organisation
<b>KII</b>	Key Informant Interview
<b>MoLSA</b>	Ministry of Labour and Social Affairs
<b>MoPIED</b>	Ministry of Planning and International Cooperation
<b>NGO</b>	Non-Governmental Organisation
<b>PEVA</b>	Political Economic Vulnerability Assessment
<b>SHIR</b>	Strengthening Resilience of IDPs, Returnees and Host Communities (GIZ project)
<b>SWCRI</b>	Southwest Commission of Returnees and IDPs
<b>SWS</b>	South West State
<b>TPM</b>	Third-Party Monitoring
<b>TVET</b>	Technical Vocational and Educational Training
<b>VSLA</b>	Village Savings and Lending Association



# 1. EXECUTIVE SUMMARY

## INTRODUCTION

In November 2022, Altai Consulting was contracted by GIZ to support the *Strengthening Resilience for Internally Displaced Persons (IDPs), Returnees and Host Communities* ('SHIR' project) in Baidoa District, Somalia with a three-year package of services called the *Baseline and Endline Assessment and Third Party Monitoring (TPM) for Baidoa District*. This document is the baseline assessment.

The baseline assessment is built from two components. The first component is a 'demand side' largely quantitative survey (although with some open-ended elements) of 20 representatives of Baidoa's leading employers, seeking to understand demand for positions in the labour market, and attitudes of leading employers to employing various jobseeker profiles. Some of the enterprises interviewed participated in the GIRD jobs fair in May 2023. The second component is a 'supply side' quantitative survey of 720 respondents, which measures accurately (and numerically) socio-economic and employment conditions across the whole of Baidoa city for the target groups. It is called the 'supply side' component because Altai has taken a 'labour market lens' to the SHIR project whereby project beneficiaries can be considered job-seekers, supplying skills to the market.

This baseline survey has generated specific baseline values for the SHIR Results Framework, as well as a detailed, comprehensive, and representative picture of socio-economic and employment conditions across the whole of Baidoa city, covering the three target groups (IDPs, returnees and host community), as of June 2023. Providing similar endline methodologies and tools are used in October 2025, this baseline should furnish SHIR with the facility to be able to accurately measure change within its beneficiary cohort on a range of socio-economic criteria.

## KEY FINDINGS

1. **In terms of demand for labour**, the baseline has found that a cross-section of employers in Baidoa report offering employment opportunities for IDPs, returnees, and vulnerable host community, but that most of the employment opportunities available are in the entry-level or low-skilled/manual roles such as transport, construction, and hospitality (mainly restaurants). IDPs and returnees tend to lack the necessary education, skills, and social connections to secure jobs in specialized skills sectors such as banking, healthcare, and public administration.
2. **In terms of skills demanded**, employers perceive a mismatch between the qualifications and skills provided by universities and TVET institutions, and what they need. In particular, employers in the transportation and construction sectors lamented the lack of mechanics and technicians, while public sector employers bemoaned the lack of basic IT skills among graduates. Half of the employers offered internship opportunities to target groups. The main reason the other half of the companies did not provide internships was due to lack of funds and resources, but 70% of employers said they would be interested in participating in a work placement scheme for male and female IDPs and returnees, providing financial support was offered.
3. **In terms of displacement profile**, the baseline has shown that most IDPs in Baidoa are recently displaced, and that the vast majority of IDPs returned to Baidoa voluntarily. The IDP and returnee populations are very youthful, with a prominent youth bulge. While dependency ratios are high in Baidoa in general (dependency ratio is derived from the ratio of dependents (below 15 and older than 64) to the working age population), IDP and returnee households have a higher dependency burden compared with host households, although a large proportion of all households have a high dependency burden. IDPs have lower levels of literacy and formal schooling, and numeracy skills are relatively low across the groups.
4. **In terms of access to employment**, 77% of IDPs, and 73% of returnees are unemployed. In terms of access to employment, younger, female, and less well educated IDPs struggle the most to access work. Casual, irregular work was the most common type of work for those IDPs, and returnees engaged in the labour force. Those IDPs who are lucky enough to have work tend to have less work than host community (6 months a year, compared with 9 months a year for host community). IDPs are more active in searching for jobs than other groups. Lack of job opportunities, labour market skills and techniques to find jobs are the employment challenges that affect most of the unemployed across the three groups. IDPs and returnees face more difficulties during job search compared to the host community jobseekers.

5. **In terms of skills and confidence in job-seeking**, IDPs have notably poorer self-assessed job seeking skills than other groups. Two thirds of all target groups do not feel confident in their job-seeking skills, and three-quarters do not feel optimistic they will ever find a job. Job seekers lack advice and are heavily dependent on informal networks for labour market advice. Very few use online job searching tools, and rely on word of mouth, family and friends, and often also religious leaders, to point them towards opportunities.
6. **In terms of livelihoods and income**, mean monthly household income was significantly lower for displaced households (US\$ 62 for IDPs and US\$ 73 for returnees) than for host community households (US\$ 209). Displacement households have striking differences in ownership of both productive and non-productive assets. For example, almost no IDP or returnee households own a sewing machine, whereas nearly one in five host community households do. Access to formal financial services, such as bank accounts, is limited for all target groups, but almost non-existent for displaced communities. Most households owe money. Of the two-thirds of households that borrow money in Baidoa, most borrow to pay for food, education, health, and household services. Most borrow from friends and family. Adaptive capacity is limited among the displaced households due to low livelihood diversification, low asset ownership, poor education, and limited social capital.
7. **Finally, in terms of psychosocial wellbeing**, unsurprisingly, 80% of Baidoa residents have never received psychosocial support, despite the high levels of trauma the displaced populations have experienced. Two-thirds report having no coping mechanism for stress at all. IDP respondents had lower-levels of wellbeing than the host community, according to the WHO-5 index, indicative of high levels of psychological distress.

## CONSIDERATIONS

- There seems to be a promising opportunity for SHIR to engage large employers in Baidoa with the intent of encouraging and assisting them to providing **more, more inclusive, and better structured internships and apprenticeships** for host, IDP and returnee communities. This might generate employment quicker than developing small businesses (many of which will fail). 70% of the employers interviewed said they would consider offering internships if they had more resources. GIZ could consider a scheme to co-fund the cost of paid and professionally-managed internships and apprenticeships (or potentially negotiate tax breaks with the local authorities), which might in the medium-term lead to more job offers;
- Transportation and construction companies in Baidoa bemoaned the lack of **mechanics and technicians**, while public sector employers bemoaned the lack of **basic IT skills** among graduates. This might give GIZ some ideas for offering market-aligned TVET courses;
- Most of the businesses interviewed in Baidoa are small, and cannot absorb large scale IDP/returnee and vulnerable host members seeking to enter the Baidoa workforce. The most promising sectors with significant demand seem to be **construction and agriculture**. Again, this might give GIZ some ideas for offering market-aligned TVET courses;
- GIZ may want to consider how the SHIR project can avoid perpetuating the skills mismatch that exists in typical livelihoods project by emphasising vocational trainings such as beautification, tie and dye, and tailoring which are oversaturated in Baidoa and do not have a clear market demand. More focus should be on developing technical skills in sectors that can provide large number of people with meaningful employment, for example **agriculture, construction, mechanical repair, and light industry**;
- GIZ may want to consider how to help lower-skilled IDPs and returnees access the labour market. Almost none have access to computers so online databases will be of limited use. Most have very low skill levels, so CV workshops, interview techniques, etc., will also be of limited use. In this situation, **alternative mechanisms to link labour supply to labour demand** may be required, such as physically linking construction companies with worker associations who can reliably provide skilled labour for construction projects, subsidising transport, etc.
- There is a clear need for low-level **psychosocial first aid**. Psychosocial wellbeing among IDPs in particular is poor, and few have mechanisms for managing stress. Elements of the project that promote basic psychosocial first aid and **stress management techniques** e.g., discussion groups, breathing techniques, constructive distraction, sports, or promote social connectivity, e.g., VSLAs, associations, cooperatives, etc., need to be prioritised alongside other initiatives to generate income for displaced households.

## 2. INTRODUCTION

In November 2022, Altai Consulting was contracted by GIZ to support the *Strengthening Resilience for Internally Displaced Persons (IDPs), Returnees and Host Communities* ('SHIR' project) in Baidoa District, Somalia with a three-year package of services called the *Baseline and Endline Assessment and Third Party Monitoring (TPM) for Baidoa District*.<sup>1</sup>

This report presents the findings from the baseline assessment, which was conducted between April and May 2023. The baseline aims to present a detailed and comprehensive picture of socio-economic and employment conditions across Baidoa, among the three target groups (IDPs, returnees and host community), at roughly the start of the SHIR project, or at least before major activities commence.

This baseline report should be read in conjunction with the Political, Economic And Vulnerability Assessment (PEVA), which describes the Baidoa context and broad displacement dynamics, which was the first major deliverable to SHIR in March 2023.

Note that all the data, charts and maps included in this report are available to explore and interact with on the SHIR TPM portal: <https://giz-somalia-tpm.masae-analytics.com>

### 2.1. PURPOSE OF THE BASELINE

This baseline serves three purposes:

- To present a detailed, comprehensive, and representative picture of socio-economic and employment conditions across the whole of Baidoa city, covering the three target groups (IDPs, returnees and host community);
- To generate baseline values for the GIZ SHIR results framework and GIZ global indicators, which can be used as a point of reference in subsequent TPM and the end-line assessment;
- To generate baseline values for a set of additional outcome-level indicators proposed by Altai.

#### 2.1.1. POPULATION STRATA

For the purposes of conducting the baseline and endline, we propose to stratify the Baidoa population into three distinct strata, according to the different groups targeted by the project. This will allow us to conduct comparisons between the strata. Within the study context, and tested through the PEVA, we adopt the following working definition of IDPs, returnee and host communities as follows:

- **Host community.** People whose welfare is affected by the presence of displaced populations, namely refugees, IDPs, and returnees;<sup>2</sup>
- **Internally Displaced People (IDPs).** Persons or groups of persons who have been forced or obliged to flee or to leave their homes or his/her region of origin because of conflict, human rights violations, natural or man-made disasters and has remained within the same administrative regions of Somalia as they originated from;<sup>3</sup> According to the National Policy on Refugee-Returnees and IDPs<sup>5</sup>, persons or groups of persons who are forcibly evicted from their settlement, and pastoralists who have lost access to their traditional nomadic living space through loss of livestock, or loss of grazing and water points and have therefore left their habitual living space are also regarded as IDPs. Although majority of the IDPs in Baidoa live in settlement sites, there are others living in urban areas with host community families. In this study context, only the IDPs residing in the settlement camps were included in the analysis.
- **Returnees.** Persons who were displaced from their habitual residence, who has since returned to their habitual residence or to their country of origin.<sup>4</sup> Any Somali national who has lived abroad and

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<sup>1</sup> Note that while the project name and the title of Altai's support include the word 'district', security conditions on the ground mean that all activities are limited to Baidoa city, not the district which is under control of Al Shabab.

<sup>2</sup> Pape, U. J., & Sharma, A. (2019). Informing Durable Solutions for Internal Displacement in Nigeria, Somalia, South Sudan, and Sudan.

<sup>3</sup> World Bank Group. 2014. Analysis of Displacement in Somalia. Washington, DC. © World Bank. <https://openknowledge.worldbank.org/handle/10986/21056> License: CC BY 3.0 IGO

<sup>4</sup> UNHCR

repatriates to Somalia can be considered a returnee. Return may be voluntarily (with or with international assistance), under duress, or forced by unexpected circumstances. Somali returnees may sometimes return to situations of internal displacement, as such when referring to both groups collectively, the term 'displaced' is used. In reality, this baseline visit has showed that the number of returnees is very small compared to both IDP and host communities, and also very tightly clustered in one area of Baidoa, Wadajir. See map in Figure 1.

## 2.2. STRUCTURE OF THIS REPORT

This report proceeds as follows. First, the report presents the approach and methodology for the demand side survey, i.e., the survey that was conducted with major employers in Baidoa. Then, the report presents the approach and methodology for the supply side survey, i.e., the survey that was conducted with job-seeking returnees, IDPs and host community in Baidoa. Challenges, limitations, and data weighting are discussed in this section. Then, the report presents key findings from the demand survey (covering: hiring dynamics, skills, participation in the labour market) and supply survey (covering: socio-economic profile, employment, livelihoods, income, and psychosocial wellbeing) respectively, before presenting key baseline indicator values, overall conclusions, and a few considerations for GIZ.

The list of companies interviewed, the tools, and the computation of the adaptive capacity index, and the detailed baseline values for the Results Framework are all shown in the Annexes.



## 3. APPROACH AND METHODOLOGY

### KEY TAKEAWAYS

- The baseline assessment is built from two components. The first component is a 'demand side' largely quantitative survey (although with some open-ended elements) of 20 representatives of Baidoa's leading employers, seeking to understand demand for positions in the labour market, and attitudes of leading employers to employing various jobseeker profiles. Some of the enterprises interviewed participated in the GIRD jobs fair in May 2023;
- The second component is a 'supply side' quantitative survey of 720 respondents, which measures accurately (and numerically) socio-economic and employment conditions across the whole of Baidoa city for the target groups. It is called the 'supply side' component because Altai has taken a 'labour market lens' to the SHIR project whereby project beneficiaries can be considered job-seekers, supplying skills to the market.
- Together, the demand and supply side surveys seek to give a more complete view of Baidoa's labour market conditions, as well as broader socio-economic conditions, as of May 2023.

### 3.1. DEMAND SIDE SURVEY

#### 3.1.1. APPROACH

**The demand survey aimed at understanding whether the main economic sectors in Baidoa have the demand, and willingness, to absorb individual job-seekers within the host community, IDP and returnee potential workforces.** This information may be valuable for GIZ in outlining how labour market conditions were at the start of the project, and to aid GIZ's learning and design processes, to help get more beneficiaries into wage-based income-generating activities. During the PEVA study, the Altai team conducted an initial assessment of Baidoa's economic sectors and the job opportunities available for IDPs, returnees and host communities. By focusing on the 'supply' and 'demand' aspects of labour market dynamics, the SHIR baseline survey aims to strengthen and augment the PEVA findings by capturing important labour market data that relates to the needs of businesses, and the skills they are looking for. In this context, 'supply side' means supply of labour to the labour market by IDPs, returnees and host communities, and 'demand side' means demand for labour by public, private and third-sector actors (such as local and international NGOs).

#### 3.1.2. METHODOLOGY

**A total of 20 key informant interviews (KIIs) were conducted for the demand side survey.** Building on research conducted in the PEVA, a purposive sampling technique was used to select foreign and local employers in seven key sectors across Baidoa including public administration (i.e., government offices/agencies), humanitarian and development (largely local and international NGOs), construction, telecommunication, transportation, and agriculture sectors.

The demand-side assessment lacked a sampling frame (i.e., any current register of all establishments and the number of employees), so a mapping of large employers in various sectors was undertaken during the PEVA, including private sector employers, government institutions, and informal sectors among others. A purposive sampling technique was applied to select employers in key sectors across the city.

Data collection was conducted through face-to-face interviews with senior management of the identified enterprises, during visits on their premises during their operating hours, to better capture the reality of their activities. The breakdown of the sample is shown in Table 1 below, and the full list of interviewed enterprises is shown at Annex 1. The total number of employees is shown in Table 1, clearly showing the employment potential of government, transport, health, and telecoms enterprises.

Table 1. Target breakdown of the quantitative sample

Sector	Number of firms	Size based on number of employees
Construction	2	Medium (70 employees)
Agriculture	2	Small (30 employees)
Government	4	Large (2,263 employees)
Transport	3	Large (128 employees)
Health	3	Large (415 employees)
UN/NGO	1	Small (30 employees)
Telecommunication	2	Large (119 employees)
Financial Services	2	Medium (77 employees)
Services	1	Small (25 employees)
<b>Total</b>	<b>20</b>	

### 3.1.3. KEY INDICATORS

The indicators we propose to measure through the demand side survey are shown in Table 2 below.

Table 2: Proposed key demand-side indicators

Indicator description	Measurement
1. Number of employers taking on IDPs, returnees and women employers	% of firms who employ target groups (IDPs, refugees vs. HC; also gender disaggregation)
2. Change in employers' perception towards the employment of the target groups	Mean based on five-point Likert scale on willingness to employ the target group

### 3.1.4. TOOL MODULES AND RESEARCH QUESTIONS

The survey employed a mixture of closed and open-ended questions to generate a comprehensive account of the employer perspectives. Table 3 presents the questionnaire modules and key questions in line with the above indicators. The full questionnaire is shown at Annex 2.

Table 3: Demand-side Survey Tool Modules and Research Questions

Survey Module	Research Questions
<b>Company Background</b>	<ul style="list-style-type: none"> <li>Name of your company or organization? Main sector of operation?</li> <li>How many employees are Permanent, Temporary or Casual? How many are male and how many are female</li> </ul>
<b>Hiring Practices</b>	<ul style="list-style-type: none"> <li>How do you recruit most of your staff/employees?</li> <li>Did you hire any staff in the past 3 years? (either permanent, temporary, seasonal, or casual)?</li> <li>What are the specific skills that you are looking for when hiring?</li> <li>How does your organisation assess candidates' hard and soft skills when hiring?</li> </ul>
<b>Hiring of vulnerable groups</b>	<ul style="list-style-type: none"> <li>Do you have any IDPs or returnees working for your company/organization at the moment?</li> <li>If yes, why do you have IDPs or returnees working for your company?</li> <li>If no, why don't you have any IDPs or returnees working for your company/organization at the moment?</li> </ul>
<b>Skills Mismatch and Development</b>	<ul style="list-style-type: none"> <li>To what extent do you think there is a mismatch here in Baidoa?</li> <li>Do you work with any particular training/vocational school here in Baidoa to try and improve the skillset of your employees?</li> <li>In general, do the practical skills of graduates of training/vocational schools match your company's requirements?</li> </ul>

- 
- Does your organisation offer internships? Apprenticeships? (describe)
  - Would your organisation be interested to participate in a scheme to try and get young IDPs and returnees into work placements?
- 

## 3.2. SUPPLY SIDE SURVEY

### 3.2.1. APPROACH

**The supply side survey aimed at understanding the supply of labour to the labour market, and assessing skills and capacities of the target groups that are on offer to the labour market.** The study utilised a quantitative approach to provide a holistic view of the employment and livelihood situation of the target populations. Whereas the demand (employer) survey provides insights into skill gaps, mismatches, and the demand for skills in various sectors, the supply side survey focuses on actual skills, employment experiences, and attitudes to job seeking, as well as gathering a variety of socio-economic data that will be useful to GIZ as part of its general project baseline.

### 3.2.2. SAMPLING DESIGN

**The assessment employed a stratified multi-stage sampling approach, to generate representative and accurate data of the target groups.** The sampling frame and sample selection differed depending on the population type. The sampling frame for the IDPs was provided by Camp Coordination and Camp Management (CCCM) based on monitoring conducted in February 2023. The CCCM data furnished the baseline team with information on the number of verified settlements, population estimates and geographical distribution, but did not differentiate between those who consider themselves as IDPs (the vast majority) and those who regard themselves as returnees (a small minority). From each district, IDP settlements were randomly selected with probability proportional to the size of the number of IDP households. In the second stage, households were randomly drawn from each settlement and an adult member of the household interviewed.

The sampling of returnee households followed a similar pattern as that of IDPs, with the location data (district and returnee camps population) provided by the Southwest Commission of Returnees and IDPs (SWCRI). The data only provided the recent estimates of the populations by settlement and lacked household-level identifiers.

Regarding host communities, the sampling frame was the predefined city boundary extent, excluding the area of the settlements, which was overlaid with WorldPop data,<sup>5</sup> providing population estimates in a grid of 100m x 100m cells. This dataset gives a very fine-grained understanding of who lives where in each district in Baidoa. Host enumeration areas were selected with probability proportional to size, at the first stage of the sample selection, households were randomly selected in each cluster for the survey. For all household types, the coordinates of the sampled households were availed to the enumerators for field interviews and one household member was randomly selected (randomized within the tool) from the list of adults present at the time of the interview to be the respondent.

The sampling design ensured that data were collected to enable analysis by target group with the project geographical scope. Comparisons are representative of the population when made between household types, with an accuracy of  $\pm 5\%$  at a confidence level of 95%. Post-stratification weights were applied by target group during the analysis to ensure that the findings reflect the population distribution. Findings disaggregated by other demographic characteristics (age and gender of the respondent) are indicative only in nature.

A total of 780 household surveys (260 per target group), were conducted across 10 districts to achieve the supply side sub-objective, as shown in Table 4. The gender distribution of the survey respondents shows that there are slightly more females than males (54% and 46% respectively) in the sample, without any significant differences across the three groups. See also Figure 1 below.

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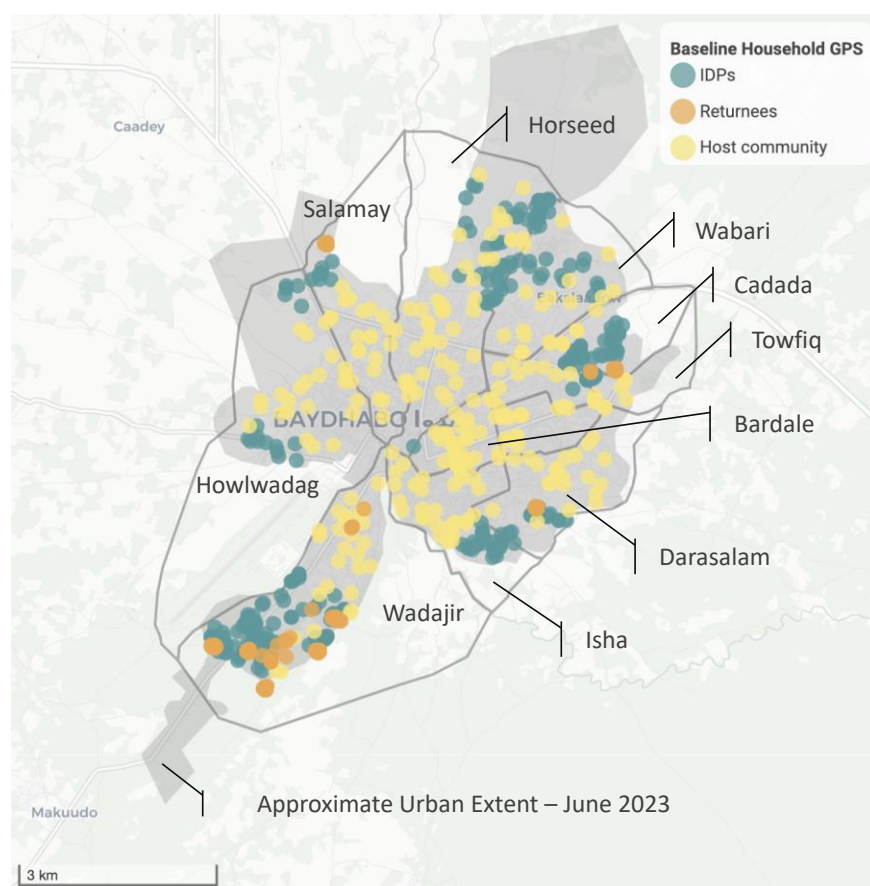
<sup>5</sup> WorldPop produces estimates of populations with age/sex breakdowns for each 100m x 100m grid square on the planet. These function as default, open access datasets for UN agencies planning humanitarian and development interventions, and help governments fill census gaps. SEE [worldpop.org](http://worldpop.org)

Table 4: Sample size distribution by population type, per urban district

District	IDPs	Returnees	Host Community	Total
Wadajir	74	165	27	266
Bardale	0	0	34	34
Waberi	30	0	13	43
Darasalam	12	25	22	59
Towfiq	36	47	20	103
Horseed	32	23	49	104
Isha	24	0	30	54
Howlwadag	16	0	24	40
Salamay	7	0	17	24
Cadada	29	0	24	53
Total	260	260	260	780
Gender of respondents (%)				
Female	59	49	53	54
Male	41	51	47	46

**The supply side survey employed a mostly close-ended questionnaire, deployed as a Computer Assisted Personal Interview (CAPI) using SurveyCTO software.** The questionnaire was translated into Somali to reduce individual variations in how enumerators understood the questions, leading to the training and pilot. Further revisions were made based on the pilot feedback and some adjustments to better reflect the local context.

Figure 1: Map of Baidoa showing scatter of surveys and urban districts. Note that the district boundaries shown in this report are not in any way official and were developed by Altai 1) based on a local understanding of where local populations feel they live and 2) in order to build a sample plan for the purposes of conducting the survey.



### 3.2.3. KEY INDICATORS

The indicators we propose to measure through the supply-side survey are shown in Table 5 below.

Table 5: Proposed key supply-side indicators

Higher-level Indicator	Definition	Description of measurement
1. Employment status	Refers to the overall work situation of an individual, includes their employment status (unemployed, employed, self-employed) and the type of employment (own business, formal/informal) <sup>6</sup> .	Proportion of engaged in income-generating employment (%)
2. Access to employment advisory services	Capacity building on individual employment; coaching, internship, job matching, amongst other services.	% who received employment advisory services
3. Participation in vocational training <sup>7</sup>	Training provided on the skills that will allow them to be more prepared for entering the workforce and/or self-employment.	% who received vocational training
4. Participation in micro and small enterprise training <sup>8</sup>	Equipping youths with relevant entrepreneurial skills and sector-specific coaching and mentoring for improving their entrepreneurial capacity.	% received training small business development
5. Level of confidence in employability skills	Self-confidence in one's skills and ability to secure a job, inferred from their ability to search for a job and individuals' belief about their possibilities of getting a job in the future.	Self-confidence in own skills and ability to secure a job (%)
6. Employability appraisal based on job-seeking behaviour	A subscale of the employability appraisal scale (EAS) that assess an individual's behaviour and job-search skills <sup>9,10</sup> . These will include the preparatory measures undertaken as well as the job search sources.	Average scores (Likert scale with six items)
7. Household income	Consists of all receipts whether monetary or in-kind that are received by the household or by individuals from any income-generating activity <sup>11</sup> . Income sources include: employment (both paid and self-employment); property income (rents from property) and transfers received (remittances).	Average household income in typical month, accounting for all sources
8. Adaptive capacity index (resilience index)	In this context, adaptive capacity refers to capabilities of making proactive and informed choices about alternative livelihood strategies based on changing conditions. Since resilience and adaptability are closely related activities that promote livelihood activities contribute to their adaptive capacity. The index is computed based on USAID/TANGO resilience analysis methods. <sup>12</sup>	Adaptive capacity index (%)

<sup>6</sup> Campbell, D. (2013), The labour market in developing countries. In: Perspectives on labour economics for development, edited by Sandrine Cazes and Sher Verick. Geneva: International Labour Office.

<sup>7</sup> SHIR Results Matrix, adjusted 22 September 2022.

<sup>8</sup> Ibid

<sup>9</sup> Llinares-Insa, L. I., Roldán-Pardo, M., González-Navarro, P., & Benedito-Monleón, M. D. (2020). Well-Being without Employment? Promoting the Employability of Refugees. *International journal of environmental research and public health*, 17(21), 7775.

<sup>10</sup> Llinares-Insa, L. I., González-Navarro, P., Zacarés-González, J. J., & Córdoba-Iñesta, A. I. (2018). Employability Appraisal Scale (EAS): development and validation in a Spanish sample. *Frontiers in psychology*, 9, 1437.

<sup>11</sup> Canberra Group. (2011). Handbook on household income statistics.

<sup>12</sup> TANGO International. (2018). Methodological Guide:

A Guide for Calculating Resilience Capacity. Produced by TANGO International as part of the Resilience Evaluation, Analysis and Learning (REAL) Associate Award.



### 3.2.4. TOOL MODULES AND RESEARCH QUESTIONS

The survey employed a mostly close-ended questionnaire, deployed as a Computer Assisted Personal Interview (CAPI) using SurveyCTO software. The questionnaire was translated and piloted to ensure that all topics were properly covered and that the questions tailored to the local context. The full questionnaire is shown at Annex 3.

Table 6: Supply-side Survey Tool Modules and Research Questions

Survey Module	Research Questions
<b>Displacement Profile</b>	<ul style="list-style-type: none"> <li>Do you regard yourself as an IDP, returnee or a member of the host community?</li> <li>What is your current residence?</li> <li>How long have you resided in this settlement/village Baidoa?</li> </ul>
<b>Socio-Demographics</b>	<ul style="list-style-type: none"> <li>What is the size and composition of the household?</li> <li>What are the characteristics of the household members?</li> </ul>
<b>Education, vocational and micro enterprises training</b>	<ul style="list-style-type: none"> <li>Can the respondent read, write, and count?</li> <li>What is the respondent's highest level of education?</li> <li>Have you received any vocational training?</li> <li>What kind of skills/training would you like to receive to help improve your livelihood?</li> <li>Have you received any micro enterprises/entrepreneurship training?</li> </ul>
<b>Employment</b>	<ul style="list-style-type: none"> <li>Does the respondent work?</li> <li>What are the characteristics of the respondent's work?</li> <li>What is the respondent's main activity?</li> </ul>
<b>Job-seeking behaviours</b>	<ul style="list-style-type: none"> <li>What did you mainly do in the last four weeks to find a job/start a business?</li> <li>What challenges does the respondent face in working?</li> <li>How confident do you feel in your skills when searching for a job?</li> <li>Where do you get job/employment advisory services such as job search advice, job matching, self-employment etc?</li> </ul>
<b>Resilience, adaptive capacity components</b>	<ul style="list-style-type: none"> <li>Whom would your household turn to outside this village to get help if it had a problem and needed help urgently?</li> <li>Do you communicate regularly with at least one person outside the village?</li> <li>Does a savings group (VSLA, merry-go-round etc), exist in this village? If yes, are you a member?</li> </ul>
<b>Livelihoods, Savings and Remittances</b>	<ul style="list-style-type: none"> <li>What is the household's main source of income?</li> <li>How much is the household income from the various sources?</li> <li>Does the household receive any assistance? In what amounts?</li> <li>Does the household save?</li> <li>Does the household receive any remittances?</li> </ul>
<b>Asset ownership</b>	<ul style="list-style-type: none"> <li>What assets does the household own?</li> </ul>
<b>Psychosocial well-being</b>	<ul style="list-style-type: none"> <li>Have you ever received psychosocial/counselling support?</li> <li>Are there persons/organizations providing psychosocial and counselling services in your area/village?</li> </ul>

### 3.3. CHALLENGES AND LIMITATIONS

The following limitations should be kept in mind when interpreting the analysis:

- Representation at strata-level:** Although the sampling was designed to be representative of each target group (clusters) within the geographical locality, analysis at the village/settlement level is not possible though the sample size was large enough to identify statistically significant differences between the groups. Generalising about the whole of Baidoa locality is also not possible without weights adjusting the data to the population of each target group. Therefore, most of the comparisons within this report are made between household types.

- **Changes in the sample design:** Besides the need for a household type balance, the district quota targets were allocated proportionate to its size. However, finding returnee households in all the districts proved challenging as most were living in Wadajir district and a few on the fringes of the city. As such data collection among returnee households was restrained to four districts (Wadajir, Darasalam, Horseed, and Towfiq), limiting the comparison by locality. However, despite the changes in the design, the survey captured the targeted number of returnees. Other than that, the sample distribution within each district for the IDPs and hosts was followed as planned.
- **Social desirability bias:** There was a chance that the respondents tried to give responses in favour of the intervention. In compliance with research ethics, the informed consent script clearly described the study and its objectives. Consequently, respondents were aware that the SHIR aimed to improve employment opportunities of youths and may have been subject to social desirability bias. Several techniques were used to mitigate this including development of neutral indirect questions and proxy subjects for sensitive topics such as well-being and intra-community interactions.
- **Reliance on self-identification of displaced households:** This is common in surveys done with displaced and marginalized groups. In some instances, willingness to self-identify as either an IDP or returnee is linked to expectations of assistance provision and/or fears of discrimination. The questionnaire was designed with criteria-based questions to minimize biased reporting.
- **Limitations of self-reported data:** The baseline relies primarily on self-reporting, which may give rise to bias, such as tendency for respondents to under-report household income or what are perceived as socially unacceptable habits. To minimise these biases, enumerators were trained in providing comprehensive informed consent to reassure the confidentiality and ensuring that the respondent understood that there were no direct benefits from participating in the survey and that the interview process would not result in inclusion or exclusion from any future intervention.
- **Reliance on close-ended questions:** Finally, the survey tool was largely based on close-ended questions to facilitate the (future) quantitative analysis of the SHIR's impact in the endline assessment, which is anticipated in late 2025. It may thus be beneficial to use qualitative methods to unpack and add nuance to the assessment findings, such as the PEVA.
- **Insecurity:** The fringes of Baidoa remain largely insecure because of conflicts between government and Al-Shabaab (AS), resulting in the teams of enumerators having to be extra vigilant and work with local administration or authorities.

## 4. DEMAND SIDE FINDINGS

### KEY TAKEAWAYS

- A majority of the companies interviewed reported currently providing employment opportunities to IDPs, returnees, and vulnerable host community, typically for entry-level or non-skilled roles
- Those IDPs and returnees that have found work are typically working in transportation, construction, and hospitality (mainly restaurants). IDPs and returnees tend to lack the necessary education, skills, and social connections to secure jobs in specialized skills sectors such as banking, healthcare, and public administration.
- Employers tended to be open-minded about offering opportunities to both men and women, although some sectors, such as construction and transportation preferred men due to the manual or exposed nature of jobs.
- Employers perceive a mismatch between the qualifications and skills provided by universities and TVET institutions, and what they need. In particular, employers in the transportation and construction sectors lamented the lack of mechanics and technicians, while public sector employers bemoaned the lack of basic IT skills among graduates.
- Half of the employers offered internship opportunities to target groups. However, proper apprenticeships were almost non-existent with just one firm offering this. The main reason the companies did not provide apprenticeships was due to lack of funds and resources.
- 70% of employers said they would be interested in participating in a work placement scheme for male and female IDPs and returnees, providing financial support was offered.

### 4.1. HIRING OF IDPs, RETURNEES AND VULNERABLE HOST MEMBERS

#### **Key Finding 1: Companies in Baidoa do hire IDPs, returnees, and vulnerable host community members—but mainly in lower skill sectors such as construction, transport, and hospitality**

A majority of companies reported they had experience in hiring IDPs, returnees, and vulnerable host community members for entry level and less skilled jobs. Out of the twenty companies interviewed, seventeen of them (85%) affirmed that they had opportunities specifically for the IDPs and returnees. Construction, hospitality (mainly restaurants), transportation, and agricultural companies in particular offered more opportunities to IDPs, returnees, and host community youth as their emphasis for recruitment was specific skills rather than a required level of education. This finding is consistent with the PEVA study indicating these sectors offered most casual labour opportunities to the project target groups due to their ability to act a cheap source of labour. Company managers confirmed that IDPs and returnees are paid lower rates than host community, raising the issue of potential exploitation. Interviews with financial institutions, telecommunication and healthcare companies, and the Ministries of Finance and Education, showed that due to low levels of education and lack of skills among the IDPs and returnees, enterprises in these sectors were less likely to offer these target groups any employment opportunities.

“OUR COMPANY IS LIKELY TO CONTINUE HIRING IDPS AND RETURNEES. WE HAVE NO PROBLEM WITH THEM, ACTUALLY WE LIKE THEM DUE TO THEIR LOWER COST”

**CONSTRUCTION COMPANY  
OWNER, BAIDOA**

#### **Key finding 2: A lack of skills and education, and lack of social connections, impedes the ability of IDPs and returnees to access higher-value jobs in ICT, telecoms, and healthcare**

For the companies that did not have opportunities or schemes specifically for IDPs and returnees, managers argued that the nature of their companies' work required high levels of education and specific skills that most of the IDPs and returnees did not possess. The KII respondents in government, telecommunication, and the health sectors all agreed that it was difficult for the IDPs and returnees to acquire the skills necessary to work in these sectors due to the high level of education required. In addition, since most jobs in Baidoa (and Somalia in general) are secured through social and clan

connections, it is very difficult for IDPs and returnees to gain access to these opportunities due to their displacement situation where social connections and place in social hierarchy are hugely disrupted.

**Key Finding 3: Many companies said their recruitment processes were open to both genders, although some sectors such as banking, agriculture, transportation tend to favour male staff**

The majority of the companies interviewed (13/20) reported they considered both genders equally during their hiring process. However, some companies interviewed, including transportation, construction, and petroleum companies, indicated they preferred to employ men due to the nature of their work and the cultural constraints on women working in male-dominated spaces. The proportion of male and female staff at the companies were quite different depending on type of contract. For permanent staff, 69% of them were men, while 31% are women, while 85% of casual staff were men compared to 15% of women. Although most of the businesses said they hire both genders, none of them indicated they have specific scheme or quota specifically for balancing the genders within their staff. Similarly, literature available and previous Altai studies show that women IDPs, returnees and vulnerable host community members tend to be less educated than their male counterparts and they do not access formal employment sectors, but are engaged mainly in the informal sectors due to their lack of education and skills.<sup>13</sup> As a result, the pool of available skilled and educated women in the target groups is already limited for the companies to choose from in Baidoa.

"OUR COMPANY DOES NOT PROVIDE ANY SCHEMES FOR IDPS AND RETURNEES BECAUSE WE ONLY HIRE QUALIFIED CANDIDATES. WE RECRUIT THE MAJORITY OF OUR EMPLOYEES THROUGH PERSONAL CONNECTIONS"

BAIDOA FINANCE INSTITUTION

## 4.2. SKILLS PROFILES

**Key finding 4: Employers in all sectors reported a skills mismatch between the skills required in their sectors, and the skills available on the labour market.**

Nearly all of the respondents reported a significant mismatch between individual qualifications and the skills required to work in certain sectors. The respondents mentioned that supposedly educated people such as graduates often lacked the necessary abilities to function in the labour market. According to respondents interviewed from various sectors, there is a fundamental mismatch between the skills that employers are seeking in their potential employees and the skills that job seekers possess in Baidoa. This mismatch makes it difficult for individuals to find jobs and for employers to find appropriately trained people. 34% of the companies interviewed indicated the top skills they were looking for in potential employees were ICT, technical writing, and English language proficiency. In addition, it was noted by managers that the majority of workers in Baidoa were not working in their areas of specialisation because they lacked the practical skills and experience needed in their field of study: this is common in Somalia where the education sector has been largely privatised without sufficient input and data from the government and the labour market. A recent study on Somalia's labour market by the Heritage Institute for Policy Studies noted that:

"THERE IS SKILLS MISMATCH IN BAIDOA. JOBSEEKING YOUTH LACK THE SKILLS REQUIRED IN THE MARKET. WE NEED MECHANICS TO REPAIR OUR BAJAAJS, BUT THERE ARE FEW AVAILABLE. THE YOUTH DON'T WANT TO LEARN THESE SKILLS - THEY WANT TO DRIVE BAJAAJS."

TRANSPORTATION COMPANY

*The Somali education system, especially higher education, raises the employment expectations of its students while providing skills that are commonly cited by employers as irrelevant. This was identified as a problem by most interviewees irrespective of sector. Interviewed stakeholders stressed that the education system has failed to*

<sup>13</sup> ILO, "Market Opportunity mapping in Somalia. A value chain analysis and rapid market assessment in Baidoa and Beledweyne," 2014, pg 21

*adequately promote good-quality, relevant education or encourage students towards productive sectors such as agriculture, livestock, and fisheries.<sup>14</sup>*

**Key finding 5: The practical skills of graduates of TVET schools do not match companies' requirements**

There was a consensus among employers that the practical skills of graduates from technical and vocational education and training (TVET) schools did not match the requirements they needed for their potential employees. According to respondents interviewed, Baidoa's main vocational training centres focus on trainings related to carpentry, tie and dye, and tailoring, while the employers interviewed stressed specific technical skills in Microsoft Office, engineering, vehicle and white goods repair, healthcare, and financial management. This finding confirms Altai's PEVA findings specifically those deriving from interviews with the Baidoa Mayor and Minister of Labour, who both raised concerns regarding vocational training centres' focus of providing IDPs and returnees with skills for which there is little demand.

"THERE IS A MAJOR SKILLS MISMATCH IN BAIDOA. DAILY, WE SEE PEOPLE WHO HAVE GRADUATED FROM UNIVERSITIES WITH NO TANGIBLE SKILLS LIKE MICROSOFT OFFICE AND WHO CANNOT SOLVE SIMPLE PROBLEMS."

MINISTRY OF EDUCATION STAFF

**Key finding 6: Most of the companies interviewed do not provide internships, while those that do offer internships focus only on university students. Almost none offer apprenticeships due to lack of funds.**

Just under half of the companies interviewed (9/20) offered internships. However, these internships were mostly for technical and university students and employers treated them as a way for students to 'upgrade' their skills prior to the companies employing them. Some of these enterprises include Somtel, Hormuud, and the Ministry of Finance. The data indicates that larger companies (over 50 staff) seeking highly skilled employees are more likely to offer internships than smaller companies. There are many reasons why companies did not offer internships. Some companies reported that it was not part of their company policy to do so, and they mainly hired temporary or permanent employees. One of the construction companies stated there was no need

WE ARE INTERESTED IN PARTICIPATING IN A SCHEME THAT TRIES TO GET YOUNG IDPS AND RETURNEES INTO WORK PLACEMENTS. WE'D LIKE TO PARTICIPATE AND PLAY OUR ROLE."

BAIDOA PETROLEUM COMPANY

for internships since their work was low skilled and they typically hired only casual labourers. For financial institutions, Dahabshiil offered internships on human resource management, finance, accounting, and business management to third- and fourth-year students at universities in Baidoa. However, Amal Bank indicated they did not offer internship due to concerns for financial confidentiality and security.

There was no clear rationale as to why some companies provided internships while others did not. For example, one construction company interviewed indicated they provided internships while another one said they did not. It was similar finding with the government ministries: the Ministry of Finance said they had some internships for university students, while the Ministry of Health did not offer internships. In all likelihood the provision of internships probably depends on the individuals in charge of hiring in each enterprise. In terms of apprenticeships, only one of the construction companies (Daldhis Construction) provided a one month apprenticeship, which was connected to their engineering department. Similar to internships, there were diverse reasons why the companies did not offer apprenticeships, but the main reason was due to lack of funds.

14 The Heritage Institute, "Productive Labour and Employment Creation for Somalia: Key Challenges and Strategies," 2020, pg 22



### 4.3. POTENTIAL PARTICIPATION

#### Key finding 7: Organisations were keen to learn more about how they could develop IDPs and returnees' work placement schemes

Half of the organisations interviewed (10/20) were interested in participating in young IDPs and returnees work placement schemes for both male and female youths in order to increase the IDP's and returnees' opportunities for employment as well as stimulate entrepreneurship spirit among the youth to improve their living standards. The companies that are currently providing opportunities to IDPs and returnees were positive that they will continue to hire IDPs and returnees as a way of meeting business needs, enhancing reintegration, and improving livelihoods. The three employers that were not interested in a work placement scheme for IDPs and returnees mentioned variously that they offered critical services in the community (such as life-saving healthcare that required training), while others indicated they lacked the capacity or a mandate to offer the work placement scheme in their institutions.

### 4.4. BASELINE INDICATOR VALUES

Indicator description	Measurement	Baseline (May 2023)
1) Number of employers taking on IDPs, returnees and women	% of firms who employ target groups (IDPs, refugees vs. HC; also gender disaggregation)	45% (9/20 firms)
2) Employers' perception towards the employment of the target groups	Mean based on five-point Likert scale on willingness to employ the target group	3.5/5

## 5. SUPPLY SIDE FINDINGS

### 5.1. SOCIO-ECONOMIC AND DEMOGRAPHIC CHARACTERISTICS

#### KEY TAKEAWAYS

- Most IDPs are recently displaced (67%) while the vast majority (93%) of the returnees returned voluntarily and had resided in the settlement for between 1 and 10 years. Across the two IDP and returnee sub-groups, the majority are children under the age of 15.
- Most returnees voluntarily returned to Baidoa in the last five years. The returnee household demographic profile is very similar to that of an IDP household structure.
- IDP households are larger in size than returnee and host community households. IDP and returnee households have a higher dependency burden compared with host households, although a large proportion of all households have a high dependency burden.
- IDPs have lower levels of literacy and formal schooling, numeracy skills are relatively low across the groups. There is a notable gender gap in literacy levels across all the target groups.
- Technical and vocational training is generally low across the groups. Entrepreneurship, computer, and tailoring skills were the most popular skills pursued.
- Basic skills deficiencies are evident across the groups, and entrepreneurial training of women is low across all the sub-groups. Vocational training courses were favoured over general knowledge and professional qualifications.

#### 5.1.1. DISPLACEMENT PROFILE OF IDPs AND RETURNEES

#### Key Finding 8: Most of the IDPs have been forced to flee their homes recently. Across the two IDP and returnee sub-groups, the majority are children under the age of 15

IDPs have been separated into two distinct typologies; historic and recently displaced IDPs, based on duration residing in the settlements. Two thirds (67%) of the respondents who self-identified as IDPs are recently displaced, having resided in the settlement for less than five years. The historic IDPs have

stayed in their current settlement for seven years on average while the recently displaced had dwelt in the area for an average of two years. See Table 7. In most cases, historic IDPs who have integrated with host community after around 15 years, are considered as host community, although they may still self-identify as IDPs. Recent IDPs and historic IDPs have both been displaced by droughts and AS insecurity at different periods of time in Southwest regions. Most of the respondents (69%) were displaced from the Bay and Bakool (22%) regions, and others from Gedo (4%) and Jubbada Hoose (2%) and the rest from other parts of Somalia.

The age structure of households is similar between the two subgroups, about 40% are under 15 years of age (45% of the historic and 41% of the recently displaced. About a third (32%) of the household members are aged between 25 and 64 years, while older people only make up a tiny proportion (1%).

Table 7: Profile of IDPs households by subgroups

	Historic	Recently displaced	Overall
Year living in current camp (average)	7.4	2.2	3.9
1 to 2 years	-	64%	43%
3 to 4 years	-	36%	24%
Between 5 and 10 years	95%	-	31%
Over 10 years	5%	-	2%
Household size	8.8	8.6	8.7
Age group of household members			
Under 15 years	45%	41%	42%
15-24 years	23%	25%	25%
25-64 years	31%	33%	32%
Above 64 years	1%	1%	1%

**Key Finding 9: Most returnees voluntarily returned to Baidoa in the last five years. The returnee household demographic profile is very similar to that of an IDP household profile**

Returnees were classified based on the type of return, where forced returnees were considered as those who returned to Somalia unwillingly and those who were deported from the host countries.<sup>15</sup> Nearly all the returnees (93%) had voluntarily returned to Baidoa, with only a few (7%) forcibly returned. On average the returnees have resided in their settlements for 5 years, with the forced returnees having resided for a longer duration as compared to voluntary returnees (6 years compared with 5 years, respectively). See Table 8. Nearly nine out of ten (88%) of the forced returnees have resided in the settlements for prolonged periods, between 5 and 10 years, with 17% of the voluntary returnees residing for the past one to two years. A large majority (85%) of the returnees had been refugees in Kenya, and a minority (15%) were in Ethiopia. Returnee households have a similar demographic structure to IDPs, and the majority are young (below 15 years), and about a third (29%) of the household members are aged between 25 and 64 years. Household sizes are also similar, the forced returnee households have 9 members on average while voluntary returnees have 8 members.

Table 8: Profile of returnee households by subgroups

	Voluntarily	Forced	Overall
Year living in current camp (average)	5.3	6.4	5.4
1 to 2 years	17%	-	16%
3 to 4 years	14%	12%	14%
Between 5 and 10 years	68%	88%	70%
Over 10 years	1%	-	1%
Household size	8.4	8.8	8.4

<sup>15</sup> Voluntary return is defined as the assisted or independent return to the country of origin, transit, or another country based on the voluntary decision of the returnee'. Forced return is the act of returning an individual, against their will, to the country of origin, transit or to a third country that agrees to receive the person, generally carried out on the basis of an administrative or judicial act or decision.' IOM, Glossary on Migration (2019)

Age group of household members			
Under 15years	46%	46%	46%
15-24 years	23%	29%	24%
25-64 years	30%	24%	29%
Above 64 years	1%	1%	1%

### 5.1.2. HOUSEHOLD CHARACTERISTICS

#### Key Finding 10: IDP households are larger in size than returnee and host community households

The average household has 8.4 members: There are no statistically significant differences across the three types of households. The age structure of households is similar across the groups, with 43% aged below 15 years, 32% aged between 25-64 years, and only 1% are aged 65 years and older. There is an equal number of male and female working-age members (15 to 64 years) across all the groups, 28% of male and female household members aged 15 to 64 years, while 22% are aged 0 to 14 years.

Although majority of the households were headed by men (77%), about 23% were headed by women. Nearly a quarter of returnees (27%) and 25% of the IDP households were headed by women. Female-headed IDP households had significantly larger households (about 8.3 members) as compared to their host community counterparts (7.2 members). Disaggregated by gender, the mean age of male heads of household was 41 years while female heads of household was 37 years. IDP female heads are slightly younger (34 years) than their other female counterparts (38 years). The majority (83%) of the household heads were married (either monogamous or polygamous marriages) while 4% had never married. Further, 5% of the heads were either divorced or separated while the rest (7%) were widowed.

Table 9: Household demographic characteristics by household type

Indicator	Overall	IDPs	Returnees	Host community
<b>Household size and age-sex composition</b>				
Household size	8.4	8.7	8.4	8.1
Male-headed households size	8.6	8.8	8.7	8.3
Female-headed households size	7.8	8.3	7.8	7.2
<b>Proportion of household members</b>				
% females 0-14	22	19	22	23
% females 15-64	28	29	26	28
% females 65+ years	0.4	0.5	0.3	0.3
% males 0-14	22	23	23	19
% males 15-64	28	28	27	29
% males 65+ years	0.7	0.5	1.2	0.5
<b>Gendered household type (%)</b>				
Male adult heads	77	75	73	83
Female adult heads	23	25	27	17
Mean age of male household heads (years)	41.0	42.2	41.3	39.9
Mean age of female household heads (years)	36.7	34.2	38.3	38.1
<b>Marital status of household head</b>				
Monogamous married	62%	59%	60%	66%
Polygamous married	21%	27%	19%	18%
Divorced/separated	6%	6%	5%	5%
Widow or widower	7%	5%	10%	7%
Never married	4%	2%	5%	5%

**Key Finding 11: Displaced households have a higher dependency burden compared with host households, although a large proportion of all households have a high dependency burden**

Dependency ratios are similar for returnees and IDPs, with a dependency ratio<sup>16</sup> of 1.2 and 1.1 respectively, meaning there are on average 1.2 non-working-age household members for every working-age member in the family. This compares to a dependency ratio of 1.0 in host community families. There are no significant differences in dependency ratio by household headship, though female-headed host households have a somewhat higher dependency ratio of 1.4 compared to 1.1 among IDPs and returnee female heads of households. Nearly a sixth (14%) of the surveyed households have a severe dependency ratio rating, particularly among returnees (19%) while 34% of the host community households have a low dependency rating. See Table 10.

Table 10: Household dependency ratio by household type

	Overall	IDPs	Returnees	Host community
Dependency ratio	1.09	1.07	1.18	1.02
Dependency ratio of male headed households	1.07	1.07	1.21	0.94
Dependency ratio of female headed households	1.15	1.05	1.10	1.39
<b>Dependency ratio categories</b>				
Severe (>1.8)	14%	12%	19%	13%
High (1.2 to 1.8)	22%	25%	22%	18%
Moderate (0.6 to 1.2)	34%	32%	33%	35%
Low (<0.6)	30%	30%	26%	34%

### 5.1.3. LITERACY AND NUMERACY

**Key Finding 12: IDPs have lower levels of literacy and formal schooling, numeracy skills are relatively low across the groups**

Self-reported literacy and numeracy is low across the groups, with more than half (55%) of the respondents reporting they are illiterate (unable to read and write). Significantly fewer IDP respondents are literate (29%) compared to returnee and host respondents (44% and 62%, respectively). Almost half (43%) of the respondents had limited numeracy skills (indicated none or poor proficiency in basic maths), and IDP respondents had the lowest numeracy levels (56%), followed by returnees (43%), as compared to 29% of host respondents. More than half (56%) of the respondents have no formal education, a proportion that is significantly higher among the IDPs (71%) as compared to 40% of host respondents. See Table 11.

**Key Finding 13: There is a notable gender gap in literacy levels across all the target groups**

The proportion of male respondents who can read and write is significantly higher than that of females, at 58% compared to just 32% of the female respondents. Female IDPs have the lowest literacy levels (13%) as compared to their female returnee and host counterparts (31% and 54% respectively). Low levels of educational attainment are also observed among female respondents, particularly among the displaced females (81% and 69% respectively for IDPs and returnee females have no formal education) as compared to their host (48%) counterparts. See Table 11.

<sup>16</sup> Age dependency ratio is derived from the ratio of dependents (below 15 and older than 64) to the working age population (15-64 years old)

Table 11: Literacy and educational attainment by sex and household type

	Overall				Women			Men		
	IDPs	Hosts	Returnee	Total	IDPs	Hosts	Returnee	IDPs	Hosts	Returnee
Literate	29%	62%	44%	45%	13%	54%	31%	49%	69%	55%
Read	31%	62%	44%	46%	15%	54%	32%	51%	69%	55%
Write	29%	62%	44%	45%	13%	55%	32%	49%	69%	56%
<b>Proficiency in basic maths</b>										
Some ability (excellent, little)	44%	71%	57%	57%	29%	58%	40%	63%	85%	72%
Weak ability (poor, none)	56%	29%	43%	43%	71%	42%	60%	37%	15%	28%
<b>Highest education level attained</b>										
No school	71%	40%	57%	56%	81%	48%	69%	60%	32%	45%
Primary 1-8	23%	33%	30%	29%	17%	39%	27%	31%	26%	33%
Seco'n'y 1-4	4%	19%	11%	11%	2%	8%	3%	8%	30%	18%
Post-seco'n'y	1%	8%	3%	4%	1%	5%	1%	2%	11%	4%

#### 5.1.4. TECHNICAL AND VOCATIONAL SKILLS

**Key Finding 14: Technical and vocational training is generally low across the groups. Entrepreneurship, computer, and tailoring skills were the most popular skills pursued**

A majority of the respondents (86%) had not received any type of vocational training in the past year. Only 10% of IDPs and 12% of the returnee respondents had received any skills training. Access to vocational training was skewed in favour of males across the three groups. Significantly more host community males reported receiving training as compared to their displaced counterparts. Less than 10% of the displaced female respondents had received vocational training (9% for both IDPs and returnees) as compared to 13% of their female host counterparts. See Table 12.

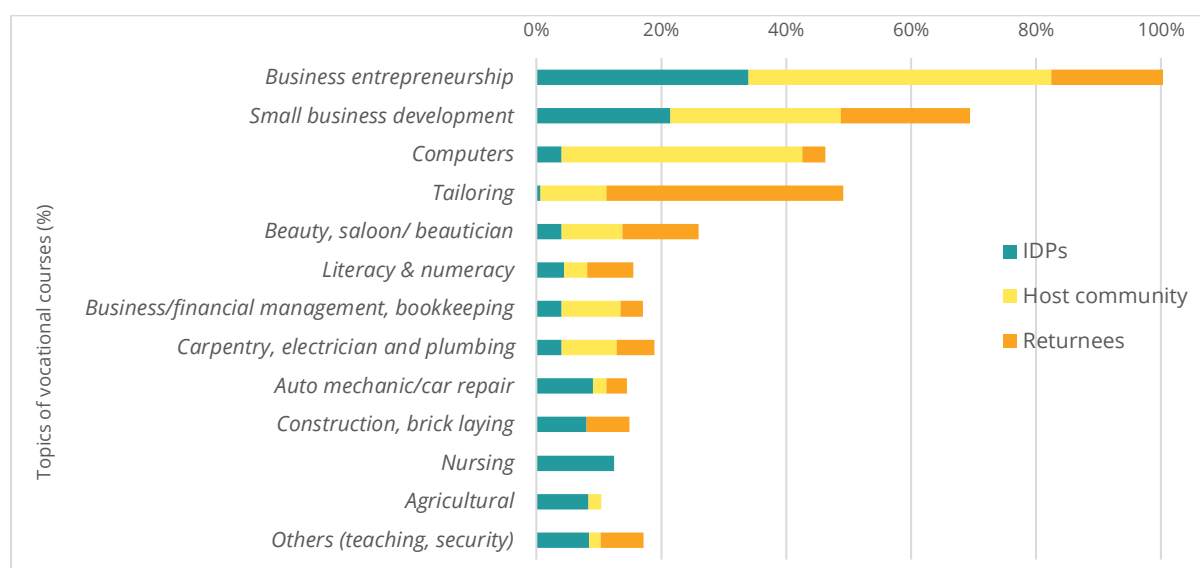
Table 12: Share of respondents who have received vocational training, by sex and household type

Overall	Gender of respondent									
					IDPs		Hosts		Returnees	
	IDPs	Hosts	Returnee	Total	Men	Women	Men	Women	Men	Women
No training	90%	79%	88%	86%	88%	91%	71%	87%	86%	91%
Received training	10%	21%	12%	14%	12%	9%	29%	13%	14%	9%

Of the 14% that had received some training courses, entrepreneurship, small business development and computer skills were reported by respondents to be the most popular technical courses that they had received. See Figure 2. Non-governmental organizations (NGOs) were reported as the main vocational training provider, with 62% of the respondents stated that the training was provided by International NGO (INGOs), 22% local NGOs, and 7% by the government. Local Civil Society Organisations (CSOs) and Village Savings and Loan Association (VSLA) provided other trainings.



Figure 2. Vocational courses undertaken (multiple choice) (of those who have received training)



**Key Finding 15: Basic skills deficiencies are evident across the groups, and entrepreneurial training of women is low across all the sub-groups**

A quarter (25%) of all the respondents indicated that they lacked technical skills relevant for the current jobs market. A vocational skills gap is also evident, as significantly more female respondents lacked job skills (30% of female respondents) compared with male respondents (20%). The lack of job skills was slightly higher among host and IDP female respondents: 34% and 28% respectively did not have technical skills. Furthermore, a large majority (90%) of the respondents indicated that they had not received any entrepreneurial training. See Table 13. Disaggregation by gender indicates that female respondents have more limited access to entrepreneurial education and training than men. Indeed, 94% of the displaced females had not received entrepreneurial coaching as compared to 92% and 88% of the returnee and IDP male counterparts, respectively.

Table 13: Skills deficiencies by sex and household types

	Overall				Women			Men		
	IDP	Hosts	Returnee	Total	IDP	Hosts	Returnee	IDP	Hosts	Returnee
% reported not having any vocational/ technical skills	24%	27%	24%	25%	28%	34%	26%	18%	18%	23%
% not received training/coaching on micro-small entrepreneurship establishment	91%	87%	93%	90%	94%	93%	94%	88%	80%	92%

**Key Finding 16: Vocational training courses were favoured over general knowledge and professional qualifications**

With regards to the skills training needs, a majority of the respondents indicated they wanted to be trained in skills that are vocational in nature, including: tailoring (62%), beauty (38%), and mechanical and construction skills. Other non-vocational desired trainings related to entrepreneurship (55%), literacy, numeracy, and basic computer skills. IDPs, host community and returnees broadly desired very similar skills, although IDPs notably desired mechanical skills less than the other groups, and livestock-veterinary more than other groups: this may reflect cultural backgrounds, or livelihood pre-displacement traditions. See Table 14. There is a clear and obvious interest in entrepreneurship as it ranks highest in both the skills pursued and those of interest across the groups. See Figure 2 and Table 14.

Table 14: Vocational training needs expressed by the respondents, by household type

Desired skill type	IDPs	Host community	Returnees	Total
Tailoring	65%	57%	64%	62%
Entrepreneurship and small business training	57%	63%	45%	55%
Beauty and salon	37%	39%	37%	38%
Mechanical skills	8%	15%	12%	11%
Construction	11%	11%	8%	10%
Tie and dye	7%	8%	9%	8%
Electrical	6%	9%	4%	6%
Basic education	7%	3%	9%	6%
Livestock-veterinary	12%	2%	4%	6%
Computer	1%	3%	3%	3%
Literacy and numeracy	2%	3%	3%	3%
Driving (car, tuk-tuk, motorcycle)	3%	2%	2%	2%
Health (hygiene, sanitation)	0%	4%	2%	2%
Plumbing	3%	2%	2%	2%
Teaching	1%	1%	2%	1%
Food industry-restaurant related	0%	0%	3%	1%
Financial skills	0%	0%	0%	0%

Note: The sum of all percentages for each group is higher than 100%, as respondents sometimes indicated several types of skills

## 5.2. EMPLOYMENT

### KEY TAKEAWAYS

- Access to employment is a major challenge for the displaced, with younger, female, less well educated IDPs and returnees struggling the most to access work. 77% of IDPs, and 73% of returnees, are unemployed. Casual, irregular work was the most common type of work for those engaged in the labour force.
- Generally, host community respondents worked for significantly longer durations (9 months) throughout the year than the IDP community respondents (6 months). Casual labour is the predominant source of income for both displaced and non-displaced households, followed by small trading businesses and salaried employment.
- IDPs are more active in searching for jobs than other groups. Overall, unemployed women are less likely to search for jobs compared to men across the three groups. Household duties, lack of jobs in the area, lack of skills and experience were the main reasons for not having looked for a job. Lack of job opportunities, labour market skills and techniques to find jobs are the employment challenges that affect most of the unemployed across the three groups.
- IDPs and returnees face more difficulties during job search compared to the host community jobseekers. Common challenges are nepotism and discrimination.
- IDPs have notably poorer self-assessed job seeking skills than other groups. Two thirds of all target groups do not feel confident in their job-seeking skills, and three-quarters do not feel optimistic they will ever find a job.
- Job seekers lack advice and are reliant on informal networks for labour market advice. Most jobseekers rely on family and friends, followed by religious leaders, for job advice.

## EMPLOYMENT STATUS

### Key Finding 17: Access to employment is a major challenge for the displaced, with younger, female, less well educated IDPs and returnees struggling the most to access work

Over three quarters (77%) of returnees and 73% of the IDP respondents were unemployed, compared with just 55% of the host respondents. There was a notable gender gap in employment; 29% of the total female respondents were employed compared to 35% of their male counterparts. Furthermore, the displaced females were worse off than the host community, with only 21% of the returnee and 26% of IDP females being employed compared to 39% of the female hosts. Employment status is dependent not only gender, but also age group and education level.: Only 30% of those aged 18-36 years were employed as compared to 37% of the 37 to 50 year old age group. Over 39% of respondents who had attained higher levels of education were employed, compared with 28% of those who had no formal education. These findings suggest the younger cohorts and less educated suffer from lack of job prospects. See Figure 3 and Figure 4 below.

Figure 3: Employment status by sex and household type

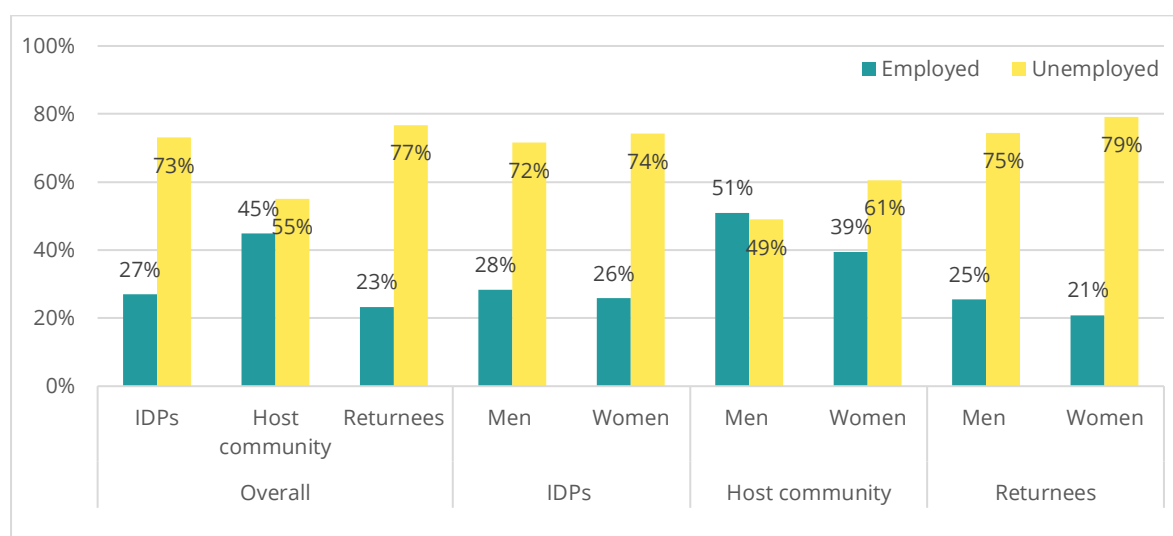
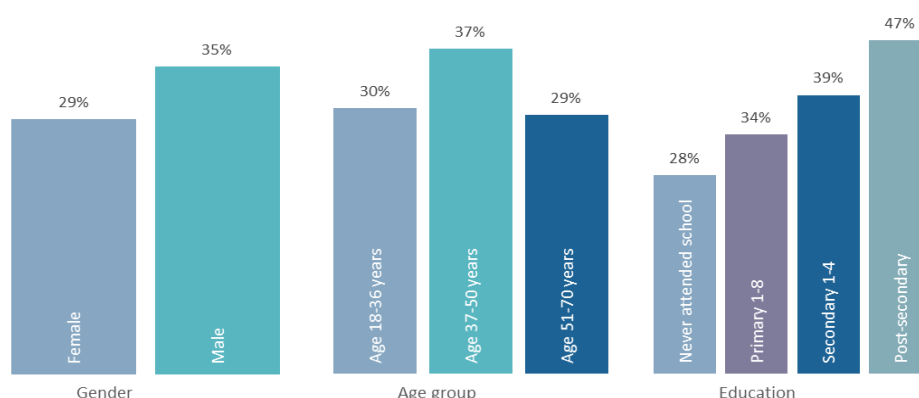


Figure 4: Employment status by demographics



### Key Finding 18: Casual, irregular work was the most common type of work for those engaged in the labour force

More than half (51%) of all the respondents rely on casual employment to support their needs, followed by working for their own or family-owned non-farming business (28%) and salaried work (18%). More host respondents were engaged in salaried jobs (26%) as compared to IDPs and returnees (10% and 12% of respondents, respectively). Very few IDPs or returnees owned businesses compared with host

community respondents. Notably, no host community respondents were engaged in farming or livestock rearing, where a small proportion of the displaced community reported they were.

Table 15. Type of employment by household type

	IDPs	Host community	Returnees	Total
<i>Of those who reported being employed</i>				
Casual labour	70%	36%	57%	51%
Salaried job	10%	26%	12%	18%
Own or family-owned non-farming business	12%	37%	30%	28%
Help in non-farm business	2%	1%	1%	1%
Farming or livestock related	5%	0%	0%	1%
Unpaid occupation	2%	0%	0%	0%

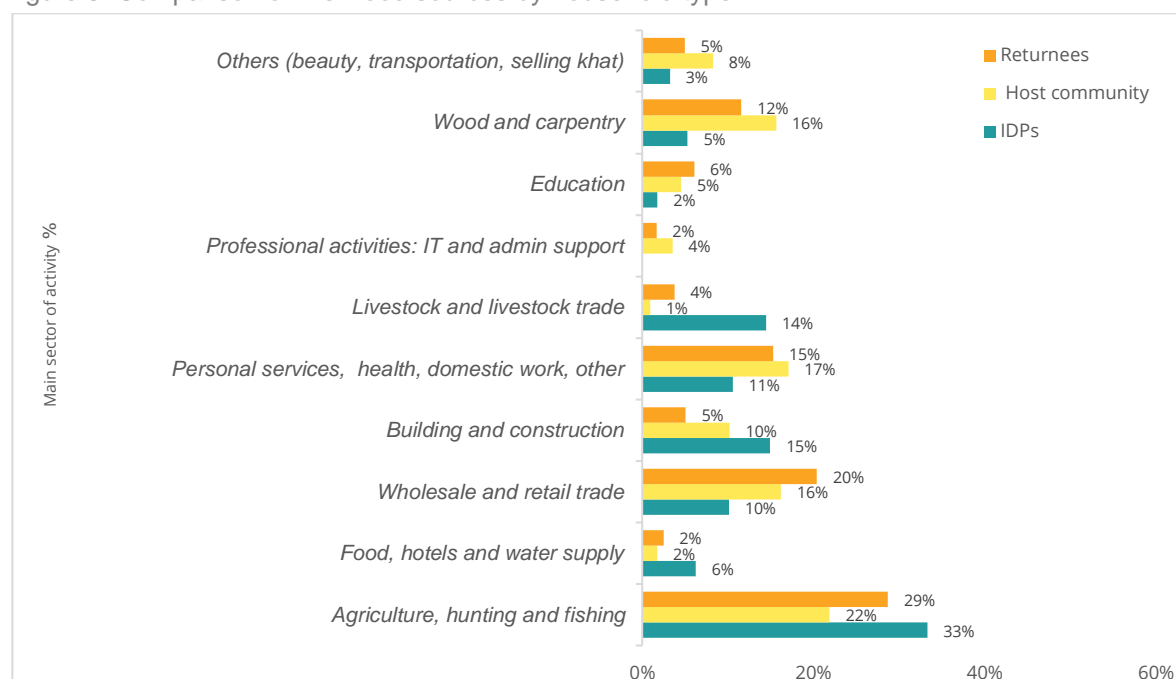
Nearly three-quarters (74%) of the IDP female respondents depend on casual work for their livelihoods, as compared to their host and returnee counterparts (49% IDPs and 46% of returnees). In a similar way, there were more host male respondents (26%) engaged in salaried labour as compared to their displaced male counterparts (10% IDPs and 15% of returnees). Additionally, the proportion of male respondents working for their own (or family owned) non-farming business is higher (25% vs. 31% for men). See Table 16.

Table 16: Type of employment, by sex and household type

<i>Among those who reported being employed</i>		IDPs	Host community	Returnees	Total
<b>Men</b>	Casual work	65%	24%	65%	45%
	Salaried job	10%	26%	15%	19%
	Own or family-owned non-farming business	15%	48%	17%	31%
	Help in non-farm business	3%	2%	2%	2%
	Farming or livestock related (non-wage based)	3%	0%	0%	1%
	Unpaid occupation	4%	0%	0%	1%
<b>Women</b>	Casual work	74%	49%	46%	56%
	Salaried job	10%	25%	7%	16%
	Own or family-owned non-farming business	9%	26%	46%	25%
	Help in non-farm business	0%	0%	0%	0%
	Farming or livestock related (non-wage based)	7%	0%	0%	2%
	Unpaid occupation	0%	0%	0%	0%

Agriculture is a key livelihood activity across the groups, with 33% of the IDPs, 29% of the returnees and 22% of the hosts respondents reporting obtaining income or subsistence from agricultural related activities. See Figure 5. (Note that while no host community respondents said they worked in *non-wage based* agricultural activities, shown in Table 16, a significant proportion had *wage-based* agricultural jobs, as seen in Figure 5 below.) Livelihoods for the displaced communities are dependent on seasonal agricultural activities like planting, weeding, or harvesting. Construction and trade are the main other industries of paid work across the groups, with 19% of the host community respondents and 15% of the IDPs reporting that they were engaged in the construction sector.

Figure 5: Comparison of livelihood sources by household type



**Key Finding 19: Generally, host community respondents worked for significantly longer durations throughout the year than the IDP community respondents**

The number of months worked per year was 6 months for IDPs compared with 9 months on average for the host community. Nearly half (47%) of the respondents worked closer to full time (9–12 months), 31% between 5–8 months while 22% worked up to 4 months per year. See Table 17. The proportion of women working nearly full time is highest in the host community (63%) and slightly lower among returnee (43%) and IDPs (31%). These findings suggest that women are heavily dependent on employment as a source of income for their livelihoods.

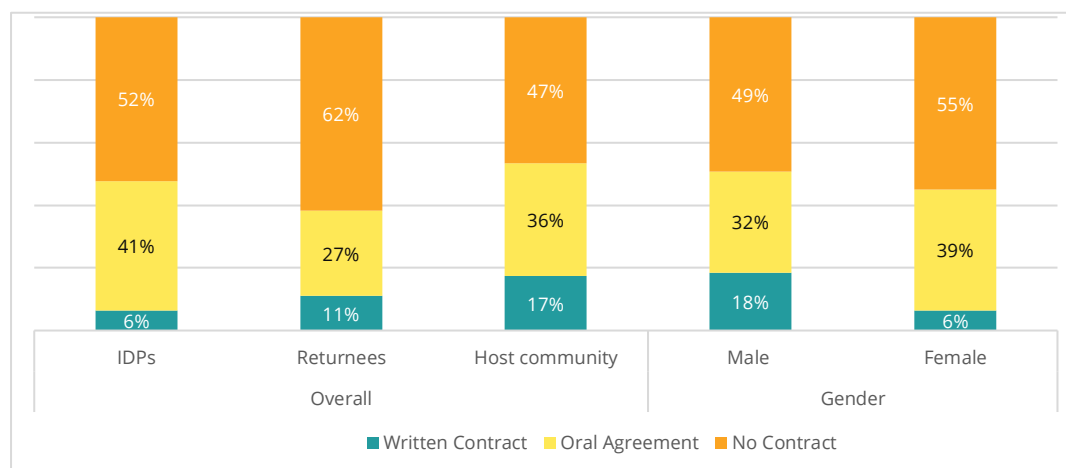
Table 17: Months worked per year among persons working for pay/profit, by sex and household type

	IDPs	Host community	Returnees	Total
<b>Months worked per year among persons working</b>				
<b>Average months</b>	5.9	8.5	7.0	7.2
Up to 4 months per year	35%	6%	26%	22%
5 to 8 months per year	33%	32%	29%	31%
9 to 12 months per year	32%	62%	46%	47%
<b>Men</b>				
Up to 4 months per year	39%	7%	33%	25%
5 to 8 months per year	27%	33%	19%	26%
9 to 12 months per year	34%	61%	48%	49%
<b>Women</b>				
Up to 4 months per year	31%	5%	17%	18%
5 to 8 months per year	37%	32%	40%	36%
9 to 12 months per year	31%	63%	43%	45%

Among the wage and salaried workers, the majority were working on verbal contracts or had no contracts at all. More than half (52%) of the currently employed had no work contracts while 35% worked under verbal contracts, only 13% had written contracts. See Figure 6. There are no significant differences across the target groups, although slightly more returnees (62%) and IDP (52%) respondents had no contracts at all, as compared to 47% of the host respondents. Disaggregation by gender indicates that women face a higher risk of informal employment. More than half (55%) of the female respondents had no contracts, compared with 49% of their male counterparts.



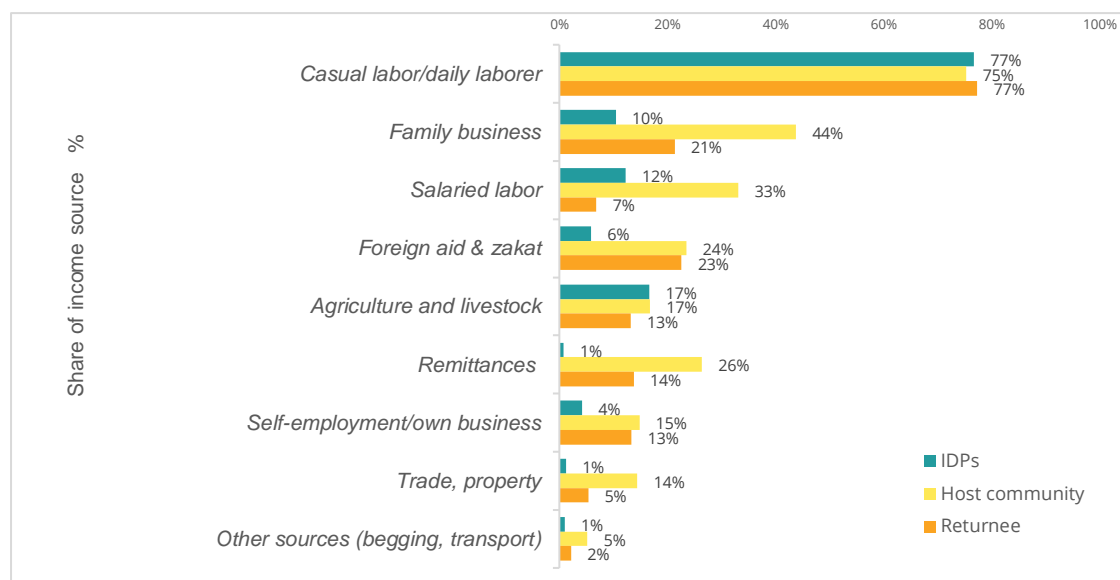
Figure 6: Nature of work contracts by sex and household type (among wage and salaried workers)



**Key Finding 20: Casual labour is the predominant source of income for both displaced and non-displaced households, followed by small trading businesses and salaried employment**

Over three-quarters (76%) of all respondents relied on daily labour, 25% on small family businesses trading and about on salaried employment (17%) as their main source of income. See Figure 7. These results further indicate dependence on foreign aid and remittances as a source of livelihood, with 26% of the host and 14% of the returnee households turning to remittances as their primary income source, although this is not an option that IDPs seem to have access to (just 1%). Overall, the findings suggest that hosts have a higher diversity of income sources (casual labour, family businesses, salaried work, remittances, and social support) compared to the displaced households, which are highly dependent on casual work.

Figure 7: Comparison of main sources of income by household type



Note: The sum of all percentages for each group is higher than 100%, as respondents sometimes indicated several income sources.

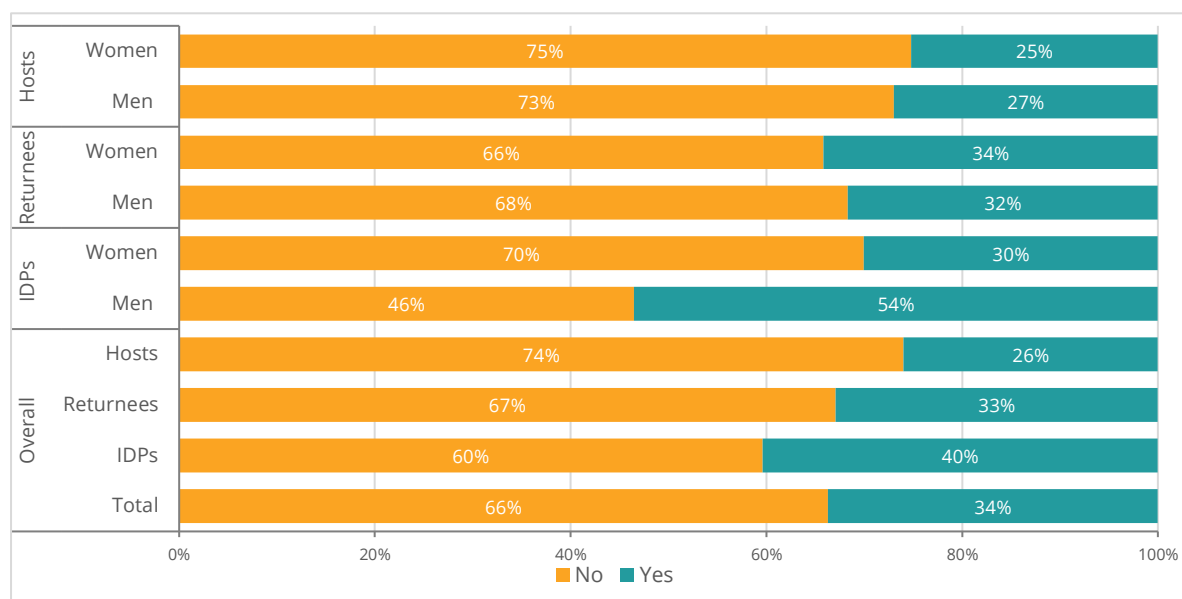
### 5.2.1. JOB-SEEKING BEHAVIOURS

**Key Finding 21: IDPs are more active in searching for jobs than other groups. Overall, unemployed women are less likely to search for jobs compared to men across the three groups**

Overall, about a third (34%) of the unemployed respondents had tried to find a job or start a business in the past month. This was significantly higher among the IDP respondents (40%) as compared to the host community (26%), and this may be attributed to more work opportunities in the host group

compared with the displaced groups. As shown in Figure 8, female respondents were generally less likely to search for work than men. This trend was particularly pronounced for IDP women, where just 30% reported searching for work, compared with 55% of men.

Figure 8: Proportion of respondents who tried to find a job or start a business by sex and group



## Key Finding 22: Household duties, lack of jobs in the area, lack of skills and experience were the main reasons for not having looked for a job

Among those who have not tried to find a job, 34% cited family responsibilities, 21% are now discouraged from looking for employment, 12% cited lack of skills, while 10% reported low wages as the main reasons they did not search for work. See Table 18. Reasons for not searching were similar for both female and male respondents, with very few respondents having no desire to work. These stark findings suggest there are significant barriers to finding suitable employment for jobseekers.

Table 18: Main reason for not searching for work in the last four weeks (job seekers only)

	Total	IDPs	Host community	Returnees	Gender	
					Men	Women
Taking care of household /pregnancy	34%	27%	41%	34%	19%	46%
Tired of looking for jobs, lack of jobs	21%	21%	16%	24%	27%	15%
Disability, ill/sick	4%	4%	1%	7%	4%	4%
Pay too low/ insufficient	10%	16%	12%	2%	9%	10%
Lack of skills/experience	12%	14%	9%	12%	15%	9%
Does not want to work/not allowed to work	3%	6%	3%	1%	2%	4%
Temporary layoff, waiting for reply from employer	1%	1%	1%	1%	2%	0%
Does not expect to find a job	3%	5%	0%	3%	4%	3%
Insufficient schooling	8%	1%	14%	9%	12%	5%
Others (insecurity, too old for work)	4%	4%	2%	6%	6%	3%

Seeking assistance from friends and relatives, applying to prospective employers, and responding to adverts were the main job search strategies employed by the job seekers. Notably, 40% of the respondents indicated that they had made (unsuccessful) attempts to start a business, rather than continue to seek wage employment, behaviour that is probably influenced by a very difficult labour market and poor job-seeking outcomes. See Table 19. Almost none (1%) reported posting a resume on job sites or registering with employment agencies.

Table 19: Main job search strategy used by job seekers, by sex and household type

	Total	IDPs	Host Community	Returnees	Gender	
					Men	Women
Seek help from relatives, friends, etc.	51%	60%	49%	40%	50%	52%
Seek financial help to start a business	40%	27%	57%	46%	37%	44%
Look for land, building, equipment, materials to start a business	15%	16%	9%	17%	18%	11%
Apply to a prospective employer	11%	6%	13%	14%	12%	9%
Check at factories, work sites	6%	5%	3%	10%	7%	4%
Job advertisements (place/answer)	5%	2%	8%	7%	6%	4%
Register with an employment centre /agency	2%	0%	1%	4%	2%	2%
Post/update resume on professional/networking sites	1%	0%	1%	1%	1%	1%
Register with public employment service	0%	1%	0%	0%	1%	0%
Others (door-to-door, wait on the street)	5%	5%	3%	9%	3%	8%

Note: The sum of all percentages for each group is higher than 100%, as jobseekers used several strategies.

### Key Finding 23: Lack of job opportunities, labour market skills and techniques to find jobs are the employment challenges that affect most of the unemployed across the three groups

As seen in Table 20, a lack of job opportunities was the main challenge cited by the job seekers, as reported by 35% of the returnees and 26% of the host community respondents. Other challenges include bribery (17%), discrimination (9%), lack of job search skills and relevant technical skills (13%), insecurity (7%) and mismatch of skills with available job opportunities (6%). There are no discernible gender differences, although slightly more female respondents cited lack of job search skills (16%) compared with male respondents (10%). A majority of the respondents have limited access to employment information online: 65% of the returnees and 62% of the IDP respondents indicated that it was not at all easy to access information online. Substantially more female respondents (65%) lacked access to online resources as compared to their male counterparts (49%).

Table 20: Obstacles in finding a job, by sex and household type

	Total	IDPs	Host community	Returnees	Gender	
					Men	Women
No opportunities	28%	23%	26%	35%	31%	24%
Discrimination	9%	12%	8%	7%	9%	9%
Insecurity	7%	11%	6%	4%	8%	7%
Lack of job search skills (resume writing, interview skills)	13%	13%	8%	17%	10%	16%
Lack of education and skills	13%	14%	9%	14%	12%	15%
Corruption (have to bribe people for work)	17%	14%	26%	13%	19%	14%
Finding qualified opportunities	6%	8%	7%	3%	6%	7%
Finding suitable job matches (salary, location)	2%	2%	2%	2%	2%	1%
Lack of personal network	3%	2%	3%	4%	2%	3%
Inconvenient working conditions (hours, distance)	1%	0%	1%	1%	1%	0%
Other (lack of motivation, recruiter contact, husband's prohibition)	2%	2%	3%	1%	1%	2%
<b>Ease of getting information online about job openings</b>						
Very easily	3%	2%	4%	2%	5%	5%
Somewhat	40%	35%	53%	32%	46%	35%
Not at all	57%	62%	44%	65%	49%	65%

### Key Finding 24: IDPs and returnees face more difficulties during job searching compared to the host community jobseekers. Common challenges are nepotism and discrimination

With regards to personal perception of job search challenges, nepotism and discrimination of the displaced respondents were cited as other main reasons one would not find work. 21% of the IDPs and 10% of the returnees cited discrimination as employers refused to hire them, compared to just 1% of

the host community. See Table 21. Slightly more male IDPs and returnees perceived themselves to be discriminated against, as compared to their female counterparts.

Table 21: Personal beliefs and difficulties faced during their job search, by sex and household type

	Total	IDPs	Host community	Returnees	Gender	
					Men	Women
Corruption/nepotism	22%	23%	27%	16%	25%	18%
Few job opportunities	24%	17%	22%	33%	22%	25%
Level of qualifications	12%	12%	8%	13%	12%	11%
Lack of education	10%	14%	5%	8%	9%	11%
Employers do not want to hire IDPs	9%	21%	0%	2%	10%	8%
Lack of skills, experience, and aspirations	5%	5%	7%	3%	4%	5%
Employers do not want to hire returnees	4%	0%	0%	10%	5%	2%
Family responsibilities	3%	1%	8%	2%	3%	4%
Lack of job search skills, resume writing, interview skills	3%	3%	2%	4%	3%	3%
Employers do not want to host communities	1%	0%	3%	0%	2%	0%
Poor attitude	5%	2%	10%	4%	2%	7%
Others (higher compensation, personal fulfilment )	4%	1%	7%	5%	3%	5%

**Key Finding 25: IDPs have notably poorer self-assessed job seeking skills than other groups. Two thirds of all target groups do not feel confident in their job-seeking skills, and three-quarters do not feel optimistic they will ever find a job**

Job-seeking behaviours were further assessed using a subset of questions from the employability appraisal scale, which assess an individual's behaviour and job-search skills.<sup>1718</sup> This was assessed using a set of five questions<sup>19</sup> relating to self-confidence, social skills, professional skills, and personal care. Responses were measured using a 5-point Likert scale. The results indicate that the mean scores of the IDP respondents were significantly lower as compared to the other respondents. IDPs scored on average 2.2 as compared to 2.4 and 2.5 for returnee and hosts respondents respectively.

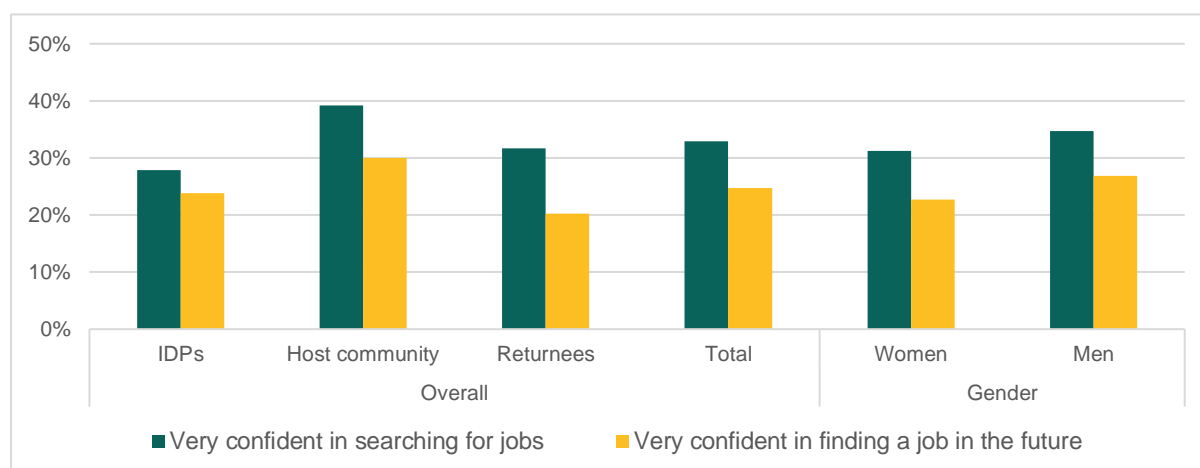
Self-confidence in employability was assessed on another 5-point Likert scale that gauged individual levels of confidence in searching for jobs and securing a job in the future. The results indicate that only a third (33%) of the respondents were very confident in their skills in searching for jobs, 28% of the IDPs as compared to 39% of the hosts (Figure 9). The lack of trust in their abilities was similar for male and female respondents, rating of 35% and 31% for male and female respondents, respectively. Furthermore, respondents report lower confidence in their ability to secure a job, only a quarter (25%) believe they will find a job. Compared with female respondents, slightly more male respondents were optimistic in assessing their chances of finding a job (27% vs 23%).

<sup>17</sup> Llinares-Insa, L. I., Roldán-Pardo, M., González-Navarro, P., & Benedito-Monleón, M. D. (2020). Well-Being without Employment? Promoting the Employability of Refugees. *International journal of environmental research and public health*, 17(21), 7775.

<sup>18</sup> Llinares-Insa, L. I., González-Navarro, P., Zacarés-González, J. J., & Córdoba-Iñesta, A. I. (2018). Employability Appraisal Scale (EAS): development and validation in a Spanish sample. *Frontiers in psychology*, 9, 1437.

<sup>19</sup> See Annex 2

Figure 9: Confidence in own skills when searching for a job and confidence level in finding a job by household type



**Key Finding 26: Job seekers lack advice and are reliant on informal networks for labour market advice. Most jobseekers rely on family and friends, followed by religious leaders, for job advice**

With regards to accessing employment advice, over a third (35%) of the total respondents indicated that they did not have anyone to get advice from. The proportion was significantly higher among the returnees (42%) as compared to the other respondents. Notably, more female respondents lacked an advisor (39%) compared to their male counterparts (31%).

Peers (friends and family members) were the main employment advisors cited by the respondents followed by government/private sector actors. Almost two thirds (59%) of the total respondents relied on family and friends and 8% on religious leaders. Only 22% had accessed government/private actor's advice, more host community (34%) respondents had utilised government and private actor services as compared to 14% and 17% of the returnees and IDPs respectively. Furthermore, a larger proportion of male respondents (27%) had received advice from government and private actors as compared to women (16%), possibly due to higher mobility levels of men, and higher confidence levels. See Table 22 below. Three quarters of the displaced respondents had received advice from close friends and family members as compared a third of the host community respondents. Websites, newspaper adverts and recruitment agencies were hardly relied on by job-seekers, and almost not at all by IDPs and host community, highlighting the reliance on word of mouth and networking for job seeking in Baidoa. See Table 22.

Table 22: Labour market advisory by sex and household type

	IDPs	Returnees	Host community	Total	Gender	
					Men	Women
Lacked anyone to give advice on employment opportunities	32%	42%	31%	35%	31%	39%
Utilised advisory services provided by government, NGOs, or private sector actors:						
No	83%	86%	66%	78%	73%	84%
Yes	17%	14%	34%	22%	27%	16%
Utilised other employment/job information advisor:						
Family, friends, and relatives	76%	75%	33%	59%	59%	52%
Religious leaders	3%	9%	11%	8%	8%	5%
Online websites	3%	0%	12%	6%	6%	9%
Recruitment agencies	1%	1%	2%	1%	1%	2%
Adverts in media	1%	1%	7%	4%	4%	5%
Street signs/posters	0%	0%	1%	0%	0%	0%



### 5.3. LIVELIHOODS AND INCOME

#### KEY TAKEAWAYS

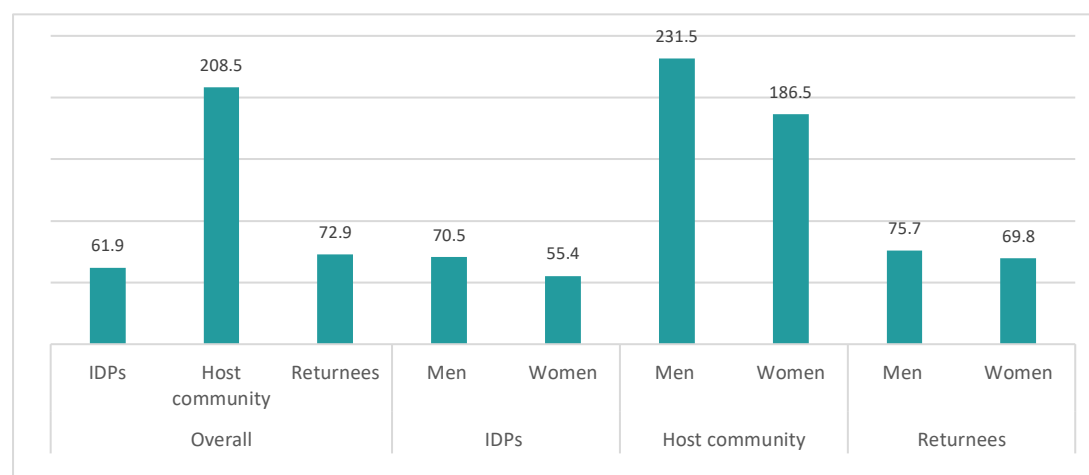
- Mean monthly household income was significantly lower for displaced households (US\$ 62 for IDPs and US\$ 73 for returnees) than for host community households (US\$ 209).
- Displacement households have striking differences in ownership of both productive and non-productive assets. For example, almost no IDP or returnee households own a sewing machine, whereas nearly one in five host community households do.
- Access to formal financial services, such as bank accounts, is limited for all target groups, but almost non-existent for displaced communities. Most households owe money. Of the two-thirds of households that borrow money in Baidoa, most borrow to pay for food, education, health, and household services. Most borrow from friends and family.
- IDPs have higher aspirations and confidence to adapt to change compared with other groups. There is some sense of fatalism across the groups. IDPs and returnees lack social networks transcending community boundaries, are less resilient, and have weaker social safety nets
- Adaptive capacity is limited among the displaced households mainly due to low livelihood diversification, low asset ownership, poor education, and limited social capital.

#### 5.3.1. HOUSEHOLD INCOME AND REMITTANCES

**Key Finding 27: Household incomes of the displaced community households are about a third of the income of the host community households. IDP and returnee monthly incomes are similar**

The average monthly household income for IDPs was US\$62, about US\$73 for the returnees, while the host community respondents indicated that their monthly income was over three times higher, at US\$ 209. Furthermore, across the target groups, the mean monthly income for female respondents was lower as compared to male respondents. This trend was particularly strong in IDP settlements, where an average income of US\$ 55 per month (the lowest figure seen across all demographic groups) was recorded among female respondents, in comparison to US\$70 for their male IDP counterparts. See Figure 10. None of the IDP respondents had received remittances in the last 12 months, with only 2% of the returnees reporting receiving remittances of US\$38 per month, while 7% of the host respondents received US\$63 of remittances per month on average.

Figure 10: Average monthly household income (US\$) by sex and household type



**Key Finding 28: Displacement households have striking differences in ownership of both productive and non-productive assets. For example, almost no IDP or returnee households own a sewing machine, whereas nearly one in five host community households do**

Ownership of both productive and non-productive assets<sup>20</sup> are essential contributors to household resilience. Ownership of productive assets was relatively low, except for smartphones, which had almost universal ownership at 98% of the host respondents, 96% and 95% of IDP and returnee respondents, respectively. Ownership of productive assets including computers, generators and sewing machines was very low, particularly among the IDP and returnees. This is not surprising given that IDPs lose assets over the course of displacement or may have to sell them for cash. Radio, television, cupboards, and sofas were the most commonly owned non-productive assets. See Table 23.

Table 23: Types of assets owned by household type

	Asset	IDPs	Host community	Returnees	Overall
Productive assets	Sewing machine	0%	16%	1%	6%
	Mobile phone	96%	98%	95%	96%
	Computer and accessories	0%	23%	1%	8%
	Generator	0%	3%	1%	1%
	Motorcycle	1%	7%	1%	3%
	Solar panel	14%	33%	16%	21%
Non-productive assets	Radio	24%	65%	16%	35%
	Television and satellite dish	4%	63%	10%	26%
	Cupboards	1%	46%	3%	17%
	Refrigerator	0%	19%	0%	7%
	Sofa	3%	35%	7%	15%
	Coal or electric iron	6%	20%	8%	12%
	Gas stove	1%	8%	1%	3%
	Stoves (charcoal and kerosene)	24%	68%	28%	40%
	Mattress and/ bed	54%	98%	68%	73%

### 5.3.2. ACCESS TO FINANCE

**Key Finding 29: Access to formal financial services, such as bank accounts, is limited for all target groups, but almost non-existent for displaced communities. Most households owe money**

Only 10% of the respondents held a bank account at a formal financial institution: just 4% of the IDPs and 3% of the returnees held accounts, compared with 22% of the hosts. Saving behaviour is also extremely weak, especially among IDPs: just 1% of the IDP respondents reported having saved any money in the past 12 months, compared to 11% of host respondents. (This is not a surprise considering very low IDP income levels.) Further disaggregation by gender indicates that just 1% of the female IDPs owned a bank account, compared with 8% of their male counterparts. None of the female IDPs reported having any savings, compared with 9% of their female counterparts from host community. Nearly two-thirds (63%) of the respondents borrowed money to meet their essential needs. Borrowing rates are significantly higher among displaced as compared to the hosts, 68% and 66% of the returnees and IDPs borrow money, compared with 56% of the host respondents. 63% of respondents were indebted, with the host community households being in a better situation than other groups. See Table 24.

<sup>20</sup> Households reported ownership of assets included in a list of 20 items. Productive assets include: sewing machines, bicycles, solar panels, generators, smartphone, computer, motor vehicles (motorbikes, cars, trucks). Non-productive assets include: radio, lamps, bed, mattress, table, sofa, chair, cupboards, clock, television, satellite dish.

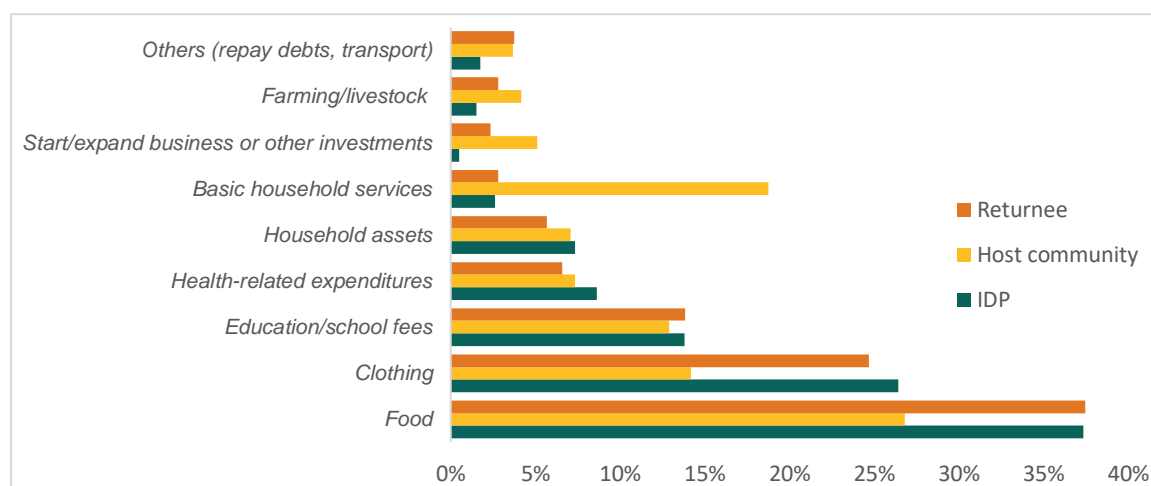
Table 24: Access to financial services, by sex and household type

	Overall				IDPs		Host community		Returnees	
	Total	IDPs	Hosts	Returnee	Men	Women	Men	Women	Men	Women
<b>Bank account</b>	10%	4%	22%	3%	8%	1%	31%	14%	3%	3%
<b>Savings</b>	6%	1%	11%	6%	2%	0%	13%	9%	5%	8%
<b>Borrowed</b>	63%	66%	56%	68%	60%	71%	64%	49%	67%	69%

**Key Finding 30: Of the two-thirds of households that borrow money in Baidoa, most borrow to pay for food, education, health, and household services. Most borrow from friends and family**

Food consumption was the main reason for respondents borrowing money. Of those who reported borrowing money, over a third (37%) of displaced respondents borrowed money to purchase food. Clothing, education fees, and health-related expenditure were the other reasons respondents borrowed money. 19% of host community households reported borrowing money to pay for basic household services such as water, fuel, and electricity—services that displaced populations rarely have access to. Just 1% of the IDPs and 2% of returnees had borrowed money to start a business, compared with 5% of the host respondents. See Figure 11.

Figure 11: Reasons for incurring debt among those who had borrowed by household type



For those who do borrow money, friends and relatives play a crucial role in providing loans. About 86% of the returnees and 83% of the IDPs who borrow money rely on friends and relatives for loans, which drops to 74% for the host community. Unsurprisingly for the IDPs and returnees, who have limited access to financial services, just 1% obtained loans from financial institutions, whereas 11% of host community relied on banks. Community saving groups and co-operative societies are almost non-existent among the displaced community.

Table 25: Source of loans among borrowers, by household type

	IDPs	Host community	Returnee	Total	Gender	
					Female	Male
Friends and relatives	83%	74%	86%	81%	81%	81%
Banks or other formal financial institutions	1%	11%	1%	4%	2%	6%
Savings and credit co-operative society	2%	2%	3%	2%	2%	2%
Informal sources	13%	6%	7%	9%	10%	8%
Community saving groups	1%	7%	3%	4%	5%	2%

### 5.3.1. ADAPTIVE CAPACITY

**Note:** Resilience-building interventions focus on strengthening the adaptive capacity of vulnerable households. In this context, adaptive capacity refers to capabilities of making proactive and informed choices about alternative livelihood strategies based on changing conditions. Adaptive capacity is thus an important determinant of resilience.<sup>21</sup> At the household level, the ability to adapt can be influenced by such factors as social capital, access to information, asset ownership and diversity of livelihoods.<sup>22</sup> These components were utilised in this assessment to determine the adaptive capacity, and thus resilience of the households.<sup>23</sup> Aspiration, confidence to adapt, and locus of control are components measures of adaptive capacity. See Annex 4 for further details of how this is calculated.

**Key Finding 31: IDPs have higher aspirations and confidence to adapt to change compared with other groups. There is some sense of fatalism across the groups**

Overall, the results indicate high levels of aspirations and confidence to adapt, slightly higher among the IDPs as compared to the host and returnee communities. Both the returnees and host community groups reported a similar aspirations-confidence to adapt-locus of control index. See Table 26. Returnees are more likely to have fatalistic attitudes (the absence of fatalism is lower) and low belief in the individual power to enact change. In contrast, a significantly higher proportion of the IDP respondents reported an absence of fatalism and exposure to alternative ways of life.

Table 26: Aspiration, confidence to adapt and locus of control indexes, by household type

Mean score	IDPs	Returnees	Host community	Overall
Index of aspirations and confidence to adapt (mean; range 0-16)	10.1	9.5	9.5	9.7
Sub-components of the index				
Absence of fatalism <sup>24</sup>	2.4	2.2	2.3	2.3
Belief in individual power to enact change	1.8	1.9	1.9	1.8
Exposure to alternatives to the status quo	3.0	2.5	2.4	2.6
Locus of control index	2.9	2.9	3.0	2.9

**Key Finding 32: IDPs and returnees lack social networks transcending community boundaries, are less resilient, and have weaker social safety nets**

With regard to bridging social capital (connections between members of different communities or groups), there are no significant differences across the groups, although the IDPs have more limited access to broader social networks as compared to the host community. The mean score ranges between 2.1 in IDP households, to 3.1 in host households. These findings suggest that the displaced lack social networks that transcend community boundaries, and they are inherently less resilient. With regards to informal safety nets, there is a general low availability, as only 27% were aware of village savings and loans associations (VSLAs) in their community, and just 4% of the respondents were members of VSLA groups. (This aligns well with findings relating to source of loans above.)

Table 13. Social capital and availability of informal safety nets, by household type

	IDPs	Returnees	Host Community	Overall
Bridging social capital (mean; range 0-6)	2.1	2.3	3.1	2.5
Social network index (mean; range 0-6)	1.7	1.6	1.9	1.7
Access to informal safety nets				

<sup>21</sup> TANGO International, (2018). Resilience and Resilience Capacities Measurement Options, Full Approach: Methodological Guide: A Guide for Calculating Resilience Capacity, Arizona, USA: TANGO International.

<sup>22</sup> Henly-Shepard, S. and Sagara, B. (2018). Resilience Measurement Practical Guidance Note Series: An Overview. Produced by Mercy Corps as part of the Resilience Evaluation, Analysis and Learning (REAL) Associate Award.

<sup>23</sup> Computation of the adaptive index follows the USAID/TANGO methods, a full guide to the methodology is available at: <https://www.fsnnetwork.org/REAL>

<sup>24</sup> 'Fatalism' is the sense that the one's life and future are predetermined.- Bernard, T., Dercon, S., & Taffesse, A. S. (2011). Beyond fatalism-an empirical exploration of self-efficacy and aspirations failure in Ethiopia.

VSLA exists in the village	22%	28%	30%	27%
Member of VSLA	3%	4%	5%	4%
Mutual help groups exist	27%	24%	31%	27%
Women's group exist	28%	22%	25%	25%

**Key Finding 33: Adaptive capacity is limited among the displaced households mainly due to low livelihood diversification, low asset ownership, poor education, and limited social capital**

The overall adaptive capacity index across the households is low, with an overall sample result of 35%. Host community households have somewhat greater adaptive capacity (39%) compared with IDPs and returnees (33% for both). See Table 27. There is very little difference in this aspect between the IDPs and returnees. Livelihood diversification, stronger social networks and in particular higher asset ownership in the host community may have contributed to higher resilience capacities seen among the host community.

Table 27: Adaptive capacity index, by household type

Adaptive capacity and components (range of values)	IDPs	Returnees	Host Community	Overall
Adaptive capacity index (0-100)	32.9	32.5	39.2	34.9
Aspirations/confidence to adapt (mean, range 0–16)	10.1	9.5	9.5	9.7
Bridging social capital (mean, range 0–6)	2.1	2.3	3.1	2.5
Education/training (mean, range 0–3)	0.7	1.0	1.4	1.0
Livelihood diversity score (mean; max 10)	1.3	1.7	2.5	1.8
Asset score (mean; max 15)	2.5	2.8	6.6	4.0

## 5.4. PSYCHOSOCIAL WELL-BEING

### KEY TAKEAWAYS

- The large majority of Baidoa residents have never received psychosocial support, and two-thirds report having no coping mechanism for stress at all.
- IDP respondents had lower-levels of wellbeing than the host community, according to the WHO-5 index, indicative of high levels of psychological distress.

**Key Finding 34: The large majority of Baidoa residents have never received psychosocial support, and two-thirds report having no coping mechanism for stress at all**

Over 80% of the respondents have never received psychosocial support, and the share of those who have never received support is the highest among the IDP and returnee respondents at 82% and 83% respectively. Furthermore, only around a quarter (27%) were aware of any organizations that provided psychosocial support in the community. Around a quarter of respondents (27%) reported that they did nothing to try to manage their stress, with 33% of the IDPs and 28% of the returnees reporting that they had no coping mechanism. Family and friends support networks, and consulting religious leaders, were the most common methods of managing stress. See Table 28.

Table 28: Psychosocial support and stress management by household type

	Overall			IDPs		Host community		Returnees	
	IDPs	Hosts	Returnees	Men	Women	Men	Women	Men	Women
Never received psychosocial support and assistance	83%	79%	82%	76%	89%	75%	82%	76%	88%
Not aware of any organizations that provide psychosocial support in the community	69%	70%	79%	66%	72%	61%	79%	73%	85%



Never participated in the psychosocial counselling activities	58%	62%	60%	40%	76%	55%	74%	57%	66%
Do nothing to handle stress	33%	16%	25%	33%	33%	11%	20%	22%	28%

**Note:** Subjective well-being was assessed using the standardized World Health Organization Five Point Well-Being Index (WHO-5). The WHO-5 consists of five positively phrased statements scored on a six-point Likert scale ranging from 0 (at no time) to 5 (all the time) based on the applicability of each statement to themselves considering the past two weeks.<sup>25</sup>

**Key Finding 35: IDP respondents had lower-levels of wellbeing than the host community, according to the WHO-5 index, indicative of high levels of psychological distress**

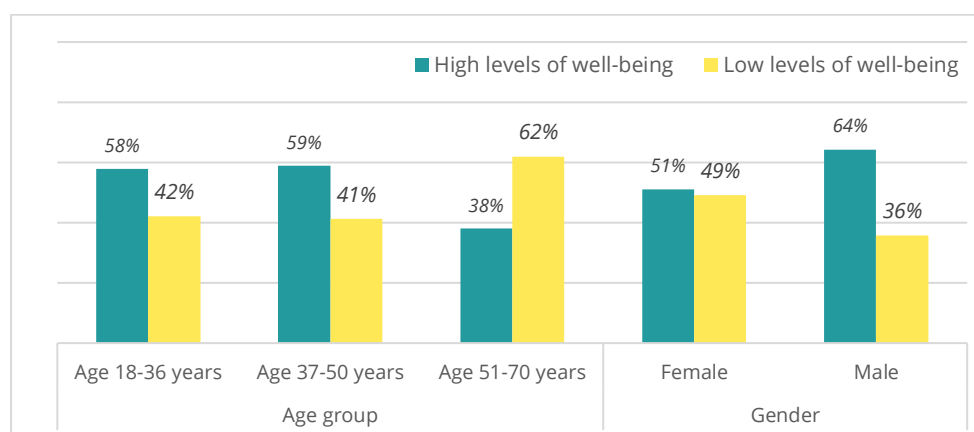
The mean WHO-5 well-being score was highest among the host community respondents (62), followed by returnees (55), and lowest among the IDPs (50) as shown in Table 29 below. Results showed that, based on the cut-off scores ( $\leq 50$ ), 44% of the IDP respondents had low levels of well-being as compared to 27% of the host respondents, indicative of high levels of psychological distress.

Table 29: WHO-5 well-being index by sex and household type

	Overall			IDPs		Host community		Returnees	
	IDPs	Hosts	Returnees	Men	Women	Men	Women	Men	Women
WHO-5 score (mean)	49.5	62.1	55.2	57.6	42.9	65.8	58.7	60.8	49.3
High levels of well-being (>50)	46%	70%	56%	56%	37%	73%	68%	63%	49%
Low levels of well-being ( $\leq 50$ )	54%	30%	44%	44%	63%	27%	32%	37%	51%

Furthermore, female respondents had lower well-being outcomes compared with their male counterparts, with nearly half (49%) of the female respondents reporting low levels of well-being compared with 36% of the male respondents. See Figure 12. The older cohorts experienced higher level of psychosocial distress compared with other age groups: 62% of the age groups of 51-70 years had low levels of well-being, compared with 41% of those aged 37-50 years. This may indicate that older populations are struggling to adapt and cope with the rapid pace and nature of change in Baidoa.

Figure 12. Well-being outcomes -WHO-5 well-being index, by age and gender



<sup>25</sup> WHO. Available online: <https://www.corc.uk.net/outcome-experience-measures/the-world-health-organisation-five-well-being-index-who-5/> (accessed on 27 May 2023).

## 5.5. BASELINE INDICATOR VALUES

This section presents baseline values of the key indicators proposed by Altai, which have been computed based on the empirical results obtained from the survey. Some of these indicators have been proposed by Altai based on a consideration of what important outcome-level changes for SHIR might be, while others are found in the SHIR results framework. The full details of the baseline data are shown at Annex 5.

Table 30. Baseline values for key indicators<sup>26</sup> (\* indicates additional indicator not in results framework)

Indicator	Description	IDPs	Returnees	Host Community	Baseline (Total)
1. Employment status	Percent who are engaged in income-generating employment	27%	23%	45%	32%
2. Access to employment advisory services	Percent who have received any employment advisory services	17%	14%	34%	22%
3. Participation in vocational training	Percent who have had any vocational training	10%	12%	21%	14%
4. Participation in micro and small enterprise training	Percent who have received micro and small enterprises training	9%	7%	13%	10%
5. Level of confidence in employability skills	Level of self-confidence in own skills and ability to secure a job (%)	23%	29%	38%	30%
6. Employability appraisal based on job-seeking behaviour*	Average scores (Likert scale with six items)	2.20	2.43	2.49	2.37
7. Household income	Average monthly household income of the surveyed households	US\$ 62	US\$ 73	US\$ 209	US\$ 114
8. Adaptive capacity index**	Adaptive capacity index (%)	32.9	32.5	39.2	34.9

Note: The asterisk highlights other indicators not in the results matrix.

<sup>26</sup> SHIR Results Matrix, adjusted 22 September 2022.

## 6. CONCLUSIONS

1. This baseline survey has generated specific baseline values for the SHIR Results Framework (see Annex 5 for details), as well as a detailed, comprehensive, and representative picture of socio-economic and employment conditions across the whole of Baidoa city, covering the three target groups (IDPs, returnees and host community), as of June 2023.
2. Providing similar endline methodologies and tools are used in October 2025, this baseline should furnish SHIR with the facility to be able to accurately measure change within its beneficiary cohort on a range of socio-economic criteria, including literacy, numeracy, access to technical and vocational skills, employment levels, household income levels, confidence, adaptive capacity, and psychosocial well-being.
3. **In terms of demand for labour**, the baseline has found that a cross-section of employers in Baidoa report offering employment opportunities for IDPs, returnees, and vulnerable host community, but that most of the employment opportunities available are in the entry-level or low-skilled/manual roles such as transport, construction, and hospitality (mainly restaurants). IDPs and returnees tend to lack the necessary education, skills, and social connections to secure jobs in specialized skills sectors such as banking, healthcare, and public administration.
4. **In terms of skills demanded**, employers perceive a mismatch between the qualifications and skills provided by universities and TVET institutions, and what they need. In particular, employers in the transportation and construction sectors lamented the lack of mechanics and technicians, while public sector employers bemoaned the lack of basic IT skills among graduates. Half of the employers offered internship opportunities to target groups. The main reason the other half of the companies did not provide internships was due to lack of funds and resources, but 70% of employers said they would be interested in participating in a work placement scheme for male and female IDPs and returnees, providing financial support was offered.
5. **In terms of displacement profile**, the baseline has shown that most IDPs in Baidoa are recently displaced, and that the vast majority of IDPs returned to Baidoa voluntarily. The IDP and returnee populations are very youthful, with a prominent youth bulge. While dependency ratios are high in Baidoa in general (dependency ratio is derived from the ratio of dependents (below 15 and older than 64) to the working age population), IDP and returnee households have a higher dependency burden compared with host households, although a large proportion of all households have a high dependency burden. IDPs have lower levels of literacy and formal schooling, and numeracy skills are relatively low across the groups. There is a notable gender gap in literacy levels across all the target groups. Basic skills deficiencies are evident across the groups, and entrepreneurial training of women is low across all the sub-groups. Vocational training courses were favoured over general knowledge and professional qualifications.
6. **In terms of access to employment**, 77% of IDPs, and 73% of returnees are unemployed. In terms of access to employment, younger, female, and less well educated IDPs struggle the most to access work. Casual, irregular work was the most common type of work for those IDPs, and returnees engaged in the labour force. Those IDPs who are lucky enough to have work tend to have less work than host community (6 months a year, compared with 9 months a year for host community). IDPs are more active in searching for jobs than other groups. Lack of job opportunities, labour market skills and techniques to find jobs are the employment challenges that affect most of the unemployed across the three groups. IDPs and returnees face more difficulties during job search compared to the host community jobseekers. Common challenges are nepotism and discrimination. Despite employers remarking that they try and treat job applicants fairly, the reality for IDPs and returnees seems very different.
7. **In terms of skills and confidence in job-seeking**, IDPs have notably poorer self-assessed job seeking skills than other groups. Two thirds of all target groups do not feel confident in their job-seeking skills, and three-quarters do not feel optimistic they will ever find a job. Job seekers lack advice and are heavily dependent on informal networks for labour market advice. Very few use online job searching tools, and rely on word of mouth, family and friends, and often also religious leaders, to point them towards opportunities.
8. **In terms of livelihoods and income**, mean monthly household income was significantly lower for displaced households (US\$ 62 for IDPs and US\$ 73 for returnees) than for host community households (US\$ 209). Displacement households have striking differences in ownership of both productive and non-productive assets. For example, almost no IDP or returnee households own a sewing machine, whereas nearly one in five host community households do. Access to formal

financial services, such as bank accounts, is limited for all target groups, but almost non-existent for displaced communities. Most households owe money. Of the two-thirds of households that borrow money in Baidoa, most borrow to pay for food, education, health, and household services. Most borrow from friends and family. Adaptive capacity is limited among the displaced households due to low livelihood diversification, low asset ownership, poor education, and limited social capital.

9. **Finally, in terms of psychosocial wellbeing**, unsurprisingly, 80% of Baidoa residents have never received psychosocial support, despite the high levels of trauma the displaced populations have experienced. Two-thirds report having no coping mechanism for stress at all. IDP respondents had lower-levels of wellbeing than the host community, according to the WHO-5 index, indicative of high levels of psychological distress.
10. **Based on these conclusions, we can propose some considerations for GIZ as SHIR moves forward into a more purposive delivery phase:**
  - i. There seems to be a promising opportunity for SHIR to engage large employers in Baidoa with the intent of encouraging and assisting them to providing **more, more inclusive, and better structured internships and apprenticeships** for host, IDP and returnee communities. This might generate employment quicker than developing small businesses (many of which will fail). 70% of the employers interviewed said they would consider offering internships if they had more resources. GIZ could consider a scheme to co-fund the cost of paid and professionally-managed internships and apprenticeships (or potentially negotiate tax breaks with the local authorities), which might in the medium-term lead to more job offers;
  - ii. Employers in Baidoa's agriculture sector expressed an interest in hiring IDP/returnees workforce who have relevant **farming skills**. This could be something to consider offering;
  - iii. Transportation and construction companies in Baidoa bemoaned the lack of **mechanics and technicians**, while public sector employers bemoaned the lack of **basic IT skills** among graduates. This might give GIZ some ideas for offering market-aligned TVET courses;
  - iv. Most of the businesses interviewed in Baidoa are small, and cannot absorb large scale IDP/returnee and vulnerable host members seeking to enter the Baidoa workforce. The most promising sectors with significant demand seem to be **construction and agriculture**. Again, this might give GIZ some ideas for offering market-aligned TVET courses;
  - v. GIZ may want to consider how the SHIR project can avoid perpetuating the skills mismatch that exists in typical livelihoods project by emphasising vocational trainings such as beautification, tie and dye, and tailoring which are oversaturated in Baidoa and do not have a clear market demand. More focus should be on developing technical skills in sectors that can provide large number of people with meaningful employment, for example **agriculture, construction, mechanical repair, and light industry**;
  - vi. GIZ may want to consider how to help lower-skilled IDPs and returnees access the labour market. Almost none have access to computers so online databases will be of limited use. Most have very low skill levels, so CV workshops, interview techniques, etc., will also be of limited use. In this situation, **alternative mechanisms to link labour supply to labour demand** may be required, such as physically linking construction companies with worker associations who can reliably provide skilled labour for construction projects, subsidising transport, etc.
  - vii. There is a clear need for low-level **psychosocial first aid**. Psychosocial wellbeing among IDPs in particular is poor, and few have mechanisms for managing stress. Elements of the project that promote basic psychosocial first aid and **stress management techniques** e.g., discussion groups, breathing techniques, constructive distraction, sports, or promote social connectivity, e.g., VSLAs, associations, cooperatives, etc., need to be prioritised alongside other initiatives to generate income for displaced households.

# ANNEXES

## ANNEX 1: LIST OF INTERVIEWED COMPANIES

Company Name	Sector	Contact	Interested in future job placement?
Baidoa Bajaaj Company	Transportation	Hassan Mohamed Aden, Owner/proprietor	Yes
Ministry of Education	Government	Yussuf Mohamed Idiris, District Education Officer	No
Daldhis Construction Company	Construction	Abdirizack Mohamed, Director of Daldhis	Yes
Ministry of Finance	Government	Hussein Madey Mohamed, Human Resource Manager	Yes
Hormuud Telecom	Telecommunications	Abdirashid Hussein, Head of product manager	No (Possibly in future)
Gooyaale MCH	MCH Clinic	Saadia Mohamed, Head of the MCH	No
International Medical Corp (IMC)	NGO	Abdimalik Mohamed Hassan, Manager	Yes
Salaama Restaurant	Service	Hassan Abdirahman Director	Yes
Baidoa Municipality	Government	Mohamed Ali Adan Head of Public Health	Yes
Baidoa Petroleum Company	Service	Abdullahi Ali Director	Yes
Dahabshiil Baidoa	Financial/Remittance	Abdirizack Abdinor Finance officer	No
Smart Solutions Logistic Company	Service	Abdullahi Mohamed Hussein CEO	Yes
Amoud Relief And Development Organisation	NGO	Ahmed Aden Issack, Head Of Bay Region	Yes
Baidoa Regional Hospital	Healthcare/service	Abdibasid Mohamed Ali, HR, Bay Regional Hospital	No
Saxaab Construction Company	Construction	Hassan Nunow Macalin, Owner/proprietor	No
Somtel	Telecommunication	Muhyidin hussien hassan, Manager	Yes
Amal Bank	Financial	Ahmed Abdikadir Muktar, Head of Operation of SWS	No
Ministry of Health	Government	Hassan Abdi Ali, HR manager	No (Possible in future)
Filsan Seed Company	Agriculture	Buule Ali Mohamed, Head of Human Resources	No
Gaalooge Agribusiness Enterprise	Agriculture	Mohamud Abdullahi Ali, Director for Bay And Bakool	No

## ANNEX 2: DEMAND SIDE QUESTIONNAIRE

GIZ SHIR Project - "Demand side" Questionnaire		
#	Question	Response Type
<b>A Introduction</b>		
A1	Good (morning/afternoon). My name is \$(enum_id), and I work for Tusmo Consulting. I am conducting interviews for a study supported by the German government to strengthen the resilience of IDPs, returnees and host communities in Baidoa by increasing employment opportunities for young people and women. Your business was randomly selected within a list of businesses present in this city. Your participation is completely voluntary. The information collected is strictly confidential and the responses will be grouped in the analysis so that it is not possible to identify individual respondents. The names of respondents will not be used in any document based on the survey. Please note that you have the right to stop the interview at any time. This interview will take approximately 30 minutes.	Instruction
A2	Do you give your consent to continue with the interview?	Single choice
	If no consent, end interview	Instruction
A3	Name of the interviewee:	Free text
A4	Job title of the interviewee	Single choice
A5	Gender of the interviewee	Single choice
A6	Age of the interviewee	Numerical
A7	Do you make Hiring Decisions?	Single choice
A8	Contact Number	Free text
<b>B Please tell us a little about yourself and your Company or organization</b>		
B1	What is the name of your company or organization?	Free text
B2	How many workers does your establishment/firm currently employ?	Numerical
	How many employees are Permanent, Temporary or Casual? Please break down by male/female	
B3	Permanent male?	Numerical
B4	Permanent female?	Numerical
B5	Temporary/Seasonal male?	Numerical
B6	Temporary/Seasonal female?	Numerical
B7	Casual male?	Numerical
B8	Casual female?	Numerical
B9	What is the most common age range of your employees?	Single choice
B10	What year did your establishment begin operations in Baidoa? (Year)	Year
B11	In which sector(s) is your business/organization involved in?	Multiple choice
BX		
<b>C Hiring Practices</b>		
C0	Now we would like to ask questions about any hiring that your organization has attempted over the past 3 years or since you began operations if less than 3 years. Please respond even if you did not finally hire a person.	
C1	How do you recruit most of your staff/employees?	Multiple choice
C2	Did you hire any staff in the past 3 years? (either permanent, temporary, seasonal or casual)?	Single choice
C3	If yes, what were the job titles you recruited for?	Free text
C4	What is the most common age range of applicants to your business?	Single choice
C5	What percentage of applicants are male and female?	Single choice
C6	Over the past 3 years, on average, how many days does it take to fill a position from the time the position is created?	Days
C7	Are you currently looking for more people to hire?	Single choice
	If yes, would you prefer to hire males, females or both? (Explain your answer)	Free text
C8	Do you think you will hire more people in the near future? If yes, would you prefer to hire males, females or both? (Explain your answer)	Single choice
C9	If no (C7 = no), why would you <u>not</u> hire more people in the near future?	Multiple choice
C10	What are the specific skills that you are looking for when hiring?	Multiple choice
C11	What level of education is required on average from the people you are hiring?	Single choice
C12	What level of work experience are you looking for when hiring?	Single choice
C13	For typical roles in this organisation what is the minimum expected IT skills required?	Single choice
C14	Are there any other specific skills that you need in your operations?	Free text
	To what extent are your employees required to have knowledge and skills in the following fields? On a scale of answers ranges between: 1 = not at all; 2 = barely; 3 = to some extent; 4 = to a high extent; 5 = to a very high extent. Please read scale of answers out loud.	Instruction
C15	Vocational skills (e.g., electrical installation, car repair, ...)	Single choice
C16	Literacy and arithmetic (calculations, accounting)	Single choice
C17	IT skills (use of laptop, word processing software, Excel, emails)	Single choice
C18	Language skills (English, Somali, Arabic)	Single choice
C19	Interpersonal skills (Social interaction, team working, collaboration)	Single choice
	Rate the importance of the following criteria in hiring appropriate candidates in your organization. On a scale of 1 to 5 with 1 = not important; and 5 = extremely important	Instruction
C20	Educational certificates	Single choice
C21	Personal recommendation	Single choice
C20	From trusted family/clan	Single choice
C21	Work experience	Single choice
C22	How does your organisation assess candidates' hard and soft skills when hiring?	Multiple choice
CX		



	<b>Hiring of vulnerable groups</b>	
D0	Now we would like to ask questions about hiring of IDPs, returnees and host community youths	
D1	Do you have any IDPs working for your company/organization at the moment?	Single choice
D2	If yes, how many are males and how many are females?	Numerical
D3	If yes, why do you have IDPs or returnees working for your company?	Multiple choice
D4	If no, why don't you have any IDPs or returnees working for your company/organization at the moment?	Multiple choice
D5	Do you have any opportunities or schemes specifically for IDPs or returnees?	Single choice
D6	If yes, can you describe what these are?	Free text
D7	In your opinion how likely is it for your company/organization to hire/continue hiring IDPs and returnees in future? (Explain your answer)	Single choice
D8	If likely, would you prefer to hire, males, females or both? (Explain your answer)	Free text
D9	How easy do you think is it for IDPs and returnees to acquire the appropriate skills to work in your sector? Explain your answer	Single choice
DX		
E	<b>Skills Mismatch and Development</b>	
E0	"Employers often complain about a 'skills mismatch' where the skills youth job seekers possess do not align with the skills employers seek."	
E1	To what extent do you think there is a mismatch here in Baidoa? (Read the answer options)	Single choice
E2	Please explain	Free text
E3	Do you work with any particular training/vocational school here in Baidoa to try and improve the skillset of your employees?	Free text
E4	If yes, what makes this school better or different to the others?	Free text
E5	Please specify why the practical skills of graduates of training/vocational schools do not match your company requirements.	Free text
E6	In general, do the practical skills of graduates of training/vocational schools match your company's requirements?	Single choice
E7	Does your organisation offer internships (to allow young people to gain work experience)?	Single choice
E8	If yes, please describe? And Did you ever had female interns? If no, why not?	Free text
E9	Does your organisation offer apprenticeships (to allow young people to build up practical skills/qualifications)?	Single choice
E10	If yes, please describe? And Did you ever give apprenticeships opportunities to females? If no, why not?	Free text
E11	Would your organisation be interested to participate in a scheme to try and get young IDPs and returnees into work placements?	Single choice
E12	If interested in participation, would you be interested in supporting females, males or both?	Free text
	Thank you very much for your time. Your answers will help us to develop a better programme benefiting young people in Baidoa.	

## ANNEX 3: SUPPLY SIDE QUESTIONNAIRE

GIZ SHIR Project - Baseline - "Supply side" Questionnaire				
#	Result Ind	Question	Constraint	Response Type
A		This section aims to establish information about the type of respondent and their location		Instruction
A1		Please select the administrative urban/peri-urban area		Single choice
A2		Please select your name (enumerators)		Single choice
A3		Please record the GPS coordinates		Automatic
A4		Is this the first time you are trying to interview this household?		Single choice
A5		What number visit is this?	A4=b	Single choice
A6		Did someone answer the door (even a child)?		Single choice
A7		Is there a knowledgeable person present?		Single choice
	Introduction	Good (morning/afternoon). My name is \${enum_id} and I work for Altai Consulting. I am conducting interviews for a study supported by the German government to strengthen the employability, entrepreneurship and livelihoods of IDPs, returnees and host communities youths in Baidoa. Your household has been randomly selected to take part in the survey. Your participation is completely voluntary. If you agree to participating in this survey, any responses that you give us will be confidential, that is, the researchers will not let anyone else know how you answered. The anonymized responses will be used for research purposes and published in reports. We can assure you that we will never include any names or other personal details in publications. The survey won't provide individual benefits to you, but the information will be used to improve the resilience of vulnerable groups. I therefore would like to ask you some questions as an adult within this household. You have the right to stop this interview at any time and, in such case, all your personal details will be destroyed and will not be used further. Your participation or nonparticipation in the research will have no	A7=a	Instruction
B1		Do you give your consent to proceed with the interview?		Single choice
B2		Name of the Respondent? (At least two names)		Free text
B3		What is the respondent sex?		Single choice
B4		What is the age of the respondent?		Numerical
B5		Would you be willing to share with us your phone number so that we can recontact in the future. If yes, record the phone number of the respondent		Numerical
	Displacement Profile	"Now, we'll start with a few questions to understand your displacement profile"		
B6		Do you regard yourself as an IDP, returnee or a member of the host community?		Single choice
		<b>IDPs Only</b>		
B7		Do you live in a formal IDP settlement i.e registered by UNHCR or by Southwest IDP commission?	B6=a	Single choice
B8		If yes, which IDP settlement?	B6=a	Single choice
B9		Are you registered by the UNHCR or by South West IDP Commission?	B6=a	Single choice
B11		How long have you resided in this IDP settlement? (estimate in years)	B6=a	Years
B12		Do you live in an informal IDP Camp i.e. "self settled" in Baidoa neighbourhoods	B6=a AND B7=b	Single choice
B13		If yes, which neighbourhood?	B6=a AND B7=b	Free text
B14		How long have you resided in this informal settlement in Baidoa?	B6=a AND B7=b	Years
B15		Please tell me which region you were living before you come to Baidoa?	B6=a AND B7=b	Single choice
		<b>Returnees Only</b>		
B16		Please tell me which country you had migrated to when you left Baidoa?	B6=b	Single choice
B17		How long ago did you return to Baidoa? (estimate in years)	B6=b	Years
B18		Who made the decision for your return to Baidoa?	B6=b	Single choice
		<b>Host Community Only</b>		
B19		Please tell me the name of the village where you reside?		Single choice
B20		How long have you lived in Baidoa? (estimate in years)	B6=c	Years
C	Socio-Demographics	"This module will ask you some questions about you and other household members. We will start by listing all the household members. Then, I will ask you some details about each of them, including yourself."		Instruction
C0		Start-time		Automatic
C1		Are you the head of your household?		Single choice
C2		What is your relationship to the head of the household?	C1=b	Single choice
C3		Which form of legal identification do you own?		Multiple choice
C4		Which languages do you speak?		Multiple choice
C5		How many people are currently living, eating and sleeping in this household (people with whom you usually share meals and/or live under the same roof), including yourself for at least 6 months of the year?		Numerical
		<b>Household roster table:</b> "Now, I'm going to ask you some questions about each member of the household, starting with yourself"		Free text
C6		[#1]. What is the household member's name?		
C7		What is member's age (in years)		Numerical
C8		What is member's sex		Single choice
C9		What is your current marital status? (if age>=12)		Single choice
C10		What is member's relationship to the head of the household?		Single choice
Cx		End-time		Automatic
D	Education and Training	"Now, I'm going to ask you some questions about your education."		Instruction
D0		Start-time		Automatic
D1		Are you able to read?		Single choice
D2		Are you able to write?		Single choice
		What is your ability to count?		Single choice
D3		Do you currently attend school or college?		Single choice
D4		What is the highest level of education you have completed? (highest level or grade of education completed).		Single choice
D5		What field is your highest qualification in?	D4>"secondary"	Single choice
D6		How is your knowledge and proficiency in basic math (addition, subtraction, multiplication and division)?		Single choice
D7	Vocational training	Have you received any vocational (job or skills) training in the past one year to improve employment opportunities or to support an income generating activity?		Single choice
D8		If yes, What was this training about?		Multiple choice
D9		If yes, Who provided this training?		Single choice
D10		If yes, How useful was the skill training you attended?		Single choice
D11		If yes, Did you receive a certificate from the training organization upon completion of the training?		Single choice
D12		If yes, How long did that training last?		Single choice
D13		What technical skills are mostly demanded by the job market?		Multiple choice
D14		What technical skills do you have, which may be relevant to job market?		Multiple choice
D15		What kind of training would you like to receive to help you improve your livelihood?		Free text
D16	Micro/small enterprise training	Are training/coaching opportunities on micro/small enterprises or entrepreneurship available in the community?		Single choice
D17		Where does this support come from?		Multiple choice
D18		Have you ever received training/coaching on micro-small entrepreneurship establishment or business development services (BDS) as individual?		Single choice
D19		If Yes, What form of training/BDS services did you received?		Multiple choice
D20		What are the major problems you face in running business/activity e.g startups in this area?		Multiple choice
D21		Which area of support do you need for your business?		Multiple choice
D22		Over the last 3 years, have you ever tried to borrow money / a loan for entrepreneurial purposes ?		Single choice
D23		If yes , where did you borrow the money/ loan from?		Multiple choice
Dx		End-time		Automatic

E	Employment	"Now, I am going to ask you some questions about employment"		Instruction
E0		Start-time		Automatic
E1	Employment opportunities	In the last 7 days, did you work for someone else (for at least one hour) for wage, salary, commission, or any payment in kind?		Single choice
E2		In the last 7 days, did you work (for at least one hour) on your own account/work for themselves? (This does not include farm work)		Single choice
E3		In the last 7 days, have you helped (for at least one hour) in your family business without pay? (This does not include farm work)		Single choice
E4		In the last 7 days, have you worked (for at least one hour) on your own account, on a farm owned by your or a member of your household, raised the household's livestock, gone hunting or herded cattle?		Single choice
E5		In the last 7 days, did you participate in any training or workshops (at least for one hour) without pay?		Single choice
E6		Which was your main activity in the last 7 days?	E1=a OR E2=a OR E3=a OR E4=a OR E5=a	Single choice
E7		What was the main reason you did not work in the last 7 days?	E1=b AND E2=b AND E3=b AND E4=b and E5=b	Single choice
E8		How would you describe your position given what you do in your main job? ( even if you were absent from it last week) (Read all the answer choices)		Single choice
E9		Even if you did not work last month, did you, have a job or enterprise such as shop, business, farm or service establishment (fixed/mobile) during the last month?	E1=b AND E2=b AND E3=b AND E4=b AND E5=b	Single choice
E10		What was the main activity you did in the last 12 months?		Single choice
E11		How many months per year do you usually work in this activity?		Single choice
E12		In what sector are you employed or self employed at? Please DO NOT read out options. Select the option that best fits the description of the respondent's job.		Single choice
E13		How much are you usually paid as wages/salary for the work that you do, includes full-time, part-time or seasonal work? (Amount in USD)		Numerical
E14		What period of time did you use to tell us about your earnings? (Daily, Weekly, Monthly)		Single choice
E15		Do you have a written contract or oral agreement for the work that you do?		Single choice
E16		How long in total is the current agreement?		Single choice
E17		For those not in employment and not self employed, What do you MAINLY do to subsidize your needs?		Single choice
Ex		End-time		
F	Job-seeking behaviours	"Now, I am going to ask you some questions about your job search behaviour."		Instruction
F0		Start-time		Automatic
F1	Employability appraisal- job-seeking behavior scale	During the last 4 weeks, have you tried to find any kind of paid job or tried to start a business of any kind?	E1=b AND E2=b AND E3=b AND E4=b AND E5=b	Single choice
F2		What is the main reason you did not look for any job in the last 4 weeks?	F1=b	Multiple choice
F3		For how long have you been without work and available for work?	E1=b AND E2=b AND E3=b AND	Single choice
F4		What did you mainly do in the last four weeks to find a job/start a business?	F1=a	Single choice
F5		What are some of the challenges you face when searching for a job/employment?		Multiple choice
F6		What do you think are some of your personal reasons that make it difficult to find a job?		Multiple choice
F6		What do you think should be done to improve access to employment opportunities in the area?		Multiple choice
F7	Confidence in employability skills	How confident do you feel in your skills when searching for a job?		Single choice
F8		What is your confidence level in finding a job/employment?		Single choice
	Employability appraisal- job-seeking behavior scale	Using a scale of 1 to 5 with 1 being strongly disagree and 5 strongly agree, to what extent do you agree or disagree with the following statements?		
F9		I have a bad appearance, and I think that is why I can't find a job		Single choice
F10		I can't find a job because I don't know how to look for one		Single choice
F11		I can't find a job because I lack the ability to express myself and relate to other people		Single choice
F12		I can't find a job because I lack self-confidence		Single choice
F13		I can't find a job because I have to be more persistent when I search for employment and not get discouraged		Single choice
F14		I can't find a job because I don't keep up with my profession and I'm not competent		Single choice
F15	Labour market advisory services	Do you feel like there are employment opportunities available to you in Baidoa?		Single choice
F16		Where do you get job/employment advisory services such as job search advice, job matching services, self-employment etc		Multiple choice
F17		How easily can you get information online about job openings?		Single choice
F18		Did you or anyone in your HH receive any information on business/employment opportunities in the last 12 months?		Single choice
Fx		End-time		

H.A		STARTING		
G	Adaptive Capacity Index	"Now, I'm going to ask you some questions about your interaction with other members of the community and how you cope during difficult times."		Instruction
G0		Start-time		Automatic
G1	Resilience-adaptive capacity components	If your household had a problem and needed help urgently (e.g., food, money, labor, transport, etc.), who OUTSIDE THIS VILLAGE could you turn to for help? (Read list; select all that apply)		Multiple choice
G2		Who OUTSIDE THIS VILLAGE would you help if they needed help urgently (e.g., food, money, labor, transport, etc.) (Read list; select all that apply)		Multiple choice
G6		Using a scale of 1 to 6 with 1 being strongly disagree and 6 strongly agree, to what extent do you agree or disagree with the following statements?		Single choice
G7		My life is chiefly controlled by other powerful people.		Single choice
G8		I can mostly determine what will happen in my life.		Single choice
G9		When I get what I want, it is usually because I worked hard for it.		Single choice
G10		My life is determined by my own actions.		Single choice
G11		My experience in life has been that what is going to happen will happen.		Single choice
G12		It is not always wise for me to plan too far ahead because many things turn out to be a matter of good or bad fortune.		Single choice
G13		Please tell me which one of these two views you most agree with: 1. "Each person is primarily responsible for his/her success or failure in life". 2. "One's success or failure in life is a matter of his/her destiny".		Single choice
G14		Please tell me which one of these two views you most agree with: 1. "To be successful, above all one needs to work very hard". 2. "To be successful above all one needs to be lucky".		Single choice
G15		Are you hopeful about your children's future?		Single choice
G16		What level of education do you want for your children?		Single choice
G17		Are you willing to move somewhere else to improve your life?		Single choice
G18		Do you communicate regularly with at least one person outside the village?		Single choice
G19		During the past week, have you engaged in any economic activities with other villages or clans? For example, farming, trading, employment, borrowing or lending money.		Single choice
G20		How many times in the past month have you gotten together with friends, family, neighbors, etc. to discuss issues or share food/drinks, either in someone's home or in a public place?		Numerical
G21		How many days in the past month have you attended a church/mosque or other religious service?		Numerical
G22		In the last year, how many times have you stayed more than 2 days outside your village?		Numerical
G23		Does a savings groups (VSLA, merry-go-round etc), exist in this village?		Single choice
G24		Are you a member of any VSLA?		Single choice
G25		If Yes, what is the name of the VSLA group you belong to?		Free text
G26		Does a mutual help groups (self-help groups), exist in this village?		Single choice
G27		Are you a member of any self-help group?		Single choice
G28		Does a women group exist in this village?		Single choice
G29		Are you a member of any women group?		Single choice
G30		Over the last 12 months, how many times have you or anyone in your household been part of a group that provided labor to someone in the village who needed it?		Single choice
G31		Over the last 12 months, how many times have you or anyone in your household been part of a group that provided food to someone in the village who needed it?		Single choice
G32		Over the last 12 months, how many times have you or anyone in your household been part of a group that provided some other type of help to someone else in the village?		Single choice
Gx		End-time		Automatic
G	Livelihood, Savings & Remittances	"Now, I am going to ask you some questions about credit, income and remittances."		Instruction
G0		Start-time		Automatic
G1	1.6: Household incomes	What are the household's source of income/food/ livelihood over the last 12 months? Record ALL the subsistence activities mentioned		Multiple choice
G2		How much income have you gained from all employment opportunities (each stated above), enterprises in the past month? (USD). The gross income in the last one month for ALL job types.		Numerical
G3		How do you expect your household's income to develop/change over the next 12 months? (Read out the answer options)		Single choice
G4		Does the household receive any assistance from the following sources?		Multiple choice
G5		What type of benefit do you receive from the [source] mentioned above?		Single choice
G6		Please specify the amount of cash assistance the household received in the last 30 days from the sources mentioned above (USD).		Numerical
G7		Please specify the type of in-kind assistance the household received in the last 30 days from the sources mentioned above.		Multiple choice
G8		Do you have an individual bank account?		Single choice
G9		If no, Why not?		Multiple choice
G10		Have you borrowed money from any of the following sources in the last 12 months? If yes, from which sources?		Multiple choice
G12		What were the main reasons that you borrowed money?		Multiple choice
G13		In the last 12 months, have you personally saved or set aside any money by using an account at a bank, a credit union, savings and credit co-operative, or another type of formal or semi-formal financial institution; or by using an informal savings club, or a person outside the family?		Single choice
G14		How often do you save in the above financial institution?		Single choice
G15		Did any member of the household receive any gifts (in cash) from outside Somalia over the last twelve (12) months?		Single choice
G16		How much was received (Cash) in the last twelve (12) months? (USD)	G15=a	Numerical
G17		Did any member of the household receive any gifts (In Kind or Non cash Gifts) from outside Somalia over the last twelve (12) months?		Single choice
G18		What was the estimated value of gifts (In Kind or Non cash Gifts) received in the last 12 months? (USD)	G17=a	Numerical
G19		How often do you receive remittances from family and friends living elsewhere	G15=a AND G18=a	Multiple choice
G20		I would like to ask you about your household's ability to meet its most basic needs, such as those related to securing food, paying for housing costs, hygiene items and other things that your household sees as its most essential needs. In your opinion, to what extent is your household able to meet these most essential needs? Would you say that it is able to meet all of the needs, most of the needs, only some of the needs or only very		Single choice
Gx		End-time		Automatic
H	Asset ownership	"In this part, I will ask some questions about the type of assets that you own"		Instruction
H0		Start-time		Automatic
H1		Do you or anyone in the household own any of the following [ITEMS]		Single choice
Hx		End-time		Automatic
I	Psychosocial well being	"Now, I'm going to ask you some questions about how you have been feeling over the last two weeks."		Instruction
I0		Start-time		Automatic
I1		Have you ever received psychosocial/counseling support?		Single choice
I2		Are there any organizations or persons that provide mentoring and psychosocial counseling in your village/area?		Single choice
I3		If Yes, have you or any group that you are a member of participated in the psychosocial counselling activities?		Single choice
I4		How do you handle the stress?		Multiple choice
I5	Well-being	Now I will read five statements about how a person might be feeling. For each of the five statements, please indicate whether in the last two weeks, you have been feeling this way most of the time, more than half of the time, less than half of the time, only rarely or never.		Instruction
I6		Over the last two weeks, I have felt cheerful and in good spirits		Single choice
I7		Over the last two weeks, I have felt calm and relaxed		Single choice
I8		Over the last two weeks, I have felt active and vigorous		Single choice
I9		Over the last two weeks, I woke up feeling fresh and rested		Single choice
I10		Over the last two weeks, My daily life has been filled with things that interest me		Single choice
Ix		End-time		Automatic
N		"We have now come to the end of the questions, thank you very much for your answers."		Instruction

## ANNEX 4: COMPUTATION OF INDEX OF ADAPTIVE CAPACITY

The index of adaptive capacity is constructed from six indicators. Some of these are themselves indexes based on primary data collected in the household survey. The indicators and explanations of their calculation are:

- **Aspirations and confidence to adapt:** This index is based on indicators of the underlying concepts around people's aspirations, confidence to adapt, and a sense of control over one's life. The aspirations index is based on two sub-indices: a) absence of fatalism, and b) belief in the future. The absence of fatalism sub-index involves two sets of binary variables. The first is based on two binary variables equal to 1 if the respondent agrees that: *Each person is responsible for his/her own success or failure in life. (1) To be successful one needs to work very hard rather than rely on luck. (1) The second set of variables regarding fatalism is based on a 6-point agreement scale regarding two statements.* The belief in the future sub-index is based on two binary (dummy) variables equal to 1 regarding the respondent's view of the future, whether they are hopeful for their children's future and the level of education they want for their children. (binary = 1 if they want their children to graduate from secondary or post-secondary school)
  - The confidence to adapt indicator is based on six variables; three binary variables if the respondent is willing to move somewhere else to improve his/her life, communicates regularly with at least one person outside of the village, and is engaged in any economic activities with members of other villages or clans during the week prior to the survey. Three other binary variables are based on; *number of times in the past month they have gotten together with people to have food or drinks, number of times they attended a church/mosque or other religious service, and number of times in the past month stayed more than two days outside the village.*
  - The locus of control indicator is constructed from a 6-point agreement scale of four questions.  
*I can mostly determine what will happen in my life. When I get what I want, it is usually because I worked hard for it. My life is determined by my own actions; my life is chiefly controlled by other powerful people.* Binary variables are calculated if the respondent reports they "strongly agree," "agree," or "slightly agree" with the question. The aspirations/confidence to adapt index is calculated by combining all of the binary variables into an additive index. The index ranges from 0 to 16.
- **Bridging social capital:** The index is the sum of six responses that look at a household's ability to provide or receive assistance from outside their community. The survey questions inquire whom outside the community would the household turn to for assistance in case of an emergency and whom outside this community they would assist. Households that indicated that they were able to provide or receive assistance to a close family member/extended family, a non-relative in their ethnic group, or a non-relative in a different ethnic group were given a value of 1. All other responses were assigned a value of 0.
- **Livelihood diversification:** The number of livelihood activities the household had engaged in during the last year.
- **Asset ownership:** A measure of the number of types of assets a household currently possesses across three categories, durable, productive, and livestock.
- **Education/training:** The variable is based on an index calculated from three binary variables; whether or not any adults in the household can read or write; whether any household adults have a primary or higher education, and if any other household member has had vocational training or business development training
- **Availability of financial resources/services:** The variable is equal to 0 if there is no institution in the community providing credit or savings support; it is equal to 1 if there is only one, and 2 if there are institutions that provide both types of support.

Computation of the adaptive capacity index follows the USAID/TANGO methods.<sup>27</sup> The index is calculated using a factor analysis of the above indicators. Weights of each of the component were used to calculate the index, standardised on a 0-100 scale.

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<sup>27</sup> TANGO International. (2018). Methodological Guide: A Guide for Calculating Resilience Capacity. Produced by TANGO International as part of the Resilience Evaluation, Analysis and Learning (REAL) Associate Award.

## ANNEX 5: RESULTS FRAMEWORK WITH BASELINE VALUES

#	Project Output	RESULT INDICATORS		TARGET GROUPS				IDPs		Returnees		Host Community	
		Indicator	Specific Indicator	Aggregate	IDPs	Returnees	Host Community	Men	Women	Men	Women	Men	Women
1	Strengthened capacity of governmental, non-governmental and private sector actors to provide counselling and employment support	1.1: Relevance of the knowledge acquired for job	Relevance rating of knowledge acquired	0	0	0	0	0	0	0	0	0	0
			Usage statistics	0	0	0	0	0	0	0	0	0	0
		1.2: Digital platform	Percent who received employment advisory services from government, NGOs or private sector actors	22%	17%	14%	34%	22%	13%	13%	15%	47%	22%
			Quality rating of advisory service	0	0	0	0	0	0	0	0	0	0
2	Improved individual capacities take-up employment and entrepreneurship	2.1: Literacy, numeracy and empowerment training	Literacy levels	45%	29%	44%	62%	49%	13%	55%	31%	69%	54%
			Numeracy levels	57%	44%	57%	71%	63%	29%	72%	40%	85%	58%
			Received any type of vocational training	14%	10%	12%	21%	12%	9%	14%	9%	29%	13%
		2.2: Certified vocational training	Number of youths completed certified vocational training	0	0	0	0	0	0	0	0	0	0
			Self-reported utilization of skills acquired for employment and income	0	0	0	0	0	0	0	0	0	0
			Proportion of that have income-generating employment	32%	27%	23%	45%	28%	26%	25%	21%	51%	39%
			Received training/coaching on micro-small entrepreneurship establishment	10%	9%	7%	13%	12%	6%	8%	6%	20%	7%
			Proportion of entrepreneurship trainees who set up a micro-enterprise that generates income	0	0	0	0	0	0	0	0	0	0
		2.3: Confidence in own personal employability	Self-confidence in own skills and ability to search and secure a job	30%	23%	29%	38%	23%	23%	29%	29%	46%	32%
			Employability appraisal based on job-seeking behaviour	2.4	2.2	2.4	2.5	2.3	2.1	2.6	2.3	2.5	2.4
			Adaptive capacity index	34.9	32.9	32.5	39.2	36.6	29.8	32.8	32.1	39.5	38.8
		2.4: Improved income opportunities	Average household monthly income	\$ 114	\$ 62	\$ 73	\$ 209	\$ 70	\$ 55	\$ 76	\$ 70	\$ 232	\$ 186
3	Low-threshold psychosocial support services	3.1: Promotion of psychosocial health	Well-being index average scores (WHO-5)	55.6	49.5	55.2	62.1	57.6	42.9	60.8	49.3	65.8	58.7
			Proportion received psychosocial support (%)	19%	17%	18%	21%	24%	11%	24%	12%	25%	18%



