

Facing Multiple Crises

Rapid assessment of the impact of COVID-19 on vulnerable workers and small-scale enterprises in Lebanon

Tewodros Aragie Kebede, Svein Erik Stave & Maha Kattaa

May 2020

Report from the initiative on
Assessing Impacts of COVID-19 on Labour
Markets in Arab States

Facing Multiple Crises

Rapid assessment of the impact of COVID-19 on vulnerable workers and small-scale enterprises in Lebanon

Tewodros Aragie Kebede, Svein Erik Stave & Maha Kattaa

Report from the Initiative on:

Assessing the impact of COVID-19 on labour markets in Arab States

May 2020

International Labour Organization

and

Fafo Institute for Labour and Social Research

in collaboration with:

United Nations Development Programme, UN Women, International Rescue Committee, Danish Refugee Council, Save the Children International, Oxfam, and Mercy Corps

and local partners in Lebanon:



Preface

This report presents the findings from a study carried out as part of a larger initiative to assess the impacts of the COVID-19 pandemic on labour markets in the Arab States (see back cover). The International Labour Organization (ILO) led the initiative in collaboration with the United Nations Development Programme (UNDP), the International Rescue Committee (IRC), the Danish Refugee Council (DRC), Save the Children International, and Mercy Corps. Fafo Institute for Labour and Social Research (Fafo) provided the conceptual and technical design for the initiative. The studies under the initiative are designed as panel studies, i.e. the first studies on each country act as baselines for follow-up studies that will be conducted regularly over the coming months to assess the longer-term impacts of the pandemic, and associated policy measures, on the labour markets. Hence, this first study on Lebanon primarily presents baseline characteristics of the workers and enterprises in our sample population, in addition to assessing the immediate effects of the COVID-19 pandemic on these workers and enterprises.

The assessment presented in this report was led by ILO through the Livelihoods Sector Core Group, with the collaboration of the majority of Core Group partners in Lebanon. The underlying data were collected by the following participating organisations in accordance with study design prepared by Fafo:

- International Labour Organization (ILO)
- Danish Refugee Council (DRC)
- International Rescue Committee (IRC)
- Save the Children International
- Oxfam
- Mercy Corps
- United Nation Development Programme (UNDP), and its partners:
 - Association for Forests, Development and Conservation (AFDC)
 - Lebanon Reforestation Initiative (LRI)
 - Chamber of Commerce, Industry and Agriculture of Zahle and Bekaa (CCIAZ)
 - American University of Beirut, Faculty of Agriculture, Environment and Sustainable Development Unit (AUB/ESDU)
 - René Mouawad Foundation (RMF)
 - Agency for Technical Cooperation and Development (ACTED)

The report was developed by the ILO in collaboration with the Fafo Institute for Labour and Social Research (Fafo), and focuses on the impact of the pandemic on vulnerable groups and small-scale enterprises in the Lebanese labour market. The focus on “vulnerable workers” and “small-scale enterprises” relates to the fact that the respondents, both individuals and enterprises, were sampled from the ILO and the participating organisations’ programme and project databases. This also implies that the assessment and **its findings are not nationally representative for the Lebanese labour market as a whole**. Nonetheless, studying populations supported by humanitarian and development organisations provides valuable insights and knowledge relevant

to interventions and policies in times of crises, and sheds light on groups of individuals and enterprises that are often overlooked in labour market policies and response measures.

We thank the Livelihoods Sector Core Group for supporting this initiative: Leon Chammah, Justine Cherrier, Rabab BouFakhredine, Myriam Zmeter, Peter Farah, Naim Frewat, Amelia Charles, Omar Al Hussein, Laila Al Amine, and Claire Wilson for providing valuable inputs to the report and for facilitating data collection.

A big thank you to the Livelihoods Sector Coordinator Carina Adada for providing inputs and coordinating the contribution from all partners.

We recognise the efforts of all enumerators and staff from different agencies who participated in the online training sessions, and coordinated and implemented telephone surveys under difficult circumstances.

We thank Alaa Alarabiat (ILO Amman) for the excellent coordination and follow up with participating agencies in Lebanon. Alarabiat also contributed in training the interviewers and in overseeing the data collection process.

We thank ILO consultant Nisreen Bathish for supporting the write-up, design and dissemination of the report. Many thanks to Salwa Kannan, Regional Communication and Public Information Officer for ILO's Regional Office for Arab States for editing the report.

Tewodros Aragie Kebede¹

Svein Erik Stave²

Maha Kattaa³

¹ Senior Researcher at Fafo Institute for Labour and Social Research, Oslo, Norway. E-mail: tak@fafo.no

² Senior Researcher at Fafo Institute for Labour and Social Research, Oslo, Norway. E-mail: ses@fafo.no

³ Regional Resilience and Crisis Response Specialist at ILO Iraq, Head of agency/Country Coordinator. E-mail: kattaa@ilo.org

Executive Summary

This report presents the results from a rapid assessment of the impacts of the COVID-19 pandemic on workers and enterprises in Lebanon. The objective of the assessment is to shed light on some of the pressing issues and concerns that workers, particularly the most vulnerable, are facing today—in terms of employment, source of income, current economic conditions, and prospects for the immediate future. Additionally, the assessment addresses the effects of the pandemic on small-scale businesses, their coping and adaptation strategies and their business prospects, including the implications for workers.

In the context of multiple crises in Lebanon, which include financial, economic and political challenges, and currently the COVID-19 pandemic, the rapid assessment aims to inform policies and interventions so they adequately meet the needs of vulnerable workers and small-scale enterprises.

The assessment examines the employment status of individual workers before the COVID-19 outbreak, changes to their employment situation during the lockdown, the lockdown's implications for their livelihoods, as well as coping mechanisms that vulnerable workers and their households have adopted to deal with the crisis. It also examines the impact of the lockdown on male and female-led enterprises.

The assessment is based on data collected through a telephone sample survey of individual people and small-scale enterprises randomly selected from existing databases maintained by humanitarian and development organisations. The ILO and the Fafo Institute for Labour and Social Research (Fafo) conducted the data collection, in collaboration with the UNDP, IRC, DRC, Save the Children, Mercy Corps and Oxfam in April 2020. Altogether, the survey covered a sample of 1,987 Lebanese and Syrians (52 per cent men and 48 per cent women) and representatives of 363 small-scale enterprises.

Baseline characteristics and main impacts on workers

Using the responses from a survey of 1,987 individuals, the results show an overall deterioration in living and working conditions of both Lebanese citizens and Syrian refugees as a result of the COVID-19 pandemic and the measures taken to contain it.

The assessment shows that the majority of respondents were working without written contracts, paid leave, social security coverage or health coverage before the pandemic outbreak. On top of the economic crisis already affecting the Lebanese labour markets, the COVID-19 crisis have added yet another challenge to the country's vulnerable workers, particularly Syrian refugees who tend to accept lower wages and tougher working conditions. The consequences might be further job losses and an increase in the informality of the labour market, making compliance with labour standards for all workers a serious challenge.

High unemployment rates among Lebanese men and women, but highest unemployment among Syrian men

- About 92 per cent of the surveyed Lebanese men and 83 per cent of the Lebanese women participated in the labour market prior to the COVID-19 pandemic. About 88 per cent of the interviewed Syrian men participated in the labour market, while only 32 per cent of the Syrian women did so.

- The unemployment rate is as high as 37 per cent among the Lebanese men and women but even higher among the Syrians—52 per cent for men and 26 per cent for women.
- Around one-third (35 per cent) of the employed Syrian refugees worked in the agriculture sector, while 19 per cent were employed in construction and a total of 20 per cent in retail trade/ repair industry/ other services.
- Twelve per cent of the Lebanese workers were employed in agriculture, with 11 per cent in construction and 28 per cent in retail trade/ repair industry/ other services. Eight per cent were employed in the accommodation and food service industry.

High degree of informal employment among both Lebanese and Syrians before the pandemic, with slightly fewer women in informal employment

- Only 2 per cent of the Syrian respondents have social security while 14 per cent of the Lebanese workers report social security coverage through their employers.
- Almost two-thirds of the respondents do not have any health insurance coverage.
- Ninety-five per cent of employed Syrian refugees lack valid work permits suggesting that the majority of them work in the informal economy. This is alarming considering the indecent working conditions often found in the informal sector, circumstances shared by both Syrian and Lebanese workers.
- Half of all surveyed workers had seasonal, temporary and otherwise irregular employment.

The COVID-19 crisis resulted in permanent and temporary lay-offs from jobs with strong effects on informal workers

- The majority of the respondents (84 per cent) were permanently or temporarily laid-off from work due to the COVID-19 crisis, with almost twice the share of Syrians permanently laid-off than Lebanese.
- Only 11 per cent of the respondents reported that they had worked during the lockdown.
- Sixty per cent of the Syrian refugees were permanently laid-off and 31 per cent were temporarily laid-off. The corresponding figures for the Lebanese were 39 per cent and 38 per cent, respectively.
- The majority of workers who were permanently laid-off were employed in construction, which may be explained by the irregular and casual nature of work in this sector.
- Higher lay-off rates were found among workers who lacked written contracts, as well as among independent and self-employed workers.
- Only 2 per cent of the workers were on paid leave during the lockdown. The percentage is higher among those who had written contracts (8 per cent).

Visible effects of lockdown measures include reductions and losses in wage income

- Income in March 2020 decreased by more than two-thirds for both Lebanese and Syrian respondents compared to their average monthly income in the previous 12 months.

- Ninety-four per cent of employed respondents from both nationalities reported large wage reductions.
- Cuts in wage incomes were mainly due to lay-offs (43 per cent) and reduced working hours (52 per cent). The remaining 5 per cent of the respondents had their wage rates reduced by the employers.
- On average, Lebanese workers experienced a reduction in wage income from 559,000 Lebanese Pounds (LBP) prior to the pandemic to 118,000 LBP at the time of the survey, while Syrian workers had seen a drop from 365,000 LBP to 77,000 LBP.
- Female respondents reported an average income loss from 408,000 LBP to 95,000 LBP, while male respondents reported a loss from 479,000 LBP to 103,000 LBP.

Large discrepancies were reported on measures taken in workplaces to mitigate the risk of coronavirus infection

- Thirty-seven per cent of Syrian refugee respondents reported that no measures were introduced at their workplaces to mitigate the risk of infection, compared to 9 per cent of Lebanese respondents.
- While 80 per cent of Lebanese workers reported that disinfection measures were introduced in their workplaces, only 37 per cent of Syrians reported the same. Similar discrepancies between Lebanese and Syrians apply to other measures, including regular handwashing, the provision of protection equipment (face masks), enforced social distancing regulations, and reduced sizes of gatherings.
- Few measures were taken in the manufacturing sector.
- The highest number of measures was found in workplaces where written work contracts are common.

Limited coping capacities of households against financial challenges

- Twenty-one per cent of the Lebanese respondents reported that their households had savings, compared to 6 per cent of Syrian refugee respondents.
- Out of the relatively few households (11 per cent) that have savings, three-quarters of the Syrian households and one-half of the Lebanese households reported that their savings would not last for more than a month.
- Only 12 per cent of all respondents (18 per cent of Syrians and 3 per cent of Lebanese) reported that their households received cash assistance.
- The households of 23 per cent of all respondents (29 per cent of Syrians and 17 per cent of Lebanese) received in-kind assistance.

During the lockdown, household duties were affected with differentiated effects for women and men

- Around 70 per cent of all respondents agreed with the statement that their “household duties had increased during lockdown.”
- Slightly more Lebanese respondents (73 per cent) than Syrian respondents (68 per cent) reported increased household duties.

- Eighty-one per cent of Lebanese women and 64 per cent of Lebanese men reported increased domestic duties, compared to 73 per cent of Syrian women and 64 per cent of Syrian men.
- Considering that a larger share of women are still working as usual compared to men, the additional workload caused by the pandemic on women compared to men is even heavier than reflected by the increase in household duties alone.

Majority satisfied with the government's COVID-19 response measures while concern for health and economic situation remains

- Overall, 54 per cent of respondents reported satisfaction with the measures taken by the Government of Lebanon to mitigate the impact of the COVID-19 crisis.
- The majority of the surveyed respondents (56 per cent) pointed to cash support to families who have lost their sources of income as a crucial measure to cushion the adverse impact of the crisis, while about 29 per cent mentioned in-kind food assistance as an important measure.
- One-half of the respondents reported that they primarily worried about the health situation related to the COVID-19 pandemic, while 29 per cent mainly worried about the country's general economic repercussions, and 14 per cent worried about a decrease in their own household incomes.

Baseline characteristics and main impacts on enterprises

The findings from a survey of 363 enterprises show that the overall situation adversely affected the financial and economic conditions of micro, small and medium-sized enterprises.

Enterprise sample characterised by women-owned and young enterprises

- Three-quarters of the surveyed home-based businesses were owned by women.
- Women tend to own smaller enterprises compared to men. Three-quarters of the home-based businesses were owned by women, while all surveyed medium-sized enterprises were owned by men.
- Women mainly owned younger enterprises than men. Almost one-half of the enterprises less than one-year-old, were owned by women. Meanwhile, 95 per cent of all enterprises older than 10 years, were owned by men.
- This ownership structure may be partly explained by the fact that a significant share of the enterprises in the sample represents enterprises associated with programmes supporting women in the labour/business market.
- Nearly all enterprises in the sample were owned by Lebanese (94 per cent). Syrians owned about one-half of the remaining enterprises (3 per cent of the total).

Small-scale enterprise ownership and workforce is differentiated by nationality and gender

- One-third of the workforce in the surveyed enterprises were women, of which 21 per cent were Syrians.
- Prior to the lockdown, 21 per cent of all employees in the surveyed enterprises were Syrians, while 3 per cent were migrant workers from other countries. About one-third (32 per cent) of the employees were women.

- Lebanese nationals operated all the surveyed home-based businesses, while the share of Syrians and migrant workers was largest in medium-sized enterprises, employing the majority of low-skilled workers.
- The share of low-skilled workers is much higher in large enterprises (in the sample): 98 per cent of the workers in home-based businesses defined themselves as skilled, only 58 per cent of the workers in medium-sized enterprises did the same.

Indications of high informal employment in registered enterprises

- Fifty-eight per cent of the surveyed enterprises were legally registered (46 per cent of home-based businesses and all medium-sized enterprises).
- Only a minority of the enterprises in the sample provided Social Security (31 per cent) or health insurance (23 per cent) to their employees. While a few of the smallest enterprises in the sample offered such benefits, 93 per cent of the largest enterprises covered Social Security for their employees, and 63 per cent provided health insurance.
- Only 14 per cent of all enterprises (but 30 per cent of all medium-sized enterprises) operated with written contracts for their employees.
- Only one-third (32 per cent) of the surveyed enterprises offered one or more social benefits (e.g. maternity leave, flexible working arrangements, childcare services) to their employees. One-fifth (19 per cent) of the enterprises reported that they offer paid family leave.

Economic crisis in Lebanon was adversely affecting enterprises before the onset of the COVID-19 crisis

- Prior to the lockdown, only one-third of the enterprises in the sample reported they were profitable, reflecting the realities of the economic crisis that was already affecting the country at the time.
- Forty per cent of the enterprises were breaking even, while 26 per cent of the enterprises were operating at a loss. This pattern was quite similar for all enterprises regardless of size.
- Forty-three per cent of all enterprises in the sample had some type of financial commitment prior to the lockdown: 20 per cent had bank loans; and 13 per cent had micro-finance loans. The load of financial commitments increased with the size of the enterprise.

The COVID-19 crisis has further worsened the economic crisis for enterprises

- About half of the enterprises in the sample (51 per cent) had stopped operations temporarily due to the COVID-19 pandemic and associated lockdown measures.
- As a consequence of the COVID-19 pandemic and lockdown, 40 per cent of the enterprises in the sample were operating with reduced working hours, a reduced number of workers (36 per cent), or other types of reductions (4 per cent), while only 9 per cent of the enterprises were operating as before the crisis.
- The main economic implications of the lockdown for small-scale enterprises is reduced sales and revenue loss. More than one-half of all enterprises in the sample reported such implications to be the most serious ones.
- Lack of access to cash (40 per cent), increased production costs (28 per cent), and problems with

importing materials needed for operations (19 per cent), were also cited as major negative implications of the lockdown. However, these problems may, in many cases, be the combined result of Lebanon's overall economic crisis and the pandemic/lockdown.

- A majority (59 per cent) of the surveyed enterprises reported that they had stopped hiring new workers as a consequence of the COVID-19 pandemic and lockdown. However, it is likely that this response is also influenced by the general economic crisis in the country.

Workers in small-scale enterprises experience lack of payments, lay-offs, and worsening working conditions

- Sixty-four per cent of the workers who were unable to go to work due to the lockdown did not receive any payment from their employers. Twenty per cent received a portion of their normal wage, while 16 per cent received full payment.
- In the 363 surveyed enterprises, 281 employees were permanently laid-off and 574 employees were temporarily laid-off due to the situation caused by the COVID-19 pandemic and lockdown. This means that one-third of the 2,579 workers employed by these enterprises prior to the lockdown have since been laid-off.
- Very few enterprises employing people on a seasonal or temporary basis provided any economic compensation to their workers for their loss of employment during the lockdown. Only 2 per cent of the enterprises compensated their temporary or seasonal workers fully, while 6 per cent provided partial compensation.
- Only 31 and 23 per cent of the enterprises in the sample provided Social Security coverage or health insurance, respectively, to their employees before the lockdown. Out of these, 42 per cent have stopped payments for Social Security and 29 per cent have stopped payments for health insurance.

Limited awareness on support measures for businesses while enterprises pursue own strategies

- Only 18 per cent of all surveyed enterprises were aware of any support measures offered by the government or other actors. Out of those, the most common kinds of support were government subsidies, tax relief, delayed loan payments or reduced interest rates. However, only 5 per cent of the enterprises received any such support.
- To tackle the current circumstances, the surveyed enterprises had considered a variety of measures to continue operating. The most widely considered course of action was developing new business models for production and sales (35 per cent). Other measures included introducing e-commerce, introducing new products, increasing prices, and negotiating delays of payments to banks and creditors.
- The most preferred types of support that the enterprises would like to receive are direct financial support and wage subsidies (mentioned by 63 per cent in total).

Grim prospect for viability of small businesses if the present situation continues to be compounded by the COVID-19 crisis

- If the current situation, compounded by the COVID-19 crisis lasts for more than three months, only 39 per cent of all surveyed enterprises believe they will still be in operation, and only 19 per cent of them expect to be able to keep paying wages to their employees.
- While only 34 per cent of the home-based businesses considered they were robust enough to make

it through the present situation, 53 per cent of the medium-sized enterprises expected they would survive.

- Reduced sales, restrictions on foreign currency and low liquidity are considered the most serious challenges facing enterprises in the coming months, if the current situation continues.
- In the months to come, political and social instability were cited as major challenges for the enterprises.

Policy recommendations

The assessment results presented in this report show that the COVID-19 pandemic and ensuing lockdown have further exacerbated the tremendously difficult economic situation that a significant part of Lebanon's population and businesses were experiencing prior to the onset of the pandemic. To address these challenges, we provide recommendation based on ILO experience and the findings of the rapid assessment. While our recommendations are not dramatically different from what they would have been without the pandemic and lockdown, it is even more vital to consider them in order to deal with the exacerbated economic and labour market challenges linked to the pandemic.

Job-rich recovery will lay the foundation for inclusive and sustainable growth. The findings of the assessment point to the highly likely uneven impacts of the pandemic that compound existing vulnerabilities and inequalities. In a recovery phase that is expected to follow the easing of lockdown measures, attention should be paid to the strengthening of employment policies that support enterprises and workers, along with strong labour market institutions and comprehensive and well-resourced social protection systems. These shall include care policies and infrastructures that are activated in an inclusive way as crises occur.

International Labour Standards need to be the guiding framework for interventions at all steps of the recovery process. Convention No. 102 on Social Security (Minimum Standards), Recommendation No. 202 on Social Protection Floors, Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy, Recommendation No. 205 concerning "Employment and Decent Work for Peace and Resilience and the Guiding Principles on the Access of Refugees and Forcibly Displaced Persons to the Labour Market" are particularly relevant for small enterprises and the informal economy. These standards have been approved at the global level and in a tripartite manner, therefore providing consensus-based solutions.

Income support for workers and enterprises operating in the informal economy is critical to prevent them from plunging further into poverty. As there is little time to design new schemes, successful programmes should be prioritised and scaled up to support those most in need. Examples of such programmes are those that provide cash transfers and child allowances, and programmes that offer shelter and food relief.

In many cases, conditional and unconditional cash transfers may be needed for an extended period. Income support for poor workers and households is not only crucial to the beneficiaries but vital to many businesses too, as it helps maintain the population's purchasing power and thus, indirectly supports enterprises producing and selling consumer goods, for example.

Lebanon, with the support of the international community, including both humanitarian and development actors, should consider the following range of social protection and employment measures aimed at providing support to vulnerable workers in the informal economy.

Ensure provision of health and social protection systems, which are critical in supporting workers and enterprises in times of crises

- Strengthen health systems to ensure access and financial protection for all. The health risks and challenges created and aggravated by the COVID-19 pandemic have underlined the imperative need to strengthen the capacity and resilience of health systems, with a view to ensuring that the immediate response will lay the groundwork for the reforms needed in the medium to long term.
- Expand cash and food assistance programmes to support the poor and most vulnerable, including workers in the informal economy.
- Introduce wage subsidy mechanisms to help businesses (particularly SMEs) cover wages and retain workers on their payroll, as an alternative to lay-offs.
- Open up Social Security to new groups of beneficiaries/members such as workers in the informal economy and business owners.
- Eliminate gender discrimination within the social protection mechanisms.
- Provide temporary income support to vulnerable workers (such as the self-employed, casual workers and other workers in the informal sector) who are not registered in social insurance schemes.

Address the high-unemployment situation that is compounded by multiple crises through a provision of measures that are effective in the short-term with coordination between the international community and the Government of Lebanon

- Provide new short-term employment and capacity-building opportunities immediately after the lockdown is lifted. In addition to helping individuals and families of both communities directly, this would also contribute to boosting the local economy, thereby creating additional jobs while helping formalise the employment status of Syrian refugees.
- To ensure effective use of funds, it is paramount that the programmes offering short-term (cash-for-work) employment are coordinated by those who offer them, primarily the Government and international donors (and the projects/organisations they fund).
- Longer-term, large public investments are needed to attract private investment and boost employment.
- New protective and preventive measures, including specific occupation, safety and health measures, should be introduced into all workplaces including those of short-term employment.

Provide swift, continuous and expedited government support to vulnerable enterprises, whether SMEs or businesses operating in the informal sector or in the most affected sectors

Support to businesses and jobs needs to target the most vulnerable in order to mitigate the economic and social consequences of the confinement period. Given the vulnerability of small enterprises and workers in the informal economy, the government should explore all options to finance measures that supports enterprises. The support package could include:

- Cash injections (grants/loans) to ensure business continuity and job retention.
- Tax holidays, reductions or rescheduling; interest-free loans; wage and employment subsidies,

- etc.
- Support banks and other financial institutions so that they can provide flexibility with debt, and more lending – possibly conditional on retaining workers, etc.
- Simplified administrative processes to facilitate and expedite access to those in need to the different services and funds provided.

Ease procedures of work permits for Syrians in specified sectors

The results from this study show that 95 per cent of employed Syrian respondents lack valid work permits, and that the vast majority of them are employed in the informal economy outside the bounds of the Lebanese labour law.

The facilitation of formal work permits to Syrian refugees in sectors where they mainly complement Lebanese workers, and where they contribute particular skills, could benefit both Syrian and Lebanese workers with respect/through to fairer competition and more regulated working conditions. It will also complement the growth efforts of enterprises, thereby expanding employment opportunities.

This, in return, could also contribute to overall national productivity and strengthen the Lebanese economy. The majority of Syrian workers is unable to obtain work permits due to their unclear legal status in the country. Therefore, the current work permit system will not be effective unless its procedures and associated costs are reviewed.

There is still considerable confusion between the procedures of temporary residence through sponsorship and work permit procedures, which are very similar. Moreover, the annual cost of obtaining work permits exceeds the financial capacity of most workers. Therefore, the following policy changes are proposed:

- Facilitate access to legal residence and the renewal of such residence, and simplify the procedures to obtain it, for all Syrians.
- Consider the exemption of Syrian workers from the legal residence fees for those who receive a work permit.
- De-link the processes and issuance of work permits from the prerequisite of having a work contract, as the majority of Syrians are either self-employed/own-account workers or otherwise informally employed as seasonal and irregular workers. In addition, decent work conditions should not be subject to workers having work permits.
- Amend existing procedures to allow seasonal and daily workers to obtain work permits without the presence of a would-be employer.
- Reconsider the list of professions that are closed to refugees, based on accurate sectoral studies.
- Develop incentives for employers to hire a certain percentage of Syrians in their companies, institutions or small and medium-sized enterprises. Such regulations/rules should be developed by the Ministry of Labour in consultation with the business community and civil society partners.

Address and formalise the informal economy and reduce informal employment through strong partnerships and social dialogue

This study shows that the people hardest hit by the COVID-19 crisis are those employed in the informal sector, which contains a large share of the low-skilled and low-wage jobs. Given their unclear legal status, it is no surprise that practically all Syrian refugees are informally employed.

The unregulated and strongly competitive nature of the informal economy often implies indecent working conditions, including for Syrian refugees. In addition, the large and seemingly expanding informal employment, including in the formal/registered enterprises, is characterised by low productivity and few direct contributions to the national economy.

In light of the increasing challenges in the Lebanese labour market, especially with the influx of Syrian refugees, the financial crisis and the COVID-19 crisis, the Ministry of Labour is facing a tremendous challenge in maintaining and promoting compliance with the labour law. Despite efforts by the Ministry and social partners in this area – including labour inspection, efforts to reduce decent work deficits including low coverage of social security, minimum wage, contracts, child labour⁴ and other regulatory actions – the greatest challenge remains the absence of a national policy that promotes the transition from an informal to formal economy in a comprehensive manner.

This includes considerations for investing in women's equal economic participation in Lebanon. In 2018, the Government of Lebanon committed to increase women's labour force participation by 5 per cent over four years within its National Action Plan on Women's Economic Empowerment.

To achieve these, we recommend:

- Establishing an expanded tripartite national committee – comprising government, workers' and employers' representatives, in addition to civil society and specialised international development actors – to develop a national framework for formalising the economy to ensure decent work for all.

Build strong partnerships for an efficient and effective response

The United Nations framework for the immediate socioeconomic responses to the COVID-19 crisis sets out an integrated support package aimed at protecting the needs and rights of people affected by the pandemic. It focuses in particular on the most vulnerable countries and on people who are at risk of being left behind. It emphasises the need to concentrate, among others, on workers in the informal economy, while stressing the risk of a growing informality because of the COVID-19 crisis. The framework provides an enabling environment for United Nations' agencies to forge partnerships to tackle the specific challenges related to the informal economy.

Based on this framework, we recommend:

- Establishing mechanisms that ensure the efforts of the international community and its support to the Lebanese labour market and economy are well coordinated and aligned with national strategies and policies.

⁴ The study did not cover child labour; however, this topic should be part of the next rounds in addition to the social cohesion dimension.

Acronyms

ACTED	Agency for Technical Cooperation and Development
AFDC	Association for Forests, Development and Conservation
AUB	American University of Beirut
CCIAZ	Chamber of Commerce, Industry and Agriculture of Zahle and Bekaa
COVID-19	Coronavirus disease
DRC	Danish Refugee Council
EIIP	Employment Intensive Investment Program
ESDU	Environment and Sustainable Development Unit
Fafo	Fafo Institute for Labour and Social Research
ILO	International Labour Organization
IRC	International Rescue Committee
LBP	Lebanese Pound
LRI	Lebanon Reforestation Initiative
RMF	René Mouawad Foundation
UNHCR	United Nations High Commissioner for Refugees
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
USD	United States Dollar

Contents

Preface.....	2
Executive Summary.....	4
Acronyms	14
List of Tables	16
List of Figures	17
1. Introduction	18
2. COVID-19 related policy measures.....	20
3. Survey methodology	22
3.1 Survey design	22
3.2 Survey instruments.....	24
3.3 Data collection.....	25
3.4 Sample of individuals.....	25
3.5 Sample of enterprises.....	27
4. Baseline characteristics and impact on vulnerable workers	29
4.1 Employment and working conditions prior to the lockdown.....	29
4.2 Impact on employment status.....	36
4.3 Impact on wages and household income	41
4.4 COVID-19 response measures introduced at workplaces.....	43
4.5 Households' coping abilities	45
4.6 Performance of additional household duties	47
4.7 Preferences and perspectives on response measures	48
5. Baseline characteristics and impact on small-scale enterprises	51
5.1 Structural characteristics of the sample enterprises	51
5.2 Conditions of employment prior to the lockdown.....	53
5.3 Economic conditions prior to the lockdown	55
5.4 Operational implications of the pandemic.....	58
5.5 Implications for employees.....	60
5.6 Enterprises' ability to cope with the situation	63
5.7 Response measures to mitigate impacts of the COVID-19 pandemic.....	66
5.8 Considered and requested response measures.....	67
6. Concluding remarks.....	71
Annex A Questionnaire for Individuals	73
Annex B: Questionnaire for enterprises	82

List of Tables

Table 1 Sampling frame and sample allocation	25
Table 2 Status of telephone calls and response rates	26
Table 3 Distribution of respondents, by governorates, gender and nationality (per cent)	27
Table 4 Distribution of enterprises, by governorates, size of enterprise and industry (per cent)	28
Table 5 Employment status prior to the lockdown, by nationality, gender and age (per cent)	30
Table 6 Employment status prior to lockdown, by industry, gender and nationality (per cent)	31
Table 7 Type of employer, by gender and nationality (per cent)	32
Table 8 Workers' type of contract prior to the lockdown, by gender, nationality and industry (per cent)	33
Table 9 Workers' work agreements by duration/regularity prior to the lockdown, by gender, nationality and industry (per cent)	34
Table 10 Workers' social security coverage prior to the lockdown, by provider, gender and nationality (per cent)	35
Table 11 Workers' health insurance coverage prior to the lockdown, by nationality and gender (per cent)	36
Table 12 Syrians with work permits prior to the lockdown, by employment status and gender (per cent)	36
Table 13 Current work status, by nationality, gender, age, household provider, employment contract and industry (per cent) (1-15 April 2020)	38
Table 14 Workers' response to the statement "I may lose my job as a consequence of the COVID-19 pandemic", by nationality, gender, age, household provider, type of contract and duration of work agreement (per cent)	40
Table 15 Wage outcomes in March 2020 compared to average monthly outcomes during the previous 12 months, by gender, age, nationality, household provider and type of contract (Lebanese Pounds)	42
Table 16 Responses to the statement "My household's income has decreased due to the COVID-19 pandemic", by nationality, gender, age and type of contract (per cent)	43
Table 17 Types of response measures introduced at workplaces to limit transmission of COVID-19, by gender, age, nationality, household provider, type of contract and industry (per cent)	44
Table 18 Household's with savings, by time they will last, household provider and nationality (per cent)	46
Table 19 Responses to the statement "my household duties have increased during the COVID-19 pandemic", by nationality and gender (per cent)	47
Table 20 Type of most increased household duties during the COVID-19 pandemic, by gender and nationality (per cent)	48
Table 21 Share of employees in the surveyed enterprises by gender and nationality (per cent)	54
Table 22 Main types of economic implications of the COVID-19 pandemic, by size of enterprises (a) and industry (b) (per cent)	59
Table 23 Workers reported to have been temporarily or permanently laid off by the surveyed enterprises because of the COVID-19 pandemic, by gender, size and registration (number of individuals)	60
Table 24 Workers reported to have been temporarily or permanently laid-off by the surveyed enterprises because of the COVID-19 pandemic, by gender, size and registration (per cent)	62
Table 25 Share of enterprises that cover social security and health insurances for their employees, and which have stopped paying for the coverage as a result of the COVID-19 pandemic, by size and registration (per cent)	62
Table 26 Most serious challenge for the enterprises to cope with the COVID-19 situation in the coming months, by enterprise size (per cent)	65
Table 27 Enterprises awareness and use of available support measures offered by the government or other sources (per cent)	68
Table 28 Type of support preferred by enterprises to cope with the situation at this stage, by size of enterprises (per cent)	70

List of Figures

Figure 1 Distribution of sample of respondents by age, gender and nationality.....	26
Figure 2 Work agreements by duration/regularity.....	35
Figure 3 Reason for workers' reduction in wage outcomes in March 2020, all respondents (per cent)	42
Figure 4 Household's savings status by nationality (per cent).....	45
Figure 5 Households that receive cash assistance, by nationality (per cent)	46
Figure 6 Households that receive in-kind assistances, by nationality (per cent)	47
Figure 7 Satisfaction with the government's COVID-19 response measures, by nationality (per cent)	48
Figure 8: Proposed measures to mitigate impacts from the COVID-19 pandemic (per cent)	49
Figure 9 Proposed measures to mitigate impacts from the COVID-19 pandemic, by nationality (per cent).....	49
Figure 10 Main worry for the future, all respondents by nationality (per cent).....	50
Figure 11 Surveyed enterprises by industry (per cent).....	51
Figure 12 Registration status of enterprises by size and age (per cent)	52
Figure 13 Registration status of enterprises by industry (per cent)	52
Figure 14 Ownership of the surveyed enterprises by gender, size and age (per cent).....	53
Figure 15 Share of employees by type of contract and enterprise registration (per cent)	54
Figure 16 Share of employees by size of enterprises, skills background and type of contracts (per cent)	55
Figure 17 Share of enterprises offering social benefits to their employees (per cent)	55
Figure 18 Economic operational status of the enterprises prior to the COVID-19 pandemic (per cent).....	56
Figure 19 Wage costs as percentage of total cost for enterprises of various sizes (per cent).....	57
Figure 20 Type of financial commitments of the surveyed enterprises prior to the COVID-19 pandemic, by size (per cent)	57
Figure 21 Share of payment maintained to employees who are prevented from working due to the lockdown, by size of enterprises (per cent)	61
Figure 22 Number of months that enterprises claim they are able to maintain wage payments and operations if the situation remains as now, by size of enterprise (number of enterprises)	63
Figure 23 Share of enterprise representatives who are confident that their enterprises are economically robust enough to come through the crisis and resume profitable business when the crisis is over, by enterprise size (per cent)	64
Figure 24 Measures taken by the enterprises to reduce the spread of the coronavirus at work places (per cent)* ..	66
Figure 25 Share of enterprises by size that have stopped hiring new employees because of the COVID-19 situation (per cent).....	67
Figure 26 Measures considered or taken by the sampled enterprises to ensure business continuity (percentage of enterprises considering each option)*	69

1. Introduction

The COVID-19 pandemic has claimed the lives of more than 338,000 people worldwide and caused devastating social and economic disruptions, as governments around the world take measures to try to contain the spread of the virus. The ILO Monitor 3rd edition, “COVID-19 and the world of work”, stated that as of 22 April 2020, 81 per cent of employers and 66 per cent of own-account workers live and work in countries affected by recommended or required workplace closures, with severe impacts on incomes and jobs. Among the most vulnerable in the labour market, almost 1.6 billion informal economy workers are significantly impacted by lockdown measures and/or working in the hardest-hit sectors.

For Lebanon, the COVID-19 crisis comes only a few months after mass protests demanding political change and economic reform saw schools, businesses and banks close. The demonstrations led to the resignation of Lebanon’s prime minister and the formation of a new government to try to address the country’s long-standing economic and political challenges. While facing these challenges, Lebanon hosts the highest share of refugees per capita in the world. Its 1.5 million Syrian refugees are equivalent to a quarter of the Lebanese population and an additional 430,000 Palestinian refugees and more than 250,000 migrant workers residing in the country.

The large influx of refugees from Syria has exerted pressure on the labour market, influencing competition for lower-skilled jobs in the informal economy. An economic crisis compounded by months of political instability has already led to high levels of inflation, job losses, and increasing vulnerabilities, social tension and protection risks for the most vulnerable sections of the population. The COVID-19 outbreak and the preventive measures undertaken to slow the pandemic have further affected the economy and exacerbated pre-existing economic and social vulnerabilities, drastically increasing basic survival needs for the most vulnerable, including single mothers, children, the elderly, and people with disabilities.

This report presents the results from a rapid assessment of the impacts of the COVID-19 pandemic on workers and enterprises in Lebanon. The objective of the assessment is to shed light on some of the pressing issues and concerns that workers, particularly the most vulnerable, are facing today—in terms of employment, source of income, current economic conditions, and prospects for the immediate future. Additionally, the assessment addresses the effects of the pandemic on small-scale businesses, their coping and adaptation strategies and their business prospects, including the implications for workers.

In the context of multiple crises in Lebanon, which include financial, economic and political challenges, and currently the COVID-19 pandemic, the rapid aims to inform policies and interventions so they adequately meet the needs of vulnerable workers and small-scale enterprises.

The assessment is based on data collected through a telephone sample survey of individual people and small-scale enterprises randomly selected from existing databases maintained by humanitarian and development organisations. The assessment focuses on the impact of the pandemic on vulnerable groups and small-scale enterprises in the Lebanese labour market. The focus on “vulnerable workers” and “small-scale enterprises” relates to the fact that the respondents, both individuals and enterprises, were sampled from the ILO and the participating organisations’ programme and project databases. This also implies that the assessment and its findings are **not nationally representative for the Lebanese labour market as a whole**. Nonetheless, studying populations supported by humanitarian and development organizations provides valuable insights and knowledge relevant to interventions and policies in times of crises, and sheds light on

groups of individuals and enterprises that are often overlooked in labour market policies and response measures.

The report is organized as follows. The next Chapter provides the policy measures taken by the government of Lebanon to mitigate the effects of the COVID-19 pandemic. Chapter 3 describes the survey methodology including data collection procedures. Chapter 4 presents the findings using a survey of 1,987 individuals. Chapter 5 presents the findings based on a survey of 363 small-scale enterprises. The final chapter provides concluding remarks.

2. COVID-19 related policy measures in Lebanon

A lockdown has been in place in Lebanon since 18 March, drastically reducing activities in the private and public sectors, with the exception of essential businesses and workers. The airport has been shut, as well as the country's land borders and seaports. The government has been mobilising efforts to support the most vulnerable families, workers and businesses grappling to survive the crisis.

A COVID-19 operational plan was put in place in early March, outlining measures to respond to the crisis, including the establishment of an inter-ministerial Emergency Corona Response committee, headed by the Prime Minister. Upon the request of the Prime Minister, a National Emergency Task Force has also been established to follow-up on preventive measures and country preparedness activities.

The Cabinet approved a contribution of 400,000 Lebanese Pounds to the most vulnerable families, to be distributed by the Lebanese army. In addition, the Ministry of Social Affairs, in collaboration with other ministries, agreed to devise a plan to distribute a solidarity basket of food and sanitizers to vulnerable families, agreeing to prioritise female-headed households given their gender vulnerability.

Stimulating the economy, supporting workers and enterprises

The Lebanese Central Bank (BDL) issued a Circular No. 547, making it easier for struggling entrepreneurs and businesses to access loans⁵. It enables Lebanese banks to approve loans to companies that are unable to pay the salaries of their employees and recently accumulated debts.

The Ministry of Finance has announced the extension of all deadlines related to the payment of taxes and fees, including the postponement of tax payments for all productive sectors. In March, the government allocated a USD 39 million World Bank loan that was awarded before the COVID-19 pandemic to prepare and equip public hospitals to confront the outbreak⁶.

The Association of Lebanese Industrialists (ALI) has been in discussion with the Minister of Labour about measures that would support business continuity. This includes: rescheduling debt of industrialists by extending payment periods; reducing interest rates; establishing a mechanism for an industrial dollar set at \$1=LBP2,000 for stability of exchange rates; and establishing a credit line facility to support industrialists to import raw materials.

Based on discussions with the Minister of Industry, ALI's recommendations for business continuity in the industrial sector were approved by the Government on 30 March 2020. This allowed the manufacturing sector to operate 24-hour working hours, with the condition that they abide to COVID-19 health and safety guidance and national curfew hours.

The Ministry of Labour issued a Circular on Occupational Safety and Health compliance at the workplace in accordance with the standards recommended by the World Health Organisation and the Ministry of Public Health. The Circular outlines measures to be taken in relation to social and safe distancing, cleanliness, sterilisation and personal protective equipment (PPE). In addition,

⁵ http://www.ansamed.info/ansamed/en/news/sections/economics/2020/03/23/coronavirus-bank-of-lebanon-approves-special-loans_b49da77d-4131-468d-b5d3-5268aad320bd.html

⁶ <https://www.hrw.org/news/2020/03/24/lebanon-covid-19-worsens-medical-supply-crisis>

the Ministry has put in place a hotline to provide remote services and issued a Circular for the payment of wages of health workers during their quarantine periods.

The National Commission for Lebanese Women (NCLW) and the General Directorate of the Internal Security Forces are promoting access to the national hotline (1745) for complaints related to domestic violence, following an increase in reported cases of physical, mental and sexual abuse, particularly against women and girls. NCLW is also issuing regular reports monitoring the impacts of COVID-19 in Lebanon on women and girls, in partnership with WHO, UN Women, and UNFPA, which includes updates on policy measures and new recommendations.

The United Nations Country Team (UNCT), which provides coordination between UN agencies in Lebanon, is playing a major role in ensuring that no one is stigmatised in relation to COVID-19. The ILO provided inputs to the UNCT's document on the particular vulnerability of migrant workers during the COVID-19 health emergency. The focus was on migrant domestic workers and practical actions for (UN) employers, in line with the principles of integrity, gender equality and respect for diversity.

Under the leadership of the Prime Minister's office and the Ministry of the Displaced, a technical committee was formed to follow-up on issues related to rural development and strengthening the social safety nets, and implementing the recommendations, directives and decisions of the ministerial committee formed for this purpose.

The goal of the "Rural Development and Social Safety Nets" committee is the design and implementation of a strategy/plan for rural economic development and strengthening of social safety nets at the national and local levels. It will focus on the need to develop local development plans for various rural areas, especially those that have experienced conflicts. It encourages investments in them and works to build partnerships between the public and private sectors and municipalities in order to implement social and economic development projects. It also works to create and strengthen social safety networks to protect marginalised groups, fight poverty in poor areas, and propose plans to improve their conditions, as well as to provide necessary services to them, such as education, health, and social services.

In collaboration with other ministries and civil society, the Ministry of Social Affairs (MOSA) has put in place an emergency work plan to support Lebanese families to overcome the current crisis by relying on transparent and clear criteria.

The plan includes three pillars:

Pillar one: Offer support through MOSA's social development centres to provide health and social services.

Pillar two: Focus on a series of financial measures, which includes rescheduling some loans and bonds, postponing the issuance of financial provisions, and postponing the settlement of taxes due from companies within the productive sectors.

Pillar three: As a first step, focus on emergency and direct relief to Lebanese families most in need based on available databases at the relevant ministries and syndicates. Other beneficiaries can be included from the municipalities' databases according to electronic and transparent criteria.

3. Survey methodology

3.1 Survey design

The rapid assessment is based on data obtained from sample surveys utilising the existing databases of two study units: individuals and enterprises. To capture the impacts of COVID-19 in a dynamic manner, the surveys are designed as a panel structure where samples of individuals and enterprises are interviewed repeatedly over time on a regular basis. This report is based on the first round of the sample surveys carried out during April 2020.

Conceptually, the survey design is anchored with consolidated databases of individuals and enterprises that have taken part in programmes or projects implemented by the following humanitarian and development institutions:

- International Labour Organization (ILO)
- Mercy Corps
- Danish Refugee Council (DRC)
- International Rescue Committee (IRC)
- Save the Children International
- Association for Forests, Development and Conservation (AFDC)
- Lebanon Reforestation Initiative (LRI)
- Chamber of Commerce, Industry and Agriculture of Zahle and Bekaa (CCIAZ)
- American University of Beirut – Faculty of Agriculture - Environment and Sustainable Development Unit (AUB/ESDU)
- René Mouawad Foundation (RMF)
- Agency for Technical Cooperation and Development (ACTED)

The UNDP facilitated access to the databases from the last six institutions.

The consolidated databases contained a total of 14,265 individuals and 417 enterprises. Due to the fact that the individuals and enterprises registered in these databases have received some type of support from humanitarian and development organisations, they are **not representative for the Lebanese labour market as a whole**. Rather, they represent actors that are on the margins of the labour market, in the sense that they have received some type of support to establish or consolidate themselves in the labour or business market. Small-scale enterprises comprise home-based businesses, micro-enterprises, and small enterprises, in addition to a limited sample of medium-sized enterprises. A brief description of the databases used to select individuals is provided in Box 1.

Box 1 Program and project databases used to construct the sample for the study
<p>International Labour Organization (ILO) ILO Lebanon utilised the database from its employment intensive investment programme (EIIP) currently being implemented in Lebanon. A total of 1,505 eligible persons were identified as meeting the criteria outlined in the methodology description. 360 individuals were selected for the purpose of this rapid assessment.</p>
<p>United Nation Development Programme (UNDP) UNDP Lebanon leveraged multiple databases, namely through its:</p> <ul style="list-style-type: none"> • livelihoods activities under the Lebanon Host Communities Support Program (LHSP) that aims at enhancing social stability and promoting development as part of a national strategy to respond to the crisis; • Youth Employability project implemented in partnership with the Chamber of Commerce, Industry and Agriculture in Zahle targeting Lebanese and Syrian youth (male and female) benefiting from vocational trainings and 2-month internships in local SMEs; • Labour-intensive Forest Management project implemented by the Lebanese Reforestation Initiative (LRI) and Association for Forest Development and Conservation (AFDC) creating short-term employment for Lebanese and Syrian workers (male and female) through the implementation of labour-intensive forest and land management activities; • Women’s economic participation project implemented by the Renee Moawad foundation, Acted and ESDU, creating economic opportunities for Lebanese and Syrian women.
<p>Mercy corps Mercy Corps also leveraged multiple databases, namely through its:</p> <ul style="list-style-type: none"> • Holistic Humanitarian Assistance to Syrian Refugees and Host Communities in Lebanon or HHAP programme (2019-2020), implementing an integrated WaSH programme, providing HP and water trucking to ISs, and integrating protection (SGBV) and livelihoods (LIPs) interventions – implemented in: South Lebanon, Nabatieh, Bekaa and Baalbek/Hermel Governorates; • Market-Based Opportunities and Skills Training for Women and Youth (MOST) or zamaly programme (2017-2021). The programme addresses constraints to employment due to mismatched or missing labour skills, poor business management capacity and the lack of support systems assisting youth, women and girls to successfully prepare for and transition into the workforce, as well as supports micro-small and medium-sized enterprises (MSMEs) to develop their businesses. It’s implemented in Mt. Lebanon, and the South and North governorates.
<p>International Rescue Committee (IRC) The total number of individuals in the IRC’s database was 4,015 clients (including those that are no longer eligible for IRC programming). The larger database that the IRC uses contains people registered for services from 2014 to date. However, for the purpose of this exercise, the database used was filtered by registration date, prioritising those registered for services from 01 January 2020 to 06 April 2020. It was further filtered to remove non-Syrians and non-Lebanese and to filter out those not eligible for IRC services. The total sample size selected for the survey was equal to 420, based on the percentage required (Syrian males 30 per cent, Syrian females 40 per cent, Lebanese males 20 per cent, Lebanese females 10 per cent). Once this proportion was adopted, clients were then randomly selected. Lastly, after applying the random formula, individuals living in camps were removed and replaced with people from non-camp settings.</p>

Danish Refugee Council (DRC)

DRC Lebanon has developed an internal online/offline beneficiary centric integrated information management system called "Alpha". It is designed to manage DRC Lebanon's programme data for Protection, Economic Recovery, Monitoring, Evaluation, Accountability and Learning (MEAL), and other data related to project tracking. Moreover, DRC Lebanon has systematised referrals internally and externally through its Referral Information Management System, "RIMS", used by more than 50 international and local organisations. DRC Lebanon has configured servers for ODK linked to Alpha and RIMS. All data is hosted on the cloud in Frankfurt and fully managed by the DRC Lebanon information management (IM) team using latest technologies and secure software/hardware. DRC Lebanon abides by the General Data Protection Regulation (GDPR) rules. With a user-friendly interface, high-speed system and many innovative features on the front and back-ends, DRC Lebanon's IM systems are flexible and dynamic in a way that any project tool can be easily deployed in a timely manner. The IM systems can be easily linked to any other platform to extract data, and it's possible to extract data in a customised format based on needs. The overall objective of the DRC Lebanon IM Systems is to enable teams and stakeholders to use their time, resources and expertise effectively, allowing them to make evidence-based decisions, and to fulfil their roles and needs. For the individual survey, a total of 501 people were listed in the economic recovery programme that received support during the past six months prior to the survey. Out of these, 360 people were selected as part of the individual sample. For the enterprise survey, a total of 113 employers were profiled in 2019. All of these employers were selected.

Save the Children

The shelter database from 2019 was utilised for the purpose of this rapid assessment. The major activities that linked to the Shelter Households Vulnerability Assessment under Severely Vulnerable or Highly Vulnerable criteria were Rehabilitation, Minor Repair and Cash for Rent with a total of 1,417 households. For the purpose of the individual survey, 500 individuals were selected out of the available list of 1,417 individuals.

3.2 Survey instruments

A structured questionnaire was developed to capture relevant information for the assessment, both for the individual and enterprise samples. The type and complexity of the question items affect the quality of survey data and the likelihood that respondents will participate again in subsequent rounds. As a result, the survey questionnaire was kept short and concise, avoiding very detailed questions or questions with long lists of answer choices. A modular questionnaire design was developed meaning it was divided into smaller segments and addressed different categories of respondents (e.g. different nationalities, sizes of enterprises). The questionnaire was translated and administered in Arabic.

For individuals and question items aimed at measuring employment, unemployment, and labour force participation, we adhered to the ILO's standard definitions of labour market concepts. The reference period of 1-15 March 2020 was used for assessing employment status before the lock-down. The period of 1-5 April was used as a reference period for assessing 'current' employment status.

Similarly, for enterprises, the international standard industrial classification (ISIC) was used to categorise an enterprise into the industrial sector it belongs to for reporting purposes (See Annex for questionnaires).

3.3 Data collection

The survey was conducted using computer-assisted telephone interviewing (CATI), which consists of interviewer-administered phone interviews. The data capture programme was developed using KoBoToolbox and administered using smart mobile phones. The survey tools were tested and validated using a pilot sample of 240 respondents. The test allowed for the anticipation of a potential non-response rate, including telephone numbers no longer in use, etc.

The participating organisations jointly recruited a total of 50 interviewers, three supervisors and two controllers, to implement the data collection activities. Fafo provided a day-long virtual training workshop to the three supervisors (trainer of trainees) who in turn conducted the training of 50 interviewers. The interviewers conducted the data collection, which lasted one week. The data were stored in a dedicated and secure server that has become standard in humanitarian practices: “<https://www.humanitarianresponse.info>”.

3.4 Sample of individuals

Given the diverse set of available databases from the participating organisations, we utilised those databases that provided information on the following key indicators:

- Nationality: Syrians, Lebanese
- Gender: males and females
- Contact information: Name and telephone numbers

From the databases that provided complete information on these indicators, we constructed a list of 14,265 individuals constituting the sampling frame used for the selection of the study population (Table 1). Based on the available number of personnel and the time required to conduct the data collection, we allocated a total sample size of 2,803 individuals. This sample is randomly selected based on an equal sample allocation across gender and nationality.

Table 1 Sampling frame and sample allocation

Nationality	Gender	Number of Individuals	Sample allocation	Selection probability
Syrians	Male	3,893	944	0,173
	Female	2,915	935	0,261
	Subtotal	6,808	1,879	0,211
Lebanese	Male	5,415	482	0,082
	Female	2,042	442	0,206
	Subtotal	7,457	924	0,116
Grand Total		14,265	2,803	0,196

The first round started off with a sample of 2,803 telephone numbers selected from existing databases that are maintained by the ILO and participating agencies in Lebanon.⁷ The survey had a response rate of 71 per cent with 1,987 completed individual responses (Table 2).

⁷ ILO; AFDC/UNDP; LRI/UNDP; CCI/UNDP; DRC; IRC; Save The Children; Mercy Corps; ACTED/UNDP; ESDU; and RMF

Table 2 Status of telephone calls and response rates

Status of call	Frequency	Per cent
Completed	1,987	71
Connected but person refused	58	2
Telephone unreachable	19	1
Number is disconnected	56	2
Wrong number (person no longer found on this number)	143	5
Telephone switched off	32	1
Number not in use	44	2
Other	464	17
Total	2,803	100

The sample of completed responses is distributed across all governorates where most of the respondents are from Beqaa governorate followed by the North (Table 3). The majority of the respondents were Syrians (70 per cent) while the remaining 30 per cent were reported to be Lebanese. Their distribution by age, gender and nationality is shown in Figure 1.

Figure 1 Distribution of sample of respondents by age, gender and nationality

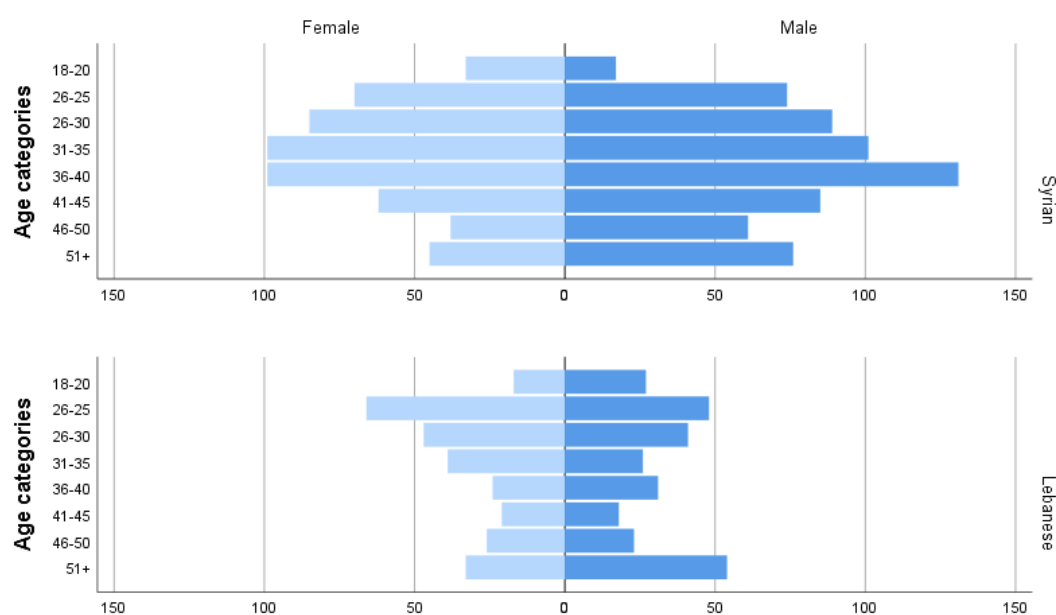


Table 3 Distribution of respondents, by governorates, gender and nationality (per cent)

	Akkar	Baalbek-Hermel	Beirut	Beqaa	Mount Lebanon	Nabatieh	North	South	Total	
									Total	Sample size
Total	16	3	4	36	11	2	22	6	100	1,987
Lebanese	12	5	2	17	20	6	30	8	100	589
Gender										
Male	15	5	2	20	22	5	26	6	100	279
Female	9	6	1	14	19	6	34	11	100	310
Syrians	18	3	5	45	7	1	18	5	100	1,382
Gender										
Male	17	2	4	47	8	1	15	6	100	696
Female	18	3	5	43	6	1	20	3	100	686

n=All individuals

3.5 Sample of enterprises

The enterprise survey was designed differently from that of the individual sample survey. While the size of the databases was expansive when it came to individuals, it was rather limited for enterprises. Consequently, the scope of coverage for enterprises was quite limited. Given the limited number of enterprises across all participating organisations, all available enterprise lists were utilised. A total of 417 enterprises were selected for the study with a response rate of 87 per cent. A total of 363 enterprise interviews were completed.

The majority in the sample of enterprises are micro enterprises with less than five workers (61 per cent) followed by small enterprises with 5-19 workers (26 per cent), home businesses (9 per cent), and medium-sized enterprises with 20-49 workers (4 per cent). This mainly reflects the type of enterprises that received support from the participating agencies. While this is not representative of all enterprises in Lebanon, it will however provide valuable insights particularly in understanding the impacts of COVID-19 on small-scale enterprises that are often the source of jobs for many people.

The distribution of enterprises by industry, enterprise size and geographical location is shown (Table 4) with the majority of them located in Beqaa governorate (40 per cent).

Table 4 Distribution of enterprises, by governorates, size of enterprise and industry (per cent)

	Akkar	Baalbek-Hermel	Beirut	Beqaa	Mount Lebanon	Nabatieh	North	South	Total	
									Total	Sample size
Total	19	2	4	40	16	4	17	5	100	363
Size of enterprise										
Home-based Business	22	3	6	19	31	-	16	6	100	32
Micro 1-4	23	2	3	33	15	6	18	3	100	218
Small 5-19	11	-	5	57	14	2	14	8	100	93
Medium 20-49	7	7	7	80	20	-	13	13	100	15
Industry										
Agriculture, forestry, fishing	4	-	4	47	13	15	9	17	100	47
Manufacturing	18	-	5	45	15	5	20	10	100	40
Wholesale and retail trade; repair of motor vehicles and motorcycles	10	-	-	77	13	-	-	-	100	31
Accommodation and food service activities	21	5	5	30	12	5	26	2	100	43
Human health and social work activities	42	5	5	42	-	5	11	11	100	19
Other service activities	16	2	4	18	25	-	35	-	100	51
Other industry	23	2	4	39	19	2	13	2	100	132

n=All enterprises

4. Baseline characteristics and impacts on vulnerable workers

4.1 Employment and working conditions prior to the lockdown

Prior to the national lockdown put into force on 18 March 2020, 70 per cent of all respondents in our sample were active in the labour market. Out of these, almost an equal amount were employed and unemployed (Table 5). The share of employed Lebanese was twice the share of employed Syrians. However, since 35 per cent of Syrians were out of the labour force compared to 19 per cent of the Lebanese, unemployment rates were not radically different between Lebanese (31 per cent) and Syrians (39 per cent).

Of all the respondents in our sample, about equal shares were employed (33 per cent), unemployed (37 per cent), and out of the labour force (30 per cent), respectively. However, there were significant differences between Lebanese and Syrians. Almost twice the number of Syrians were out of the labour force (35 per cent) compared to Lebanese (19 per cent), while twice the share of Lebanese were employed (51 per cent) compared to Syrians (26 per cent). When comparing employment and unemployment rates by gender, we also observe large differences between Lebanese and Syrians. Unemployment rates among Syrian men (52 per cent) were almost twice as high as for Lebanese men (28 per cent). Employment rates among Syrian women were very low (19 per cent) compared to their Lebanese counterparts (39 per cent), and only 44 per cent of Syrian women participate in the labour market compared to 73 per cent of the Lebanese women.

With respect to age, the most significant characteristic is the relatively high unemployment rates among young Lebanese in the age group of 18-24 years (41 per cent). This rate is significantly higher than the estimated national youth unemployment rate, which was about 25 per cent in 2018/19.⁸ An increase in youth unemployment from 2018/19 to early 2020 might be attributed to the economic crisis in Lebanon since 2019. However, the high unemployment rates among our respondents may also be explained by the sample of respondents used for this study, which consists of individuals who have received support by one of the organisations behind the study.

⁸ Lebanese Republic Central Administration of Statistics; International, Labour Organization; and European Union (2020); Labour Force and Household Living Conditions Survey 2018-2019 Lebanon, Beirut (Table 3.1., page 50)

Table 5 Employment status prior to the lockdown, by nationality, gender and age (per cent)

	Employed	Unemployed	Out of labour force	Total	
				Total	Sample size
Total	33	37	30	100	1,987
Lebanese	51	31	19	100	589
Gender					
Male	64	28	8	100	279
Female	39	34	28	100	310
Age categories					
18-24	40	41	19	100	145
25-34	54	34	11	100	180
35-44	51	30	19	100	107
45+	56	17	27	100	157
Syrians	26	39	35	100	1,382
Gender					
Male	33	52	15	100	696
Female	19	26	56	100	686
Age categories					
18-24	24	41	35	100	185
25-34	29	37	34	100	450
35-44	29	41	30	100	465
45+	17	37	46	100	282

n=All individuals

Table 6 shows that about one-third of the employed Syrians in Lebanon work in agriculture (35 per cent), while about 20 per cent work in construction, and about 25 per cent in service activities (12 per cent) or activities of households (13 per cent).

Most of the employed Lebanese work in wholesale and retail trades (15 per cent), while 12 and 11 per cent work in agriculture and construction, respectively. Almost half of employed Syrian women work in agriculture (45 per cent), compared to only 13 per cent of employed Lebanese women. Syrian women who do not work in agriculture mainly work in service sectors (other service activities and activities of households). Almost one-third of the Lebanese women work in the education and health sectors (29 per cent).

The majority of employed Syrian men work in agriculture (29 per cent) and construction (28 per cent), while a large portion also work in lower-skilled service sectors (24 per cent). A significant portion of employed Lebanese men also work in agriculture (11 per cent) and construction (14 per cent), although to a much lesser degree compared to their Syrian counterparts. The largest portion of Lebanese men work in wholesale and retail trade (15 per cent).

Table 6 Employment status prior to lockdown, by industry, gender and nationality (per cent)

	Agriculture, forestry and fishing	Manufacturing	Con-struc- tion	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transportation and storage	Accommodation and food service activities	Administrative and support service activities	Education	Human health and social work activities	Other service activities	Activities of households as employers; undifferentiated goods- and services- producing activities of households for own use	Other sectors	Total	
													Total	Sample size
Total	24	3	16	11	2	3	4	5	3	12	11	6	100	656
Lebanese	12	3	11	15	5	4	7	8	5	12	9	9	100	297
Gender														
Male	11	3	14	15	7	5	8	2	1	14	9	10	100	178
Female	13	3	7	17	2	3	4	17	12	8	8	7	100	119
Syrians	35	4	19	8	0	1	2	3	0	12	13	3	100	356
Gender														
Male	29	3	28	8	0	1	2	1	-	14	10	3	100	229
Female	45	5	3	7	-	2	2	7	1	8	17	5	100	127

n=All employed individuals prior to lockdown (1-15 March 2020)

The majority of workers in our sample were employed by private companies/businesses (39 per cent) followed by self-employment (own-account workers) (Table 7). A larger share of Syrian men was self-employed (41 per cent), compared to Lebanese men (30 per cent). The level of self-employment (own-account workers) indicates a relatively high degree of informal employment among the workers.

Table 7 Type of employer, by gender and nationality (per cent)

	Govern- ment	Private comp- any/ business	Foreign comp- any/ business	Non-govern- mental organisation	Family busi- ness	A private house- hold	Self- employ- ed (own- account worker)	Total	
								To- tal	Sam- ple size
Total	6	39	2	6	10	8	28	100	566
Lebanese	9	43	2	7	11	2	26	100	283
Gender									
Male	8	36	3	5	15	2	30	100	171
Female	10	54	1	12	4	2	19	100	112
Syrians	3	35	2	5	10	14	31	100	280
Gender									
Male	3	33	1	3	9	10	41	100	177
Female	3	38	4	7	12	22	15	100	103

n=All employed individuals prior to lockdown (1-15 March 2020)

The type of contract that workers have is also a key indicator of informal/formal employment. Twenty-eight per cent of the respondents in our sample who were employed prior to the lockdown had written contracts, while the remaining share have verbal agreements (57 per cent) or no contracts (15 per cent) (Table 8). However, only 16 per cent of Syrian workers had written contracts, compared to 36 per cent of the Lebanese workers. A slightly larger share of women than men had written contracts, indicating that women are more formally employed than men.

None of the Syrian workers in agriculture had written contracts, while 29 per cent of the Lebanese agricultural workers had written contracts. The share of workers who had written contracts in the construction sector may seem high. However, if we compare the sample of respondents in this sector with the sample in the construction sector in Table 9, we observe that it is much smaller. This indicates that only workers who have permanent contracts with construction companies are represented in Table 8, while workers who are self-employed, and other types of workers in the construction sector, are represented in Table 9. Hence, while the figure on written contracts in the construction sector (Table 4.3) may indicate a high degree of formality in this sector, this is not the case if we take into account self-employed workers in the sector as a whole.

Table 8 Workers' type of contract prior to the lockdown, by gender, nationality and industry (per cent)

	Written contract	Oral agreement	Neither	Total	
				Total	Sample size
Total	28	57	15	100	299
Lebanese	36	52	11	100	174
Gender					
Male	35	52	13	100	89
Female	38	53	9	100	85
Industry					
Agriculture, forestry and fishing	29	29	43	100	7
Manufacturing	-	80	20	100	5
Construction	63	38	-	100	16
Wholesale and retail trade; repair of motor vehicles and motorcycles	21	68	12	100	34
Transportation and storage	25	25	50	100	4
Accommodation and food service activities	14	86	-	100	7
Administrative and support service activities	24	76	-	100	17
Education	58	37	5	100	19
Human health and social work activities	54	38	8	100	13
Other service activities	24	57	19	100	21
Activities of households as employers / producing for own use	17	50	33	100	6
Other sectors	61	35	4	100	23
Syrians	16	63	21	100	124
Gender					
Male	15	69	15	100	71
Female	17	55	28	100	53
Industry					
Agriculture, forestry and fishing	-	66	34	100	32
Manufacturing	-	55	45	100	11
Construction	43	43	14	100	21
Wholesale and retail trade; repair of motor vehicles and motorcycles	8	92	-	100	13
Transportation and storage	-	-	-	-	-
Accommodation and food service activities	-	80	20	100	5
Administrative and support service activities	-	60	40	100	5
Education	22	56	22	100	9
Human health and social work activities	100	-	-	100	1
Other service activities	6	82	12	100	17
Activities of households as employers / producing for own use	-	-	-	-	-
Other sectors	56	44	-	100	9

n=All wage employed individuals prior to lockdown (1-15 March 2020)

The share of workers who are in permanent employment is about the same as the share of those with written contracts (Table 9). However, there is a large difference between Lebanese and Syrian workers in this respect. While more than 50 per cent of the Lebanese workers are permanently employed, only 15 per cent of the Syrian workers are permanently employed.

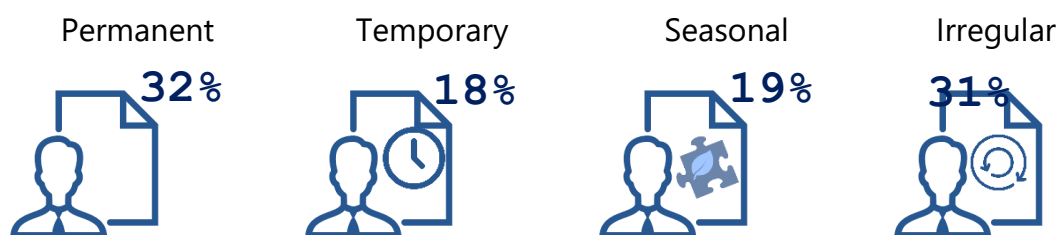
Most workers in the agricultural sector are seasonal (51 per cent) or irregular (32 per cent). Almost half of the workers in construction are also irregularly employed, indicating more informality in this sector than reflected by the figures on contracts in Table 9.

Table 9 Workers' work agreements by duration/regularity prior to the lockdown, by gender, nationality and industry (per cent)

	Permanent	Temporary	Seasonal	Irregular	Total	Total Sample size
Total	32	18	19	31	100	657
Nationality						
Lebanese	51	17	10	21	100	298
Syrians	15	18	27	40	100	356
Gender						
Male	32	17	15	36	100	408
Female	32	18	26	24	100	249
Industry						
Agriculture, forestry and fishing	11	7	51	32	100	160
Manufacturing	36	41	5	18	100	22
Construction	28	15	10	48	100	103
Wholesale and retail trade; repair of motor vehicles and motorcycles	58	12	10	21	100	73
Transportation and storage	31	31	13	25	100	16
Accommodation and food service activities	47	24	6	24	100	17
Administrative and support service activities	50	35	-	15	100	26
Education	37	31	20	11	100	35
Human health and social work activities	44	44	-	11	100	18
Other service activities	37	17	12	33	100	75
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own u	21	14	10	56	100	72
Other sectors	57	30	5	8	100	37

n=All wage employed individuals

Figure 2 Work agreements by duration/regularity



Only 11 per cent of all respondents in our sample had any form of social security coverage prior to the lockdown (Table 10). Almost no Syrians had any coverage (98 per cent), while 79 per cent of the Lebanese respondents were without any coverage. At the national level, Lebanese workers do have social security rights through the National Social Security Fund (NSSF), but only about 30 per cent of the national labour force are covered by this fund according to national level studies⁹.

Table 10 Workers' social security coverage prior to the lockdown, by provider, gender and nationality (per cent)

	Facilitated by my employer	Self-arranged	Arranged by other agencies	Don't have any coverage	Total	
					Total	Sample size
Total	7	2	1	89	100	641
Lebanese	14	4	3	79	100	290
Gender						
Male	12	3	2	84	100	173
Female	18	5	5	72	100	117
Syrians	2	-	-	98	100	348
Gender						
Male	2	-	-	98	100	221
Female	2	-	-	98	100	127

n=All employed individuals

Only one-fourth of the respondents had any form of health coverage prior to the COVID-19 pandemic and the lockdown (Table 11). This share was about the same among Syrians and Lebanese, and with a small difference between women and men. This reflects that health insurance is more linked to individual and household arrangements than to arrangements in the labour market.

⁹ https://www.ilo.org/beirut/projects/WCMS_710814/lang--en/index.htm

Table 11 Workers' health insurance coverage prior to the lockdown, by nationality and gender (per cent)

	Yes	No	Total	
			Total	Sample size
Total	25	75	100	652
Lebanese	25	75	100	298
Gender				
Male	23	77	100	179
Female	27	73	100	119
Syrians	26	74	100	351
Gender				
Male	29	71	100	225
Female	21	79	100	126

n=All employed individuals

Very few Syrian workers were in possession of a work permit (5 per cent) prior to the lockdown (Table 12). About 6 per cent of the workers claimed that their work permits had expired, while the remaining 88 per cent of workers had never had a work permit. Slightly more men (7 per cent) than women (4 per cent) were in possession of valid work permits, and 92 per cent of the women had never had a work permit compared to 84 per cent of the Syrian men. Again, this reflects that the vast majority of Syrian workers in Lebanon are informally employed.

Table 12 Syrians with work permits prior to the lockdown, by employment status and gender (per cent)

	Have a valid work permit	Had permit, but has expired	Never had a work permit	Total	
				Total	Sample size
Total	5	6	88	100	1,370
Employment status before lockdown					
Employed	6	7	87	100	352
Unemployed	5	7	88	100	532
Out of labour force	5	5	90	100	486
Gender					
Male	7	9	84	100	688
Female	4	4	92	100	682

n=All Syrian respondents

4.2 Impact on employment status

At present, 50 per cent of the respondents are permanently laid-off from their jobs, while 34 per cent are temporarily laid-off (Table 13). The remaining share are on paid leave (2 per cent), work from home (4 per cent) or work as normal at their workplaces (9 per cent).

Sixty per cent of the Syrians who were employed prior to the lockdown have been permanently laid-off from their jobs, compared to 39 per cent of the Lebanese workers. The largest share of Lebanese workers has been permanently laid-off from their jobs in the construction sector (50 per cent), while most Syrians have been permanently laid-off from their jobs in agriculture (66) and construction (72 per cent). This pattern is mainly explained by the fact that almost 90 per cent of all workers in the construction sector were temporarily or irregularly employed prior to

the lockdown, while more than 80 per cent of the workers in agriculture were irregularly or seasonally employed (Table 9).

While only 24 per cent of the Lebanese workers who had written contracts prior to the lockdown have been permanently laid-off, 50 and 33 per cent of those who have no contracts or just verbal work agreements, respectively, have been permanently laid-off from their jobs. This again reflects that vulnerability in the labour market is linked to informality. For Syrian workers, the type of contracts seems to matter less compared to the Lebanese workers, i.e. their labour rights are not significantly better protected by having written contracts.

Table 13 Current work status, by nationality, gender, age, household provider, employment contract and industry (per cent) (1-15 April 2020)

	Paid leave	Temporary lay-off and expect to return to work	Working from home	Working as usual	Permanently laid-off	Total	
						Total	Sample size
Total	2	34	4	9	50	100	659
Lebanese	3	38	8	11	39	100	299
Gender							
Male	3	41	4	11	40	100	179
Female	3	33	13	12	38	100	120
Age categories							
18-24	3	45	2	10	40	100	58
25-34	4	39	8	12	37	100	98
35-44	2	45	9	13	31	100	55
45+	3	28	11	10	47	100	88
Economic responsibility in the household							
Main provider	3	40	7	11	39	100	185
Not main provider	4	35	10	12	39	100	114
Type of employment contract							
A written contract	8	35	14	19	24	100	63
An oral agreement	5	52	3	7	33	100	91
Neither	-	40	10	-	50	100	20
Industry							
Agriculture, forestry and fishing	-	17	19	22	42	100	36
Manufacturing	-	50	-	-	50	100	8
Construction	9	33	3	3	52	100	33
Wholesale and retail trade; repair of motor vehicles and motorcycles	-	43	4	11	41	100	46
Transportation and storage	7	40	-	13	40	100	15
Accommodation and food service activities	-	50	-	-	50	100	12
Administrative and support service activities	5	20	15	30	30	100	20
Education	-	63	21	-	17	100	24
Human health and social work activities	6	50	-	25	19	100	16
Other service activities	-	51	6	3	40	100	35
Activities of households as employers/producing for own use	-	35	-	8	58	100	26
Other sectors	15	27	15	19	23	100	26

Continues to next page...

...continued from Table 13.

Syrians	1	31	1	8	60	100	357
Gender							
Male	1	30	0	7	61	100	230
Female	-	32	3	8	57	100	127
Age categories							
18-24	2	20	2	9	67	100	45
25-34	2	36	2	6	55	100	130
35-44	-	32	1	5	61	100	135
45+	-	21	-	17	62	100	47
Economic responsibility in the household							
Main provider	1	30	1	9	59	100	306
Not main provider	-	31	4	-	65	100	51
Type of employment contract							
A written contract	10	55	-	-	35	100	20
An oral agreement	1	41	1	12	45	100	78
Neither	-	46	-	19	35	100	26
Industry							
Agriculture, forestry and fishing	1	24	-	9	66	100	124
Manufacturing	-	50	-	-	50	100	14
Construction	-	26	-	1	72	100	69
Wholesale and retail trade; repair of motor vehicles and motorcycles	-	48	4	7	41	100	27
Transportation and storage	-	-	-	-	100	100	1
Accommodation and food service activities	-	40	-	20	40	100	5
Administrative and support service activities	-	50	-	33	17	100	6
Education	-	55	-	-	45	100	11
Human health and social work activities	-	100	-	-	-	100	1
Other service activities	-	29	5	15	51	100	41
Activities of households as employers/ producing for own use	-	22	2	7	69	100	45
Other sectors	8	58	8	8	17	100	12

n=All individuals employed before the lockdown.

More than 60 per cent of all employed respondents expressed that they were concerned about losing their jobs in the coming months due to the COVID-19 pandemic. More Syrians (72 per cent) than Lebanese (52 per cent) had such concerns, as well as more Lebanese men (56 per cent) than Lebanese women (46 per cent). This difference may be explained by the fact that a relatively large portion of Lebanese women work in the health and education sectors, which are relatively better protected compared to most other sectors. Syrian men and women were equally concerned about losing their jobs.

While the type of contracts that workers have matters to a large degree to the Lebanese when it comes to concerns for losing their jobs, this does not seem to matter to Syrian workers. While only 21 per cent of Lebanese workers with written contracts fear for their jobs, 67 per cent of the Syrian workers with written contracts do so.

Table 14 Workers' response to the statement "I may lose my job as a consequence of the COVID-19 pandemic", by nationality, gender, age, household provider, type of contract and duration of work agreement (per cent)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total	
						Total	Sample size
Total	20	41	11	24	4	100	262
Lebanese	20	36	16	28	5	100	141
Gender							
Male	13	43	15	26	3	100	86
Female	20	25	16	31	7	100	55
Age categories							
18-24	26	26	7	33	7	100	27
25-34	11	45	11	28	6	100	47
35-44	15	32	21	29	3	100	34
45+	15	36	24	21	3	100	33
Economic responsibility in the household							
Main provider	14	39	16	28	2	100	92
Not main provider	18	31	14	27	10	100	49
Type of employment contract							
A written contract	8	13	18	53	10	100	40
An oral agreement	22	46	18	12	2	100	50
Neither	22	56	22	-	-	100	9
Form of employment							
Permanent	16	28	14	37	5	100	83
Temporary	12	48	16	16	8	100	25
Seasonal	18	36	36	9	-	100	11
Irregular	18	55	9	14	5	100	22

Continues to next page...

...continued from Table 14.

Syrians	25	47	6	20	3	100	120
Gender							
Male	29	42	6	21	3	100	72
Female	19	54	6	19	2	100	48
Age categories							
18-24	23	38	-	31	8	100	13
25-34	29	44	4	23	-	100	48
35-44	24	51	11	13	-	100	45
45+	14	50	-	21	14	100	14
Economic responsibility in the household							
Main provider	25	47	4	21	3	100	103
Not main provider	24	47	18	12	-	100	17
Type of employment contract							
A written contract	25	42	25	8	-	100	12
An oral agreement	28	33	-	36	3	100	36
Neither	19	50	-	25	6	100	16
Form of employment							
Permanent	28	38	3	28	3	100	29
Temporary	31	38	8	23	-	100	26
Seasonal	21	50	6	18	6	100	34
Irregular	23	58	6	13	-	100	31

n=All currently (1-15 April) employed individuals with employers

4.3 Impact on wages and household income

The average wage income for all employed workers in our sample had been reduced by about 78 per cent in March 2020 (99.700 LBP¹⁰) compared to the average monthly incomes in the previous 12 months (450.700 LBP) (Table 15). The reductions in wage incomes are similar for both Lebanese and Syrian workers (78 per cent). However, the average wage income for Syrian workers was almost 200.000 Lebanese Pounds (LBP) lower than the average wages for Lebanese workers (559.000 LBP) prior to the lockdown. Hence, the average wage income for Syrian workers in March was only 77.000 LBP.

The average wage income for workers without any work contract was 96.000 LBP in March, reduced from 470.000 LBP when compared with an average income during past 12 months. In March, the average wage income for workers with written contracts was not much higher, standing at 110.000 LBP. Median pre-lockdown wages for most workers without contracts and Syrian workers were considerably lower than for the majority of workers with contracts and Lebanese workers, respectively. Both the median and mean wage levels during the past 12 months are

¹⁰ Values are rounded to reflect the uncertainty (less precision) inherent in reported income.

much lower than the minimum monthly wage of 675.000 LBP, indicating workers' precarious income conditions even prior to the COVID-19 crisis.

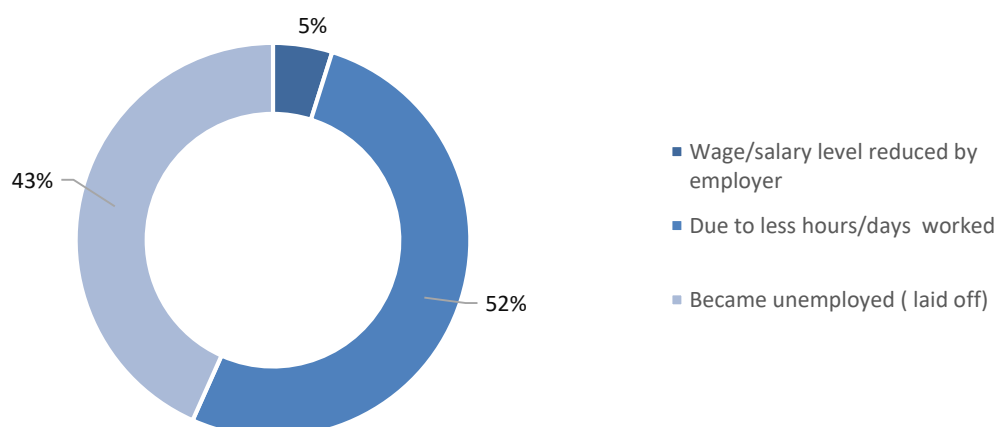
Table 15 Wage outcomes in March 2020 compared to average monthly outcomes during the previous 12 months, by gender, age, nationality, household provider and type of contract (Lebanese Pounds)

	Average monthly wage income during past 12 months			Wage income during March 2020		
	Mean	Median	Sample size	Mean	Median	Sample size
Total	450,735	350,000	578	99,749	70,000	161
Gender						
Male	478,802	400,000	350	102,602	87,500	98
Female	407,651	300,000	228	95,310	50,000	63
Age categories						
18-24	455,220	375,000	94	96,640	20,000	25
25-34	477,690	335,000	198	77,096	33,500	68
35-44	390,365	300,000	176	113,525	100,000	40
45+	494,978	400,000	110	137,857	95,000	28
Nationality						
Lebanese	558,687	500,000	249	118,163	100,000	83
Syrians	365,375	300,000	326	77,000	50,000	76
Economic responsibility in the household						
Main provider	446,990	350,000	431	102,553	80,000	113
Not main provider	461,717	300,000	147	93,146	35,000	48
Type of employment contract						
A written contract	586,633	500,000	69	110,639	82,500	18
An oral agreement	470,934	400,000	148	121,491	100,000	55
Neither	469,405	300,000	39	95,834	87,500	12

n=All employed individuals

Reductions in wages in March were mainly attributed to reduced workloads and working hours (52 per cent) and to lay-offs (47 per cent). The remaining five per cent of workers in the sample had lower wage incomes due to a reduction in their wage levels initiated by their employers (Figure 3).

Figure 3 Reason for workers' reduction in wage outcomes in March 2020, all respondents (per cent)



Almost all respondents (94 per cent) in the sample reported that their household income had declined in March 2020 compared to the previous months (Table 16). This was unanimously reported by Lebanese and Syrian women and men, as well as by different age groups. Respondents with written work contracts (87 per cent) were slightly better off compared to those with no contracts (94 per cent) and those with verbal work agreements (99 per cent).

Table 16 Responses to the statement "My household's income has decreased due to the COVID-19 pandemic", by nationality, gender, age and type of contract (per cent)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total	
						Total	Sample size
Total	61	33	1	4	0	100	1,443
Nationality							
Lebanese	67	27	1	4	0	100	433
Syrians	59	35	1	4	1	100	995
Gender							
Male	54	39	2	5	0	100	725
Female	69	26	1	4	1	100	718
Age categories							
18-24	66	26	1	6	1	100	250
25-34	65	29	1	4	0	100	451
35-44	59	35	2	4	0	100	430
45+	55	40	1	4	1	100	312
Type of employment contract							
A written contract	61	26	6	6	2	100	54
An oral agreement	66	33	-	1	1	100	140
Neither	56	38	3	3	-	100	39

n=All individuals who reported decline in household income

4.4 COVID-19 response measures introduced at workplaces

Table 17 shows the type of measures introduced at workplaces to prevent the transmission of COVID-19. Twenty-two per cent of the employed respondents reported that no measures were taken at their workplaces. Disinfection was the most common measure taken (60 per cent) of the workplaces introducing one or more measures to prevent the spread of the virus.

While only 9 per cent of the employed Lebanese respondents reported that no measures were taken at their workplaces, almost 40 per cent of employed Syrian respondents reported that no measures were taken. Fifty per cent of workers employed in the manufacturing industry reported that no measures were taken at their workplaces.

Whether measures have been introduced or not is highly related to the type of work contracts the respondents have. While only 8 per cent of the workers with written contracts reported that no measures were taken at their workplaces, about 30 per cent of workers with just a verbal work agreement (23 per cent) or no contract (32 per cent) reported the same.

Table 17 Types of response measures introduced at workplaces to limit transmission of COVID-19, by gender, age, nationality, household provider, type of contract and industry (per cent)

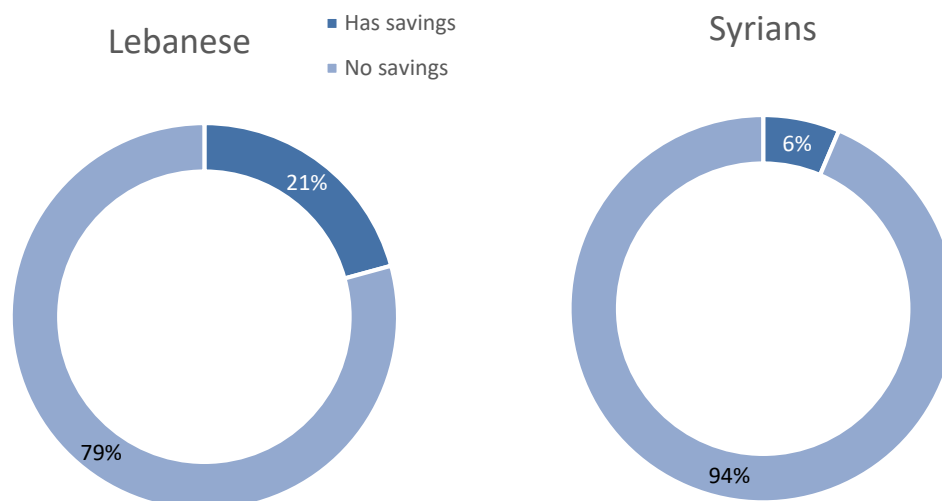
			Provided protection equipment (mouth masks)	Enforced distancing	Reduced gatherings	None	Total	
	Disinfection	Frequent hand washing					Total	Sample size
Total	60	42	43	27	36	22	100	293
Gender								
Male	58	39	44	24	38	20	100	178
Female	63	48	42	30	33	24	100	115
Age categories								
18-24	67	51	58	42	35	26	100	43
25-34	58	43	49	27	32	19	100	106
35-44	50	31	29	15	28	28	100	86
45+	72	50	41	31	55	14	100	58
Nationality								
Lebanese	80	56	57	37	44	9	100	158
Syrians	37	25	26	13	26	37	100	134
Economic responsibility in the household								
Main provider	55	38	39	21	36	23	100	217
Not main provider	74	55	54	43	34	17	100	76
Type of employment contract								
A written contract	79	52	48	50	48	8	100	48
An oral agreement	65	45	47	30	30	23	100	93
Neither	52	36	44	20	32	32	100	25
Industry								
Agriculture, forestry and fishing	41	31	34	26	44	30	100	61
Manufacturing	40	-	10	-	40	50	100	10
Construction	50	21	29	13	42	25	100	24
Wholesale and retail trade; repair of motor vehicles and motorcycles	67	63	56	40	28	16	100	43
Transportation and storage	67	44	56	-	33	11	100	9
Accommodation and food service activities	100	44	78	56	67	-	100	9
Administrative and support service activities	76	53	59	35	35	18	100	17
Education	67	44	28	22	28	11	100	18
Human health and social work activities	93	60	73	47	47	-	100	15
Other service activities	53	53	37	24	21	34	100	38
Activities of households as employers/ production for own use	57	26	39	9	35	13	100	23
Other sectors	72	48	48	36	36	20	100	25

n= All employed individuals with employers. More than one alternative can be recorded, total may add up to more than 100

4.5 Households' coping abilities

Few of the respondents in the sample reported that they have savings that might help them cope during the COVID-19 pandemic. Only 6 per cent of the Syrian respondents reported having savings, while 21 per cent of the Lebanese respondents reported having some amount of savings (Figure 4).

Figure 4 Household's savings status by nationality (per cent)



Out of the households that reported to have some savings, more than 60 per cent predict that their savings will last less than one month, while only 6 per cent predict that their savings will last for more than 3 months. Out of the 6 per cent of all Syrian households that have savings, 77 per cent predict that their savings will last for less than one month. The corresponding figure for the 21 per cent of all Lebanese households with savings, is 44 per cent (Table 18).

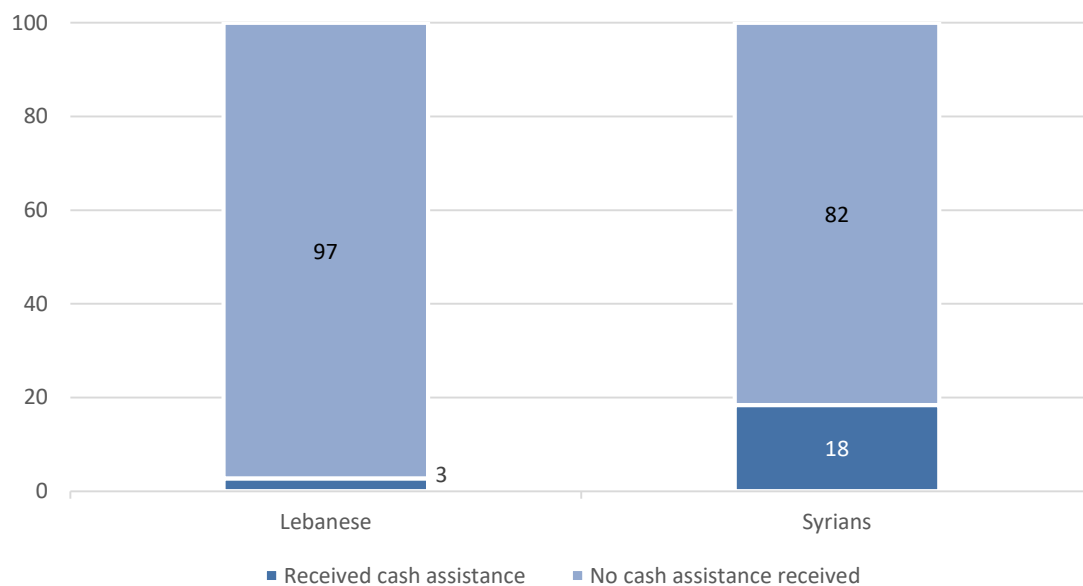
Table 18 Household's with savings, by time they will last, household provider and nationality (per cent)

	Less than one month	1-3 Months	3-6 Months	More than 6 months	Total	
					Total	Sample size
Total	62	32	3	3	100	193
Nationality						
Lebanese	49	40	6	5	100	104
Syrian	77	22	-	1	100	87
Gender						
Male	61	33	3	3	100	103
Female	62	31	3	3	100	90
Economic responsibility in the household						
Main provider	68	29	2	1	100	98
Not main provider	55	36	4	5	100	95

n=All individuals and their households with savings

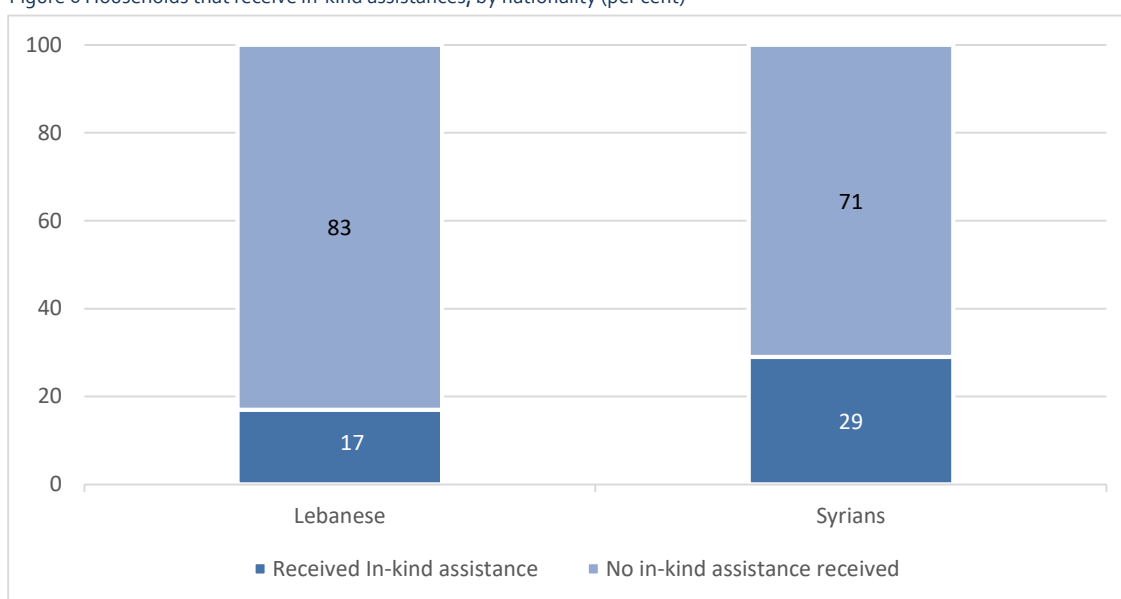
Figure 5 shows that 18 per cent of the households of the Syrian respondents received cash assistance from various sources, compared to only 3 per cent of the Lebanese households. 98 per cent of the Syrian households that received cash assistance received it from UNHCR, while the majority of the Lebanese households received their cash assistance from government programmes (57 per cent), in addition to local NGOs and religious organisations (28 per cent), and UNHCR (14 per cent).

Figure 5 Households that receive cash assistance, by nationality (per cent)



Twenty-nine per cent of Syrian households and 17 per cent of Lebanese households in the sample reported receiving various forms of in-kind assistance (Figure 6). More than 90 per cent of Syrian households reported receiving such assistance from international organisations, such as UNHCR and the World Food Programme (WFP). Lebanese households reported receiving in-kind assistance mainly from local NGOs (44 per cent), local authorities (27 per cent), and political parties (19 per cent).

Figure 6 Households that receive in-kind assistances, by nationality (per cent)



4.6 Performance of additional household duties

Seventy per cent of all respondents reported that their household duties had increased during the COVID-19 pandemic. Slightly more Lebanese respondents (73 per cent) than Syrian respondents (68 per cent) reported an increase (Table 19). More women than men, both Lebanese and Syrian, reported an increase. 81 per cent of Lebanese women reported that their duties had increased, compared to 64 per cent of Lebanese men. 73 per cent of Syrian women reported that their duties increased, compared to 64 per cent of their male counterparts.

Given that more women than men, who were working prior to the COVID-19 pandemic are still working from home or as normal, (see Table 13), the additional workload caused by the pandemic on women compared to men is even higher than reflected by the reported increase of household duties only.

Table 19 Responses to the statement "my household duties have increased during the COVID-19 pandemic", by nationality and gender (per cent)

	Strongly agree	Agree	Neither agree not disagree	Disagree	Strongly disagree	Total	
						Total	Sample size
Total	27	43	21	8	1	100	1,826
Lebanese	34	39	20	6	1	100	543
Gender							
Male	21	43	26	9	1	100	246
Female	45	36	15	3	1	100	297
Syrian	24	44	22	9	0	100	1,269
Gender							
Male	16	48	26	9	0	100	633
Female	32	41	18	9	0	100	636

n=All individuals

Table 20 shows that duties related to taking care of children had increased the most after the lockdown (64 per cent), followed by meal preparation (20 per cent). While duties related to childcare increased by 40 per cent for Lebanese, such tasks accounted for 75 per cent of the additional duties for Syrians. Both Lebanese and Syrian men are more involved in childcare than their female counterparts, while twice as many women as men take responsibility for meal preparation in their households.

Table 20 Type of most increased household duties during the COVID-19 pandemic, by gender and nationality (per cent)

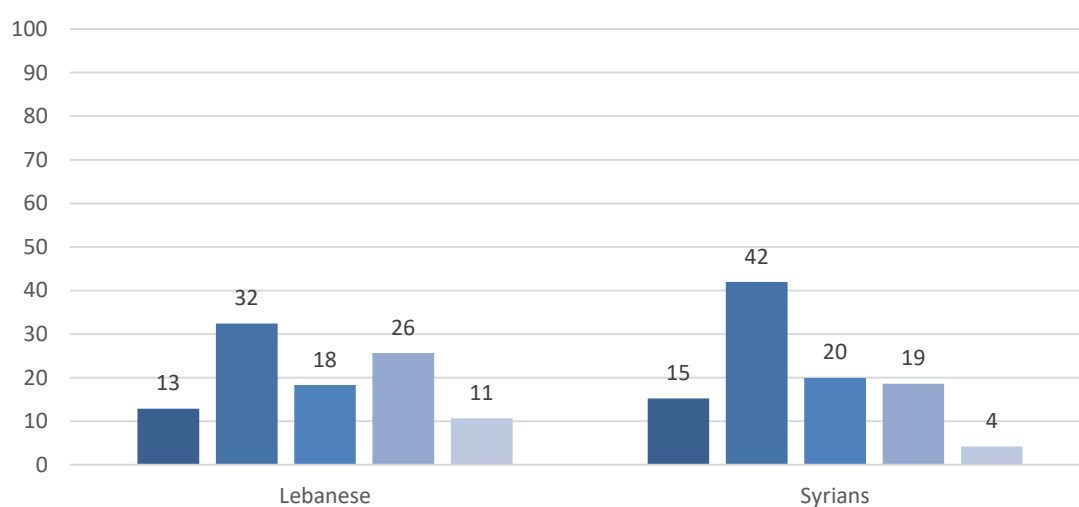
	Caring for children	Caring for elderly	Meals preparation	Home schooling	Other	Total	
						Total	Sample size
Total	64	2	20	5	10	100	1,267
Lebanese	40	4	30	7	19	100	387
Gender							
Male	50	7	17	5	22	100	153
Female	34	3	38	8	17	100	234
Syrian	75	2	14	4	5	100	865
Gender							
Male	80	2	10	3	6	100	428
Female	70	1	19	5	5	100	437

n=All individuals who reported increased household duties

4.7 Preferences and perspectives on response measures

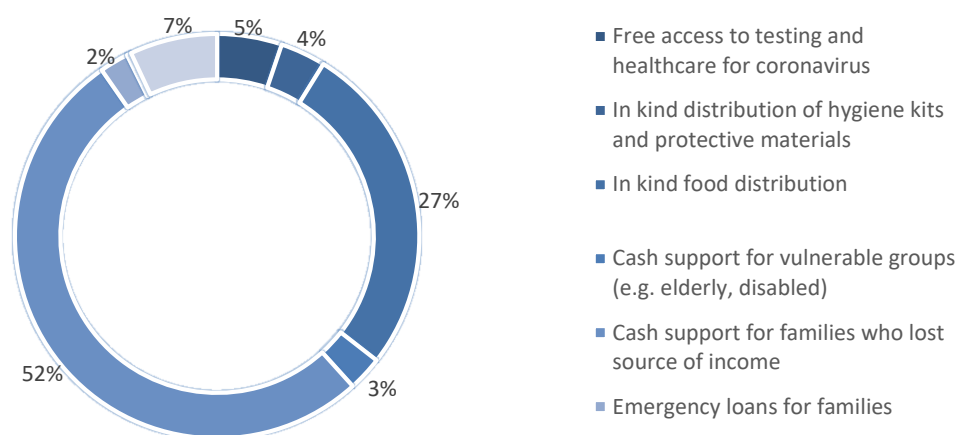
About 50 per cent of the respondents in the sample expressed their satisfaction with the government's measures to mitigate the impacts of the COVID-19 pandemic (Figure 7). A larger share of Syrians (57 per cent) than Lebanese (45 per cent) expressed that they were satisfied with the government's responses. However, the relatively large dissatisfaction expressed by the Lebanese respondents should be seen in the context of the overall political situation in Lebanon and the economic crisis affecting the population since the beginning of 2019.

Figure 7 Satisfaction with the government's COVID-19 response measures, by nationality (per cent)



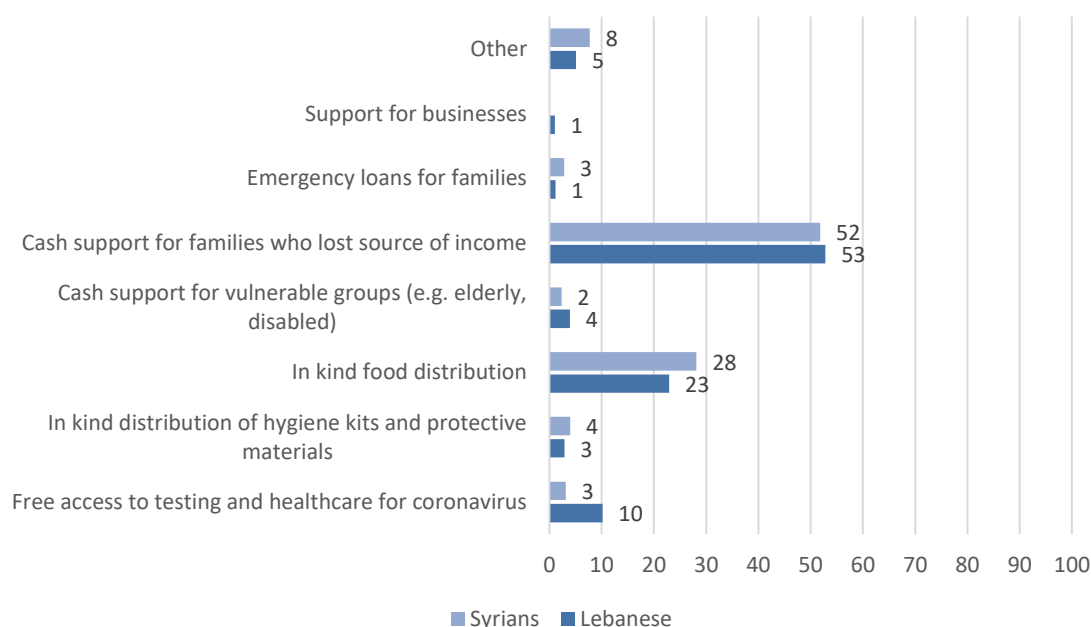
The majority of respondents in the sample (52 per cent) indicated that they would prefer cash assistance to cope with the economic challenges caused by the COVID-19 pandemic (Figure 8), while about 27 per cent of the respondents would prefer in-kind food assistance.

Figure 8: Proposed measures to mitigate impacts from the COVID-19 pandemic (per cent)



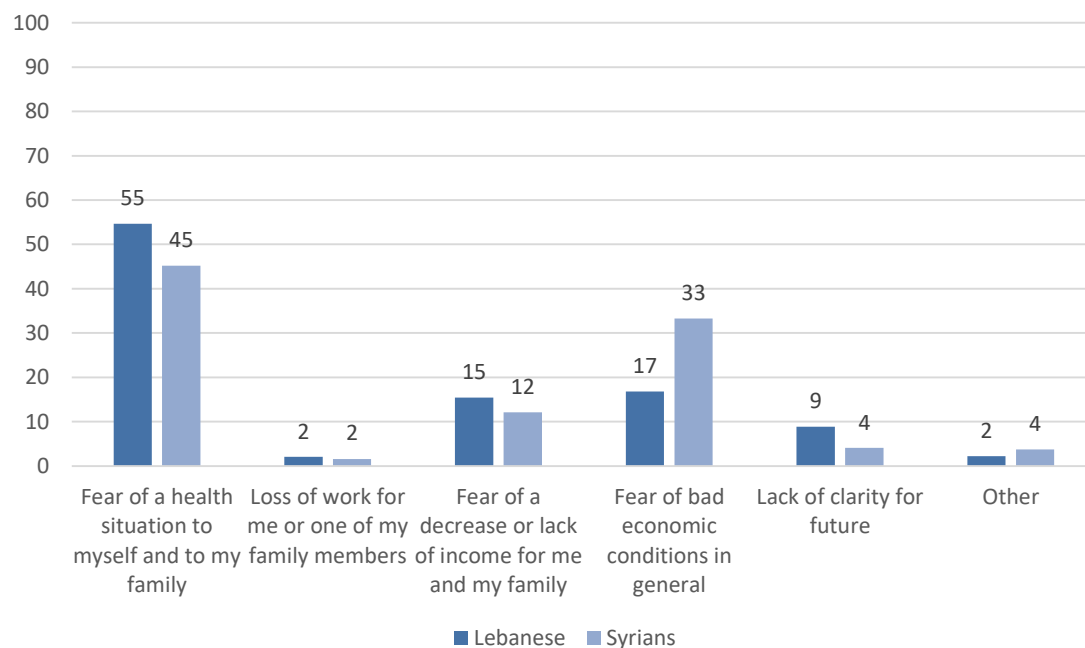
Preferences are primarily the same for Lebanese and Syrian respondents (Figure 9). However, Lebanese respondents gave more emphasis to free testing and healthcare (10 per cent) compared to Syrian respondents (3 per cent).

Figure 9 Proposed measures to mitigate impacts from the COVID-19 pandemic, by nationality (per cent)



Most respondents reported that they were worried about the health effects of the COVID-19 pandemic on themselves and their families (Figure 10). Many of them also worried about the economic effects of the pandemic, either in general or specifically for themselves and their families (about 40 per cent). Lebanese respondents worried slightly more about the health aspects of the pandemic than Syrian respondents, while Syrian respondents were more concerned about the general economic impacts of the pandemic compared to the Lebanese respondents.

Figure 10 Main worry for the future, all respondents by nationality (per cent)

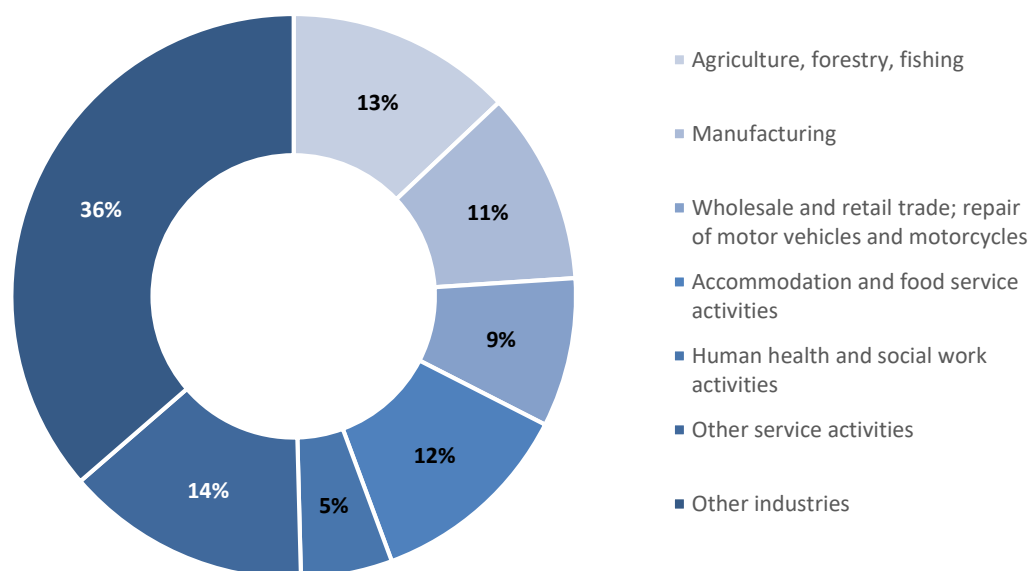


5. Baseline characteristics and impacts on small-scale enterprises

5.1 Structural characteristics of the sample enterprises

The 363 enterprises surveyed for this assessment represent 18 different industries at the highest level in the International Standard Industrial Classification (ISIC) system. However, due to the small samples of enterprises in 12 of the industries, these have been merged into one single category described as “other industries”. This category comprises 36 per cent of all enterprises in the sample (Figure 11). The remaining 64 per cent of the enterprises represent six different industries: agriculture, manufacturing, wholesale and retail trade, accommodation and food service activities, human health and social work activities, and other service industries.

Figure 11 Surveyed enterprises by industry (per cent)



Fifty-eight per cent of the surveyed enterprises were registered. Out of these, only 46 per cent of home-based businesses were registered, while all medium-sized enterprises were registered (Figure 12). Nearly all enterprises in the sector of human health and social work activities were registered (95 per cent), while only 36 per cent of the enterprises in the sector of other service activities were registered enterprises (Figure 13).

Figure 12 Registration status of enterprises by size and age (per cent)

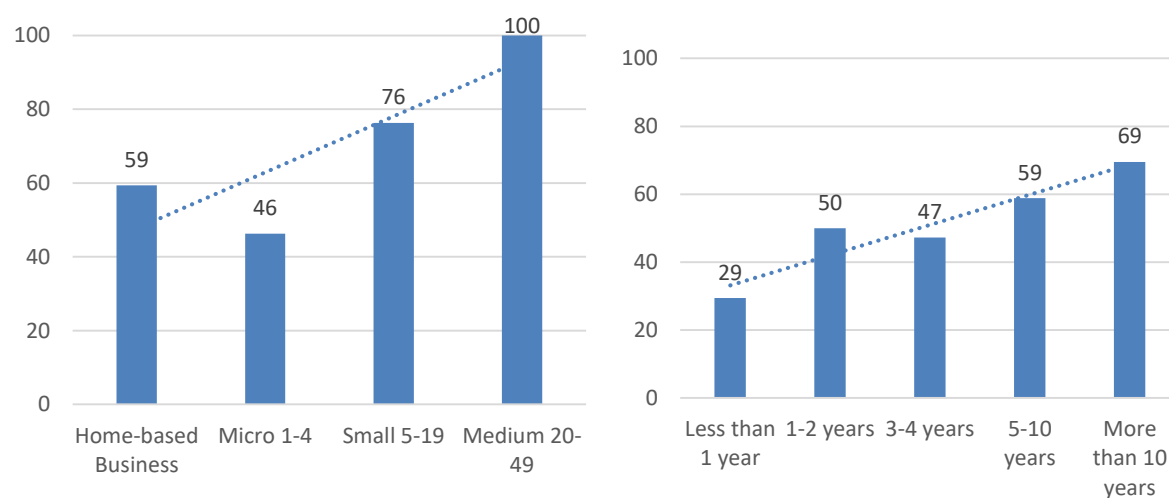
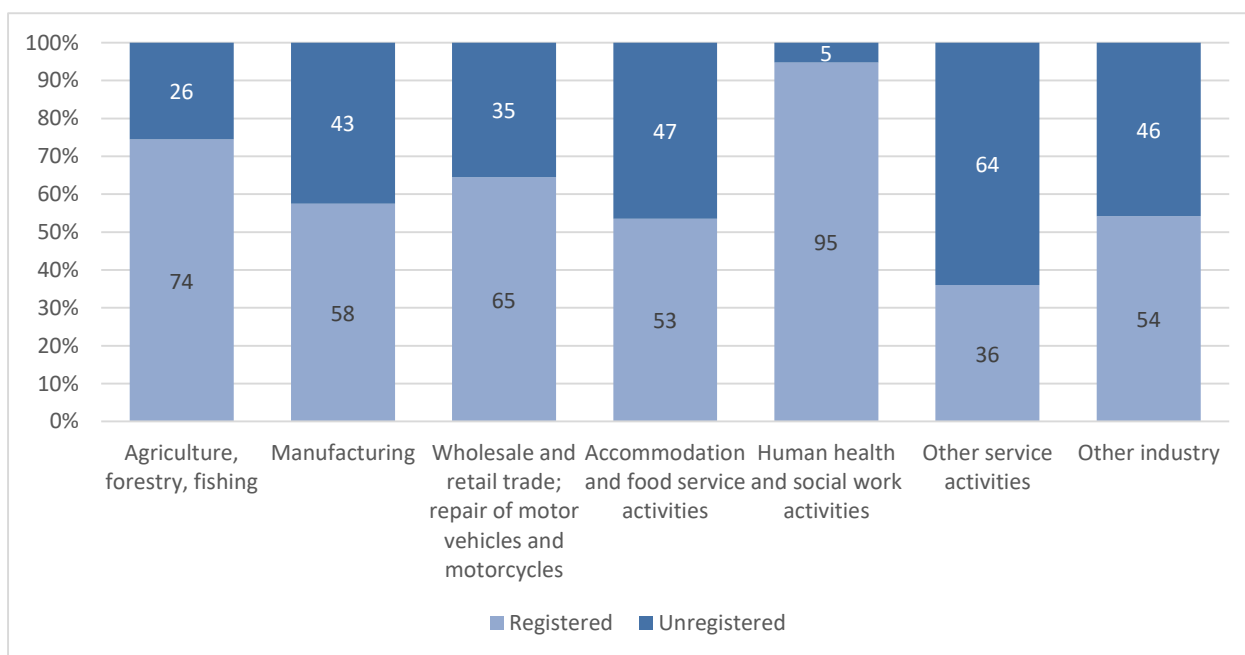


Figure 13 Registration status of enterprises by industry (per cent)



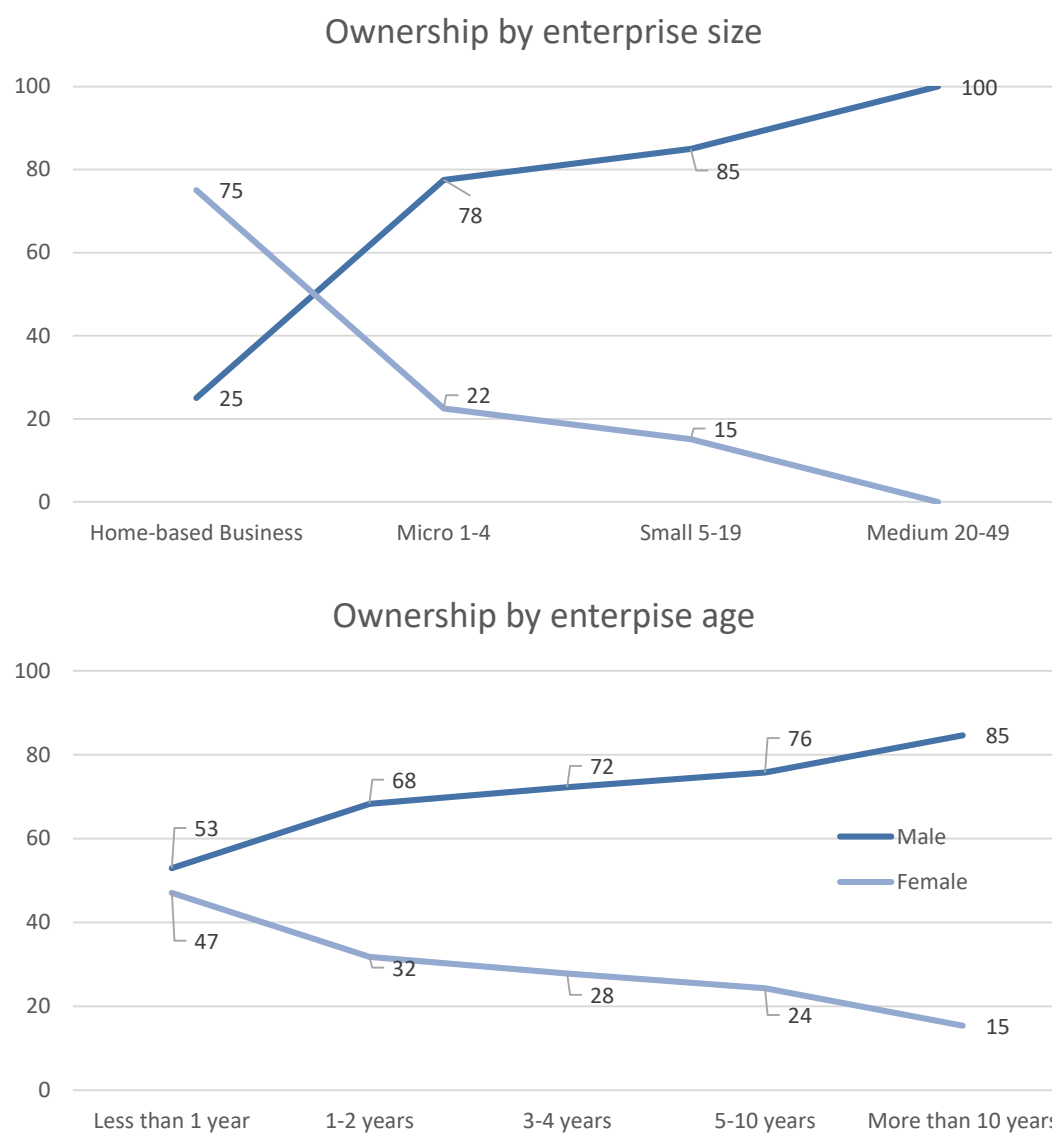
With respect to ownership structures, women predominantly owned smaller enterprises, while men predominantly owned larger enterprises (Figure 14). Seventy-five per cent of the home-based businesses were owned by women, while all surveyed medium-sized enterprises were owned by men. Women also mainly owned young enterprises, while men owned longer-running enterprises.

Almost one-half (47 per cent) of the enterprises that are less than one year old, were owned by women, while 95 per cent of all enterprises older than 10 years were owned by men (Figure 14). This ownership structure may indicate that a significant share of the enterprises in the sample

represent enterprises that are linked to programmes aimed at supporting women in the labour/business market.

Nearly all enterprises in our sample are owned by Lebanese (94 per cent). Syrians own about half the remaining enterprises (3 per cent of the total).

Figure 14 Ownership of the surveyed enterprises by gender, size and age (per cent)



5.2 Conditions of employment prior to the lockdown

Prior to the lockdown, about 21 per cent of all workers in the surveyed enterprises were Syrian, while about 3 per cent were migrant workers from other countries (Table 21). About one-third (32 per cent) of the workers were female. Lebanese operated all home-based businesses, while the share of Syrians and migrant workers were largest in medium-sized enterprises, where also most low-skilled workers were employed (see below). As seen from the results of the survey on

individual workers, more women worked in registered (formal) enterprises and more Syrians worked in unregistered (informal) businesses, compared to men and Lebanese, respectively.

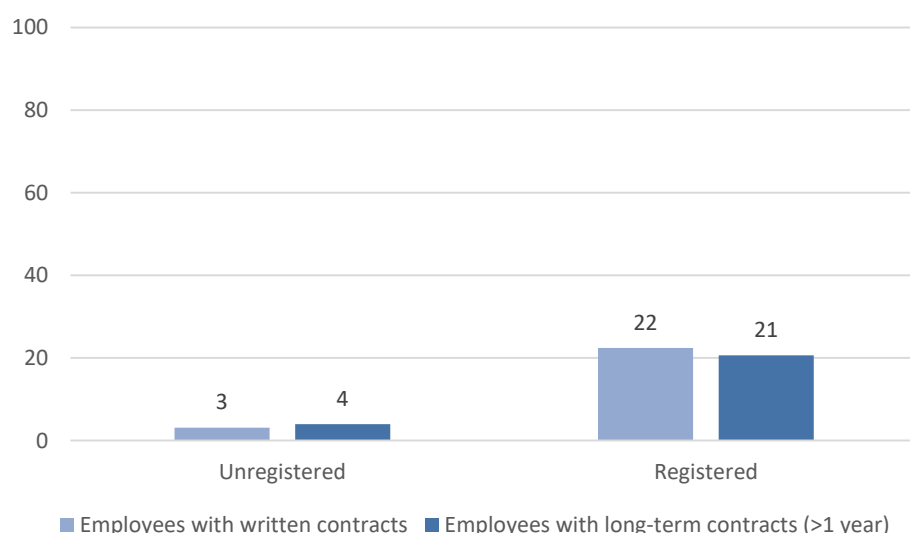
Table 21 Share of employees in the surveyed enterprises by gender and nationality (per cent)

	Female	Syrians	Other nationalities
Total	32	21	3
Size of enterprise			
Home-based Business	32	0	3
Micro 1-4	29	22	2
Small 5-19	39	23	4
Medium 20-49	36	25	14
Registration status			
Unregistered	26	24	3
Registered	37	19	3

Only 14 per cent of all workers in the surveyed enterprises had written contracts prior to the lockdown. The same share of workers had contracts that were valid for more than one year. This indicates that almost every worker with a contract had a long-term one.

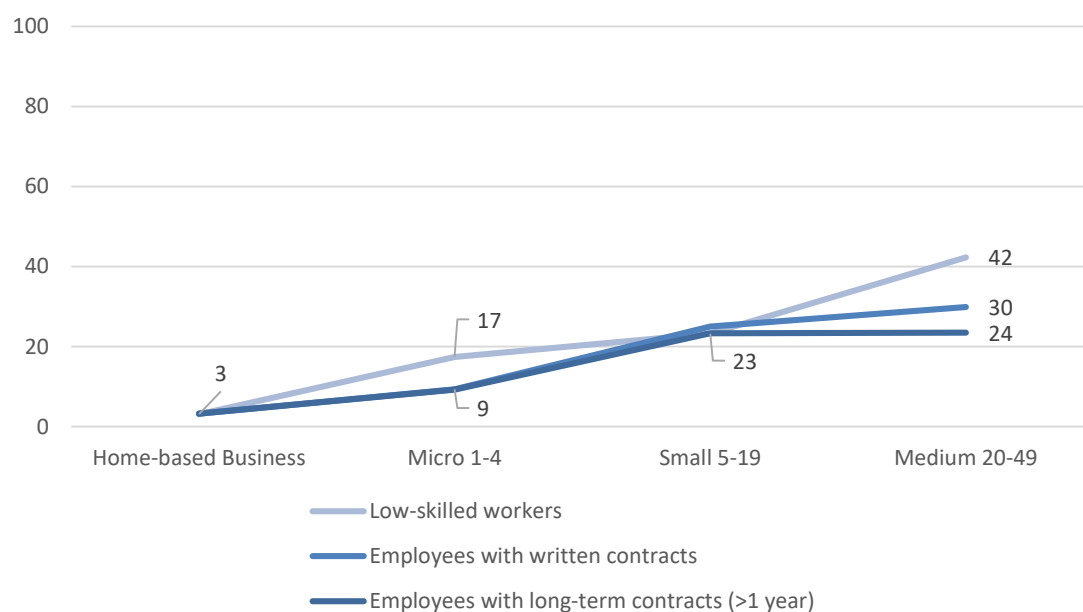
Registration of business as well as the use of written contracts are common indicators of the enterprises' formality. It is therefore notable that while 58 per cent of all enterprises in the sample were registered, only 14 per cent provided their employees with written contracts. Furthermore, it is more notable that only 30 per cent of all employees in medium-sized enterprises, which employ between 20 and 50 workers, had written contracts, especially since all of these enterprises were registered.

Figure 15 Share of employees by type of contract and enterprise registration (per cent)



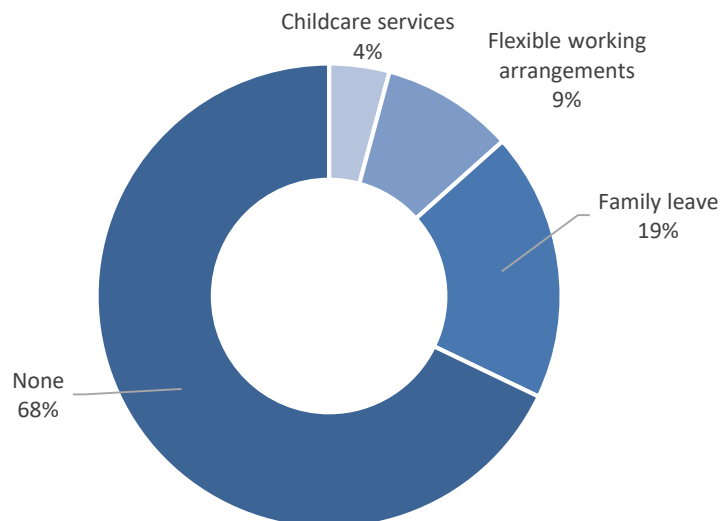
The share of low-skilled workers increased with the size of the enterprises in the sample (Figure 16). While 98 per cent of the workers in home-based businesses defined themselves as skilled workers, only 58 per cent of the workers in medium-sized enterprises were considered as skilled. These figures reflect the fact that the smallest enterprises are quite specialised and require skills accordingly, while many larger enterprises also require workers who carry out manual tasks that require no particular skills background.

Figure 16 Share of employees by size of enterprises, skills background and type of contracts (per cent)



One-third (32 per cent) of the surveyed enterprises offered one or more social benefits (e.g. maternity leave, flexible working arrangements, childcare services) to their employees. One-fifth (19 per cent) of the enterprises reported that they offer paid family leave (Figure 17).

Figure 17 Share of enterprises offering social benefits to their employees (per cent)

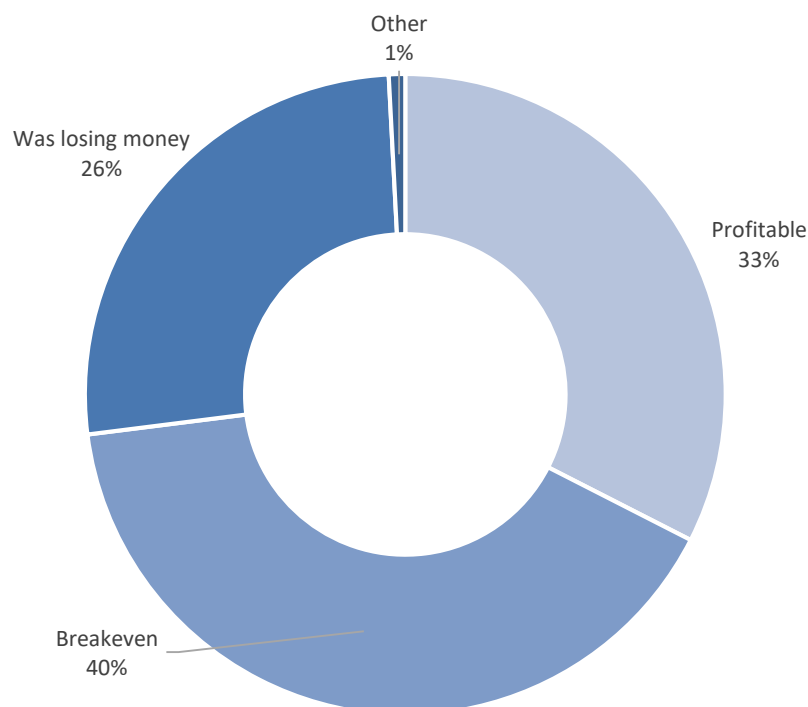


5.3 Economic conditions prior to the lockdown

Prior to the lockdown, only one-third of the enterprises in the sample were operating with profit, reflecting the economic crisis that was already present in the country at the time. Forty per cent of the enterprises ran their businesses at break-even, while 26 per cent of the enterprises were

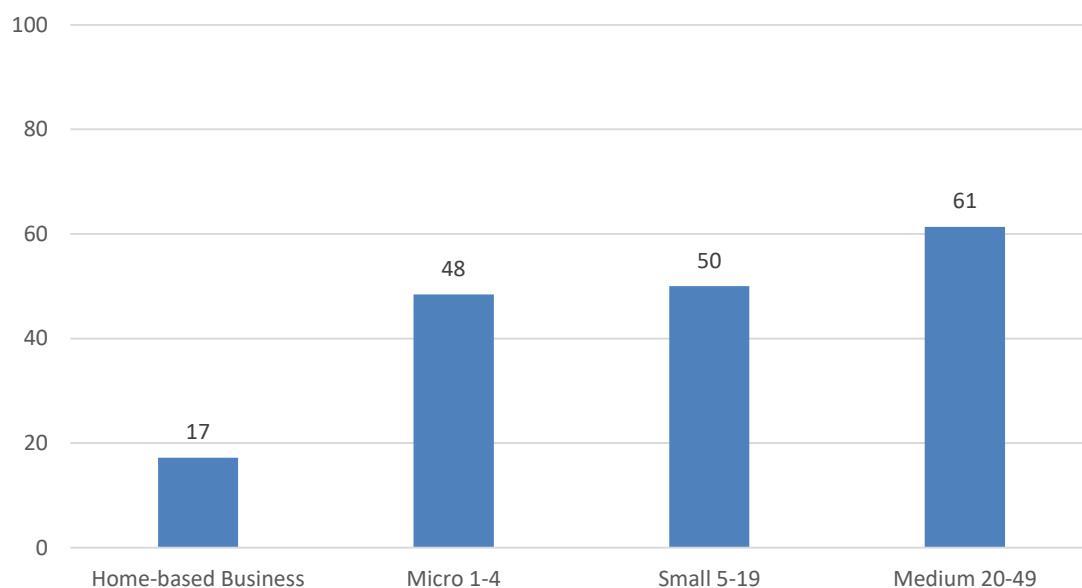
losing money (Figure 18). This pattern was quite similar for all enterprises regardless of their size.

Figure 18 Economic operational status of the enterprises prior to the COVID-19 pandemic (per cent)



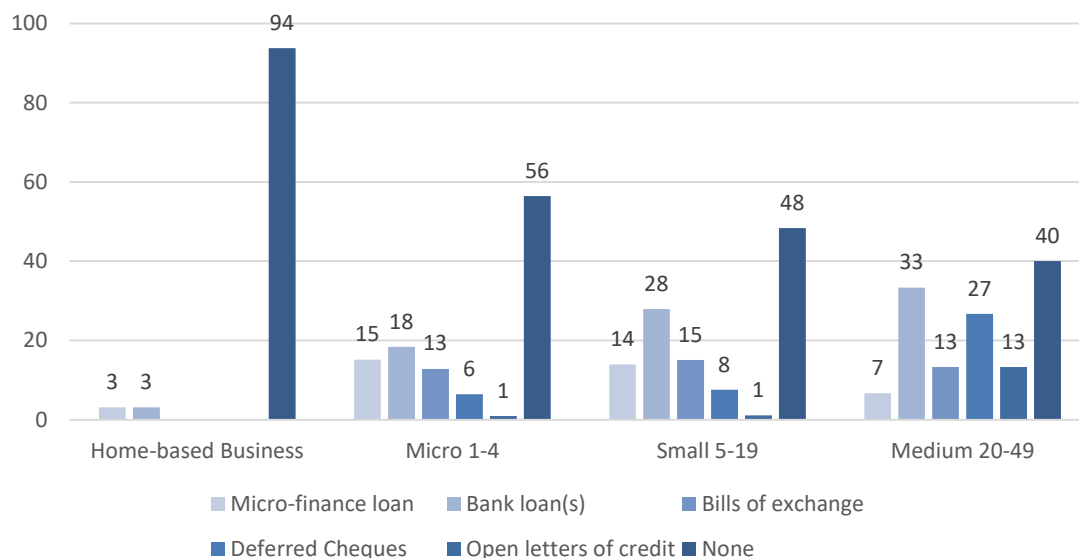
Wage costs were, not surprisingly, linked to the number of workers in the enterprises. Wages constituted about 61 per cent of total expenditures for medium-sized enterprises, compared to only 18 per cent of the total expenditures for home-based businesses (Figure 19).

Figure 19 Wage costs as percentage of total cost for enterprises of various sizes (per cent)



About 43 per cent of all enterprises in the sample had some sort of financial commitments prior to the lockdown. The majority of these enterprises had bank loans (20 per cent) or micro-finance loans (13 per cent). The load of financial commitments increased with the size of the enterprise. While only 6 per cent of home-based businesses had financial commitments of some sort, the corresponding figure for medium-sized enterprises was 60 per cent (Figure 20).

Figure 20 Type of financial commitments of the surveyed enterprises prior to the COVID-19 pandemic, by size (per cent)



5.4 Operational implications of the pandemic

About half the enterprises in the sample (51 per cent) had stopped their operations temporarily due to the COVID-19 pandemic and the accompanying lockdown measures. Some 9 per cent of the enterprises were operating as normal, while the remaining 40 per cent of the enterprises were operating with reduced working hours, a reduced number of workers (36 per cent), or other types of reductions (4 per cent). Home-based businesses and micro enterprises were the most affected by the lockdown. While almost 60 per cent of these enterprises stopped their operations, less than 30 per cent of medium-sized enterprises had stopped operations.

The main economic implications of the lockdown on small-scale enterprises were reduced sales and loss of revenue (Table 22). More than half of the enterprises in the sample reported these implications to be the most serious. While reduced sales and revenues are clearly linked for most enterprises, human health and social work service enterprises reported a large loss in revenues (68 per cent) in spite of only a 26 per cent reduction in demands and sales. This could be attributed to the fact that demand for health and social work services has been high during the pandemic, but restrictions in operations and the number of people being treated/serviced have affected total revenues. Reduced demand and sales also affected small enterprises, which tend to operate directly with consumers, more so than medium-sized enterprises, which tend to operate with consumers to a lesser degree.

Lack of access to cash (40 per cent), increased production costs (28 per cent), and problems with importing materials needed for operations (19 per cent), were also key negative implications for many of the surveyed enterprises. However, this data should be read in the context of the economic crisis in the country, and might, in many cases, be the combined result of the economic crisis and the pandemic/lockdown.

Table 22 Main types of economic implications of the COVID-19 pandemic, by size of enterprises (a) and industry (b) (per cent)

	Loss of revenue	Reduce demand / sales	Increased costs of production	Access to cash/liquidity problems	Problems importing materials needed	Increased revenue	Increased debt	Bankruptcy	No economic impact	Total	
										Total	Sample size
Total	57	51	28	40	19	1	7	3	2	100	359
Size of enterprise											
Home-based Business	41	50	13	28	13	-	3	-	3	100	32
Micro 1-4	62	54	22	37	17	1	6	2	2	100	214
Small 5-19	51	51	48	49	25	-	12	2	1	100	93
Medium 20-49	47	27	33	40	27	-	7	13	-	100	15
Industry											
Agriculture, forestry, fishing	44	51	42	44	16	-	2	-	-	100	45
Manufacturing	58	50	38	38	13	-	10	-	-	100	40
Wholesale and retail trade; repair of motor vehicles and motorcycles	61	42	19	58	26	-	16	6	-	100	31
Accommodation and food service activities	58	60	58	33	14	-	2	2	2	100	43
Human health and social work activities	68	26	26	26	42	5	11	-	-	100	19
Other service activities	65	55	18	41	25	-	6	-	4	100	51
Other industry	55	52	18	40	16	1	8	5	3	100	130

n= All enterprises. Multiple response so total per cent add up more than 100.

5.5 Implications for employees

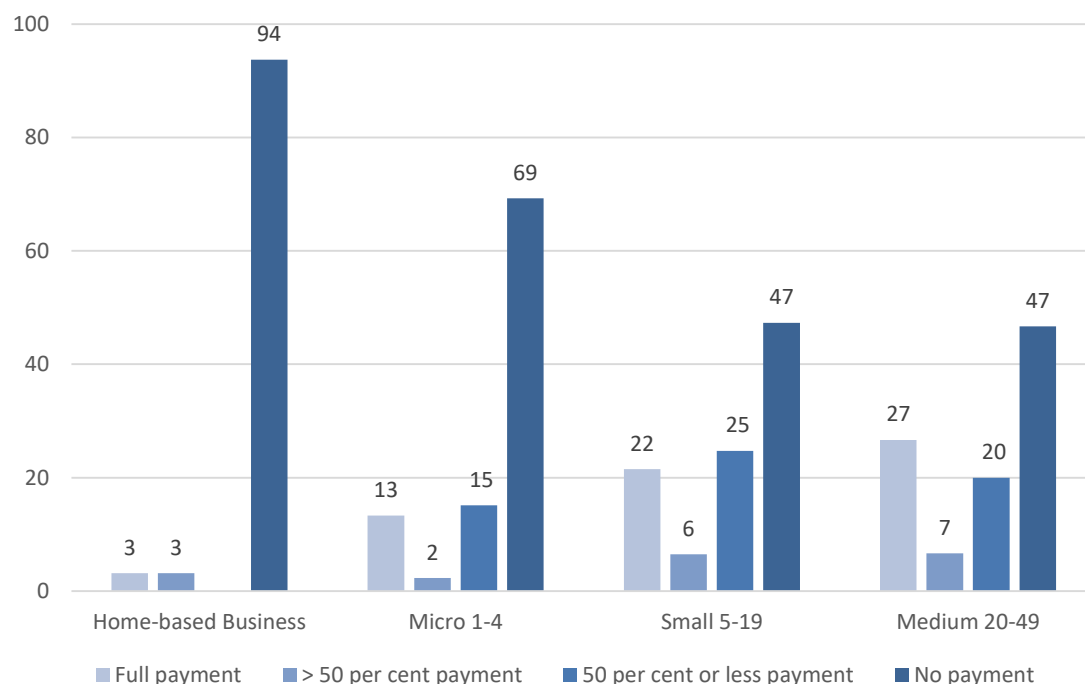
According to respondents from the 363 surveyed enterprises, 281 workers have been permanently laid-off, and 574 employees have been temporarily laid-off, due to the situation caused by the COVID-19 pandemic and the lockdown. This means that one-third of the 2,579 workers who were employed in these enterprises prior to the lockdown have been laid-off (Table 23). While those employees who have been temporarily laid-off are expected to resume their work once the situation is improved or settled, workers who were permanently laid-off will be forced to look for new work in a labour market situation where few enterprises hire new employees.

Table 23 Workers reported to have been temporarily or permanently laid off by the surveyed enterprises because of the COVID-19 pandemic, by gender, size and registration (number of individuals)

		Workers employed by enterprises in Feb 2020	Permanently laid-off			Temporarily laid-off		
			Male	Female	Total	Male	Female	Total
Size of enterprise	Home-based Business	71	0	10	10	0	1	1
	Micro 1-4	648	34	12	46	108	87	195
	Small 5-19	826	43	10	53	107	92	199
	Medium 20-49	463	37	5	42	58	25	83
Registration status	Unregistered	716	17	106	123	93	166	259
	Registered	1863	112	46	158	178	137	315

Sixty-four per cent of the workers who were unable to go to work due to the lockdown did not receive any payment from their employers, while only 16 per cent received full payment. The remaining 20 per cent received a portion of their normal wage. The share of workers who received full or partial payments during their absences increased with the size of the enterprises, mainly because workers in home-based businesses and micro enterprises are responsible for their own economic security during crises.

Figure 21 Share of payment maintained to employees who are prevented from working due to the lockdown, by size of enterprises (per cent)



Very few enterprises that employ workers on a seasonal or temporary basis provided any economic compensation to their workers resulting from loss of work during the pandemic and the lockdown (Table 24). Only 2 per cent of the enterprises compensated their temporary or seasonal workers fully for their unfulfilled time of work, while 6 per cent provided partial compensation. A total of 44 per cent of the medium-sized enterprises in the sample compensated their seasonal and temporary workers fully or partly, while less than 10 per cent of the smaller enterprises did so.

Table 24 Workers reported to have been temporarily or permanently laid-off by the surveyed enterprises because of the COVID-19 pandemic, by gender, size and registration (per cent)

	Share of enterprises that hire temporary/seasonal workers	Percentage given full compensation	Percentage given partial compensation	Percentage given no compensation	Other arrangement	Total	Sample size
Total	58	2	6	89	2	100	363
Size of enterprise							
Home-based Business	22	0	0	86	14	100	32
Micro 1-4	60	2	4	93	2	100	218
Small 5-19	68	3	6	87	3	100	93
Medium 20-49	60	11	33	56	0	100	15
Registration status							
Unregistered	59	0	2	94	3	100	153
Registered	58	4	9	85	2	100	208

n=All enterprises

Only 31 and 23 per cent of the enterprises in the sample provided Social Security coverage or health insurance, respectively, to their employees. Out of these enterprises, 42 per cent stopped payments for Social Security and 29 per cent stopped payments for health insurance. Social Security coverage and health insurance are not particularly relevant for the smallest businesses and enterprises in the sample, as these are more individual-based enterprises where workers provide for their health and social security as part of their livelihood rather than through more formal businesses.

The vast majority of the largest enterprises in the sample indicated that they do provide Social Security (93 per cent) and health insurance (63 per cent) to their employees (Table 25). Out of these enterprises, 43 per cent have stopped their payments to Social Security, while 18 per cent have stopped payments for health insurance to their employees.

Table 25 Share of enterprises that cover social security and health insurances for their employees, and which have stopped paying for the coverage as a result of the COVID-19 pandemic, by size and registration (per cent)

	Social security (old age, invalidity and survivors pension)			Health insurance			Sample size
	Not applicable (not covered by social security)	Payments stopped for all or some employees	Payments continue as normal	Not applicable (not covered by health insurance)	Payments stopped for all or some employees	Payments continue as normal	
Total	69	13	18	77	7	17	359
Size of enterprise							
Home-based Business	91	0	9	91	3	6	32
Micro 1-4	79	8	13	80	7	12	217
Small 5-19	52	23	24	73	4	22	90
Medium 20-49	7	40	53	27	13	60	15
Registration status							
Unregistered	84	5	12	86	6	9	152
Registered	58	20	22	70	7	23	205

n=All enterprises (minus one per cent refusal)

5.6 Enterprises' ability to cope with the situation

If the present situation remains for more than three months, only 19 per cent of the surveyed enterprises expect that they will still be able to pay wages to their employees, and only 39 per cent of the enterprises assume that they will still be in operation. About one-half (48 per cent) of the enterprises reported that they will be able to pay wages one month from the time of the survey, and about one-third (29 per cent) of the enterprises said that they will be able to operate one month from the time of the survey.

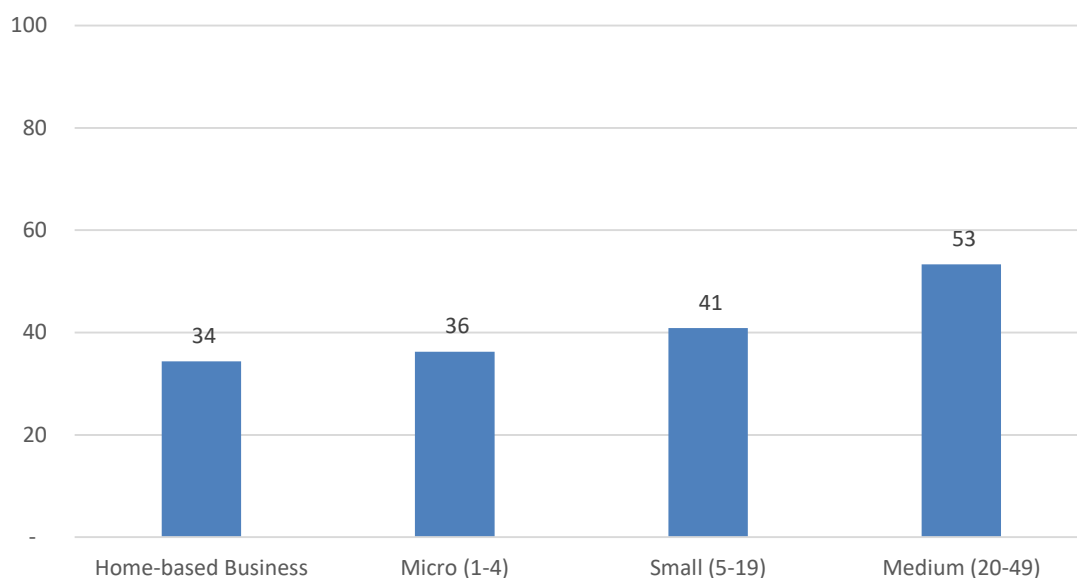
The ability of enterprises to pay wages and operate over time under the present situation varies slightly according to their size. While only 31 per cent of home-based businesses will be able to pay wages one month from the time of the survey, 64 per cent of the medium-sized enterprises will be able to do so. A total of 73 per cent of home-based enterprises will be able to operate longer than one month from the time of the survey, while practically every medium-sized enterprise (93 per cent) in the sample expects to be operational longer than one month from the time of the survey.

Figure 22 Number of months that enterprises claim they are able to maintain wage payments and operations if the situation remains as now, by size of enterprise (number of enterprises)



Figure 23 verifies the same expectations. While only 34 per cent of the home-based businesses considered themselves robust enough to come through the present situation, 53 per cent of the medium-sized enterprises expected to do so.

Figure 23 Share of enterprise representatives who are confident that their enterprises are economically robust enough to come through the crisis and resume profitable business when the crisis is over, by enterprise size (per cent)



Economic hardships from reduced sales, restrictions on foreign currency and low liquidity were considered as the most serious challenges facing enterprises if the present situation continues in the coming months (Table 26). Reduced sales and low liquidity were the main challenges for the smallest enterprises in the sample, while restrictions on accessing foreign currency was a main concern for the largest enterprises.

Political and social instability were also considered major challenges for the enterprises in the months to come. This reflects the fact that the problems faced by enterprises in Lebanon at the moment are not only related to the COVID-19 pandemic.

Table 26 Most serious challenge for the enterprises to cope with the COVID-19 situation in the coming months, by enterprise size (per cent)

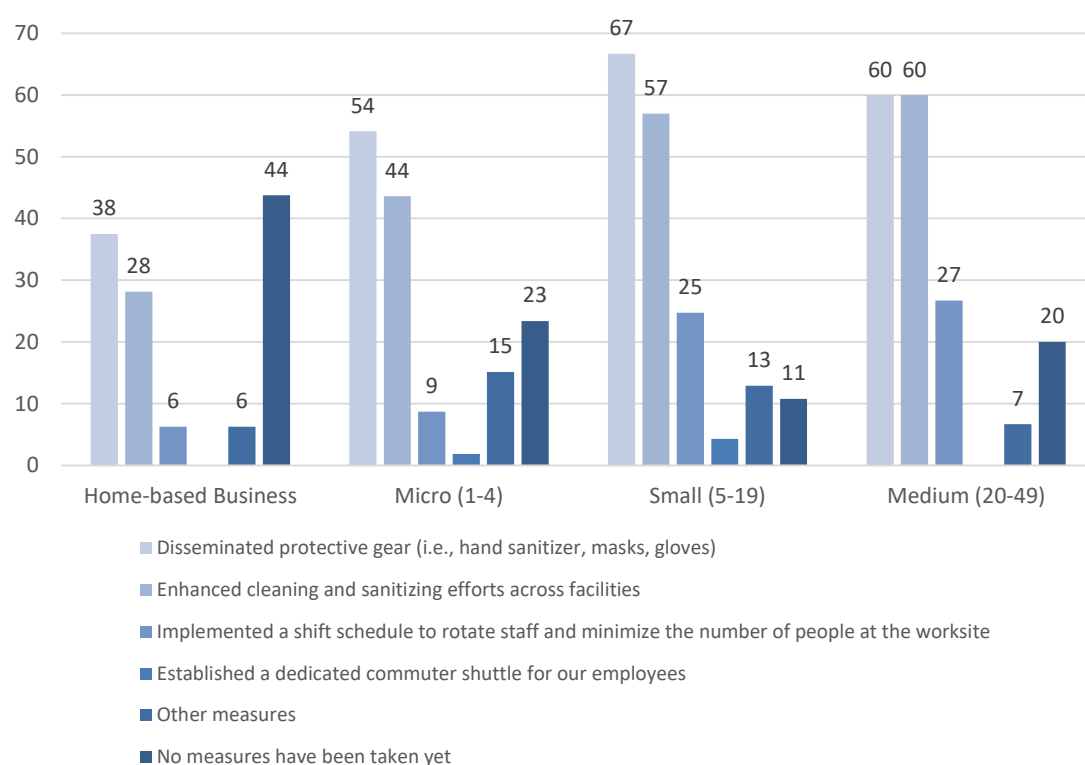
	Reduced sales/ demand	Restrictions on foreign currency	Bank shutdowns	Political/ social instability	Low liquidity/ cash flow problems	No restocking of goods/raw materials due to import restrictions	Transportation problems	Loss of investment	Other	Total	
										Total	Sample size
Total	55	45	28	40	47	15	9	8	6	100	363
Size of enterprise											
Home-based Business	72	16	19	13	34	9	22	16	6	100	32
Micro 1-4	55	46	25	43	42	14	6	7	7	100	218
Small 5-19	54	49	38	46	62	16	12	8	5	100	93
Medium 20-49	27	60	33	27	60	20	13	7	-	100	15
Registration status											
Unregistered	59	37	22	37	42	15	8	8	5	100	153
Registered	51	50	33	43	52	14	10	8	7	100	208

n= All enterprises. Multiple response and per cent may add up more than 100.

5.7 Response measures to mitigate impacts of the COVID-19 pandemic

The vast majority of the surveyed enterprises (78 per cent) have introduced one or more measures to prevent the spread of the COVID-19 virus in their workplaces. The most widely introduced measures have been the provision of protective gear, such as hand sanitizers, masks and gloves, to workers, and enhancing cleaning and disinfection in the workplaces (Figure 24). Almost one-half of the home-based businesses reported that they have taken no measures against the spread of the virus in their workplaces. This might not be particularly surprising, as many of these businesses are operated by members of the same household.

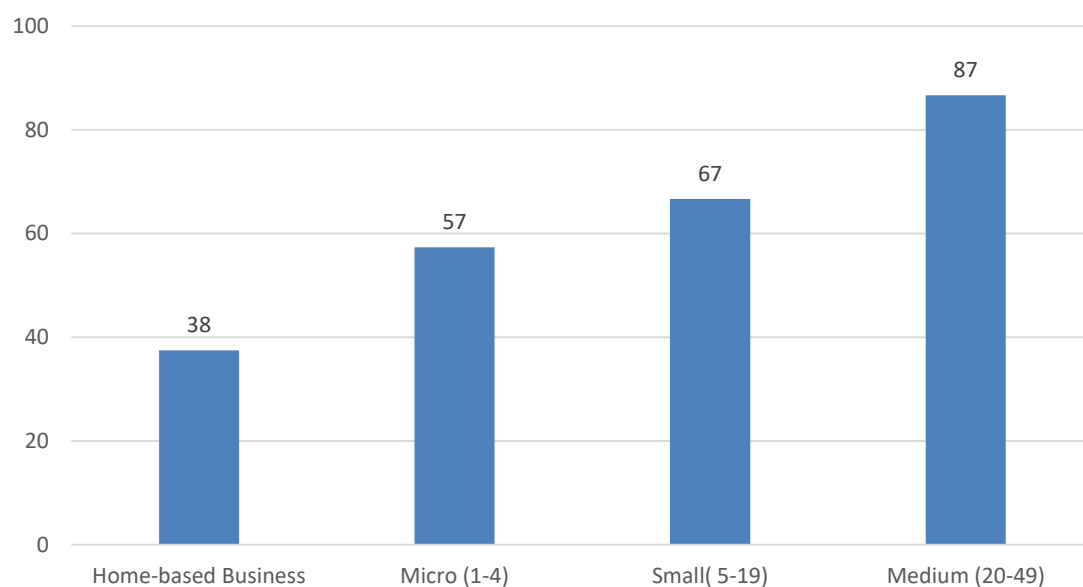
Figure 24 Measures taken by the enterprises to reduce the spread of the coronavirus at work places (per cent)*



* Multiple responses, so per cent may add up to more than 100.

The majority of the surveyed enterprises reported that they have stopped hiring new employees as a consequence of the COVID-19 pandemic and the lockdown (59 per cent). However, it is likely that this response is also influenced by the general economic crisis in the country. Moreover, home-based businesses and micro-enterprises mainly employ only the individuals who established the business. However, 87 per cent of the medium-sized enterprises in the sample have stopped hiring new employees, which indicates a very difficult labour market for those who are seeking work, including those who have been permanently laid-off during the COVID-19 pandemic (Figure 25).

Figure 25 Share of enterprises by size that have stopped hiring new employees because of the COVID-19 situation (per cent)



5.8 Considered and requested response measures

Only 18 per cent of all surveyed enterprises were aware of any available support measures offered by the government or other actors to handle the present situation (Table 27). Out of the few enterprises who were aware of available support, most of them received government subsidies, or obtained tax relief or relief on loan credit payments. However, only around 5 per cent of the surveyed enterprises received such support.

Table 27 Enterprises awareness and use of available support measures offered by the government or other sources (per cent)

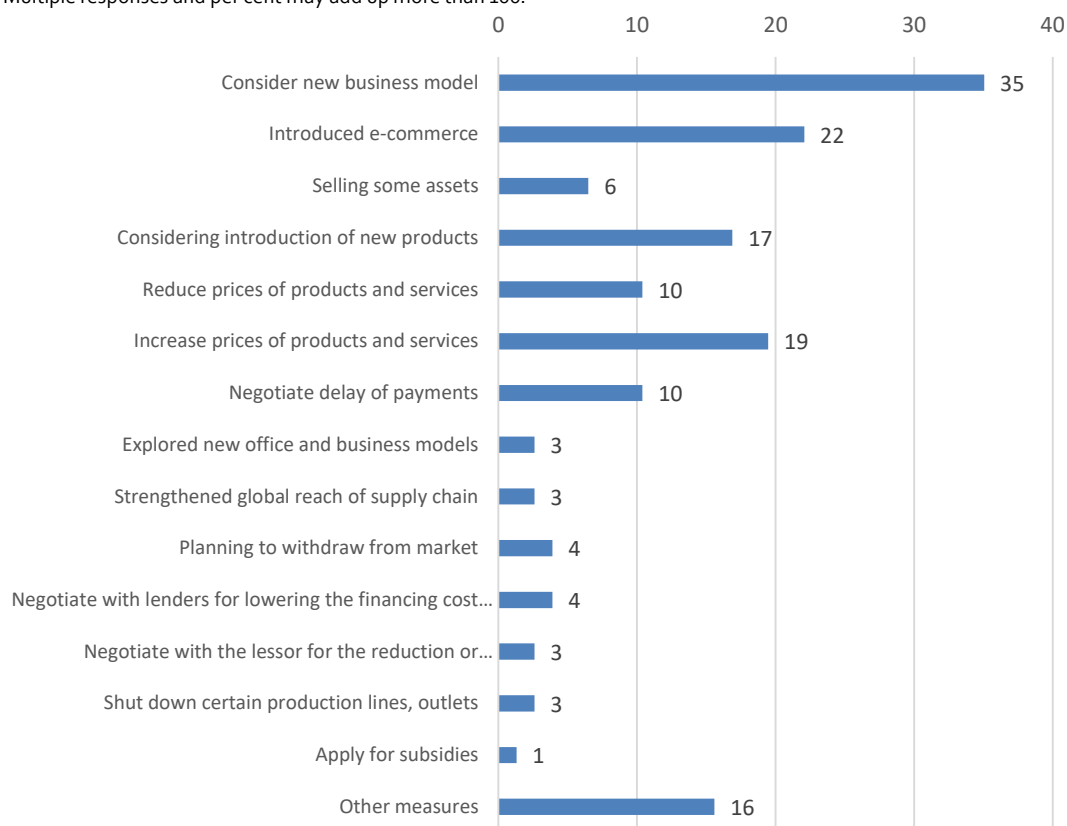
	Not aware of any support packages	Access to finance/ credit	Tax relief/ deferral	Relief or deferral of credit/ loans payments	Reduction or exemption of rent, equipment rental fees	Business stimulus package/ investments	Government subsidising pay	Soft loan	Other specify	Total	
										Total	Sample size
Total	82	4	5	5	2	2	6	1	4	100	363
Size of enterprise											
Home-based Business	78	9	-	-	-	6	9	3	-	100	32
Micro 1-4	83	3	4	5	3	2	6	1	3	100	218
Small 5-19	77	3	10	6	2	1	4	-	5	100	93
Medium 20-49	100	-	-	-	-	-	-	-	-	100	15
Registration status											
Unregistered	84	2	2	3	3	3	7	1	3	100	153
Registered	79	5	7	6	2	1	5	1	4	100	208

n= All enterprises. Multiple response and per cent may add up more than 100.

The sampled enterprises have considered various measures to ensure continuity of their operations and businesses under the present circumstances. The most widely considered measure among the enterprises was developing new business models for production and sales (35 per cent), while other key measures included introducing e-commerce, introducing new products, increasing prices, and negotiating delays of payments to banks and creditors. Developing new business plans and negotiating delays in payments were the most preferred measures considered by the larger enterprises in the sample, while the smaller enterprises equally considered all the measures mentioned above (Figure 26).

Figure 26 Measures considered or taken by the sampled enterprises to ensure business continuity (percentage of enterprises considering each option)*

* Multiple responses and per cent may add up more than 100.



When it comes to types of support that the enterprises would prefer, direct financial support was by far the most widely preferred type among enterprises (63 per cent). Beyond pure economic relief support, such as direct financial support and wage subsidies, the larger enterprises also said they would require social security policies for supporting employment, work resumption and production resumption (27 per cent), while almost one-third (31 per cent) of the smaller enterprises requested technical assistance for developing business plans (Table 28).

Table 28 Type of support preferred by enterprises to cope with the situation at this stage, by size of enterprises (per cent)

	Technical assistance on development of business plans	Technical assistance to support introduction of e-commerce	Access to credit	Wage subsidies	More flexible rules on lay-offs and dismissals	Emergency unemployment insurance scheme	Preferential tax policies	Direct financial support	Social security policies for supporting employment, work resumption and production resumption	Policies for coordinating the supply chain	Policies for reducing production and operating costs	Other specify	Total	
Total	14	7	16	31	1	6	12	62	8	3	16	5	100	360
Size of enterprise														
Home-based Business	31	13	19	25	-	6	-	69	3	3	13	6	100	32
Micro 1-4	9	4	15	29	1	7	14	60	8	2	17	3	100	215
Small 5-19	17	11	22	33	-	4	13	66	8	4	17	8	100	93
Medium 20-49	13	7	7	53	13	-	7	53	27	-	20	-	100	15
Registration status														
Unregistered	10	5	9	21	1	5	9	70	6	1	15	5	100	152
Registered	17	8	22	39	1	6	15	55	10	3	17	4	100	206

n= All enterprises. Multiple response and per cent may add up to more than 100.

6. Concluding remarks

This report has presented the results from a rapid assessment of the impacts of the COVID-19 pandemic on workers and enterprises in Lebanon. The objective of the assessment was to shed light on some of the pressing issues and concerns that workers, particularly the most vulnerable, are facing today—in terms of employment, source of income, current economic conditions, and prospects for the immediate future. Additionally, the assessment addressed the effects of the pandemic on small-scale businesses, their coping and adaptation strategies and their business prospects, including the implications for their workers.

In the context of multiple crises in Lebanon, which include financial, economic and political challenges, and currently the COVID-19 pandemic, the rapid assessment aims to inform policies and interventions so they adequately meet the needs of vulnerable workers and small-scale enterprises.

Using the responses from a survey of 1,987 individuals and 363 enterprises, the results show an overall deterioration in wage incomes and living conditions of both Lebanese and Syrian workers, of whom Syrian refugees and workers in informal employment are hit particularly hard. Furthermore, the assessment shows that small-scale enterprises have low resilience to withstand the current situation, and that existing support packages aimed at helping enterprises through the crisis do not reach the vast majority of the small-scale enterprises.

With respect to the individual workers, the assessment shows that the majority of them were working without written contracts, paid leave, social security coverage or health coverage before the pandemic outbreak. On top of the economic crisis already affecting the Lebanese labour markets, the COVID-19 crisis have added yet another challenge to the country's vulnerable workers, particularly Syrian refugees who tend to accept lower wages and tougher working conditions. The consequences might be further job losses and an increase in the informality of the labour market, making compliance with labour standards for all workers a serious challenge.

Overall, the rapid assessment highlighted the following key issues:

- High unemployment rates were observed among both Lebanese men and women, however, it was highest among Syrian men during the survey period.
- High degree of informal employment was widespread among both Lebanese and Syrians before the pandemic.
- The COVID-19 crisis resulted in permanent and temporary lay-offs from jobs with stronger effects on informal workers.
- Lockdown measures had significant negative effects on wage income (mainly due to lay-offs).
- Large discrepancies were reported on measures taken in workplaces to mitigate the risk of coronavirus infection.
- Individuals and their households reported that they have limited coping capacities against financial challenges with only few having savings.
- During the lockdown, people have spent more time on household chores, women more so than men.

- A majority of the respondents expressed overall satisfaction with the government's COVID-19 response measures but concern for health and economic situation remains.

The survey of 363 enterprises showed that the crisis situation has adversely affected the financial and economic conditions of micro, small and medium-sized enterprises. The prospects for small businesses is grim if the economic crisis of Lebanon continues to be compounded by the COVID-19 pandemic unless supporting measures are put in place.

Overall, the rapid impact assessment of COVID-19 on enterprises highlighted the following:

- Small-scale enterprises exhibited higher levels of informal employment, including in those enterprises that are formally registered.
- The economic crisis in Lebanon adversely affected enterprises before the onset of the COVID-19 crisis but the pandemic has further worsened their economic situation.
- Workers in small-scale enterprises have experienced a lack of payments, lay-offs, and deteriorating working conditions.
- Very few businesses are aware of the various opportunities for support that already exist.

While this first round of surveys have provided a picture of the labour market situation before and during the lockdown period, upcoming and subsequent surveys under the current ILO initiative, will assess the more medium-term consequences of the COVID-19 pandemic on workers and enterprises.

Annex A Questionnaire for Individuals

Impact of Coronavirus (COVID-19) Pandemic on the Lebanese Labour Market

Questionnaire for Individuals

1st Round (5-15 April 2020)

Introduction and request for verbal consent

My name is _____ and I am working for _____ on a survey regarding the effects and impacts of the coronavirus (COVID-19) disease pandemic on Lebanese labour market. The aim of the survey is to provide useful information for policy recommendations. You are randomly selected to participate in this survey. We kindly request you for your voluntary participation in this survey. The information you provide us is strictly confidential and will only be used for research purposes. This interview may take about a maximum of 30 minutes and we appreciate and value your time in participating in our survey. If you have any questions, I will be happy to provide you with honest answers.

Date	Date of Interview	dd.mm.yyyy _ _ . _ _ . _ _ _ _		
Agency	Organisation conducting the survey	ILO 1 AFDC /UNDP 2 LRI /UNDP 3 CCIAZ /UNDP 4 DRC 5 IRC 6 Save The Children 7 Mercy Corps 8 ACTED /UNDP 9 ESDU 10 RMF 11		
QI01	Interviewer Name	_____		
QI02	Telephone number of the individual respondent	_____	8 digits	
QI03	Name of the individual respondent	_____		
Status	Interview status	Completed 1 Connected but person refused 2 Telephone unreachable 3 Number is disconnected 4 Wrong number (person no longer found on this number) 5 Telephone switched off 6 Number not in use 7 Person has been interviewed by another person in the same survey 8 Call not answered 9 Other 10		

Section 1: Employment situation before lockdown

<p>The Lebanese government has taken various measures in order to contain the spread of the coronavirus disease (COVID-19) including the lock down of the country from Mid-March. I would like to ask you about your employment situation prior to the lockdown of the country, referring to the period 1-14 March 2020/the first two weeks of March. Employment refers to any job (income generating activity) conducted for at least one hour.</p>				
101	<p>Prior to the lockdown of the country (1-14 March), what was your main employment status?</p>	<p>Working for wage/salary for someone, an enterprise, company or government</p> <p>Working on own account or enterprise belonging to the household</p> <p>Working on a farm or with livestock owned or rented by the household</p> <p>Cash for work</p> <p>Did not have any job and seeking for job</p> <p>Did not have any job and not seeking for job</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p>	<p>→Next section</p> <p>→Next section</p>
102	<p>What was your job/occupation? Write down (a) <u>job title</u> and (b) <u>main tasks or duties</u></p>	_____		
103	<p>What kind of industry, business, service or activity is carried out at your work place? If respondent does not understand, give examples What are the main goods/products or services produced at the place where you work? Record if business is wholesale trade, retail trade, manufacturing, or services</p>	_____		
104	<p>What type of employer did you work for?</p>	<p>Government</p> <p>Private company/ business</p> <p>Foreign company/ business</p> <p>Non-governmental organisation</p> <p>Family business</p> <p>A private household</p> <p>Self-employed (own-account worker)</p> <p>Refusal</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>9</p>	<p>→108</p> <p>→108</p> <p>→108</p> <p>→108</p>
105	<p>Approximately, how many persons work in your main work place?</p>	<p>1-5 employees</p> <p>6-15 employees</p> <p>16-100 employees</p> <p>More than 100 employees</p> <p>Do not know</p> <p>Refusal</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>8</p> <p>9</p>	
106	<p>In your main job, are you employed on the basis of a contract or an oral agreement?</p>	<p>A written contract</p> <p>An oral agreement</p> <p>Neither</p> <p>Refusal</p>	<p>1</p> <p>2</p> <p>3</p> <p>9</p>	
107	<p>Is your contract/ agreement a limited or unlimited period contract/agreement?</p>	<p>Limited period contract/agreement</p> <p>Unlimited period contract/agreement</p> <p>Refusal</p>	<p>1</p> <p>2</p> <p>9</p>	

117	Did you have any social security coverage related to your job activities? <i>Social security includes one or more insurances such as insurance against work injuries; insurance against old age, disability and death; maternity insurance (paid maternity leave); insurance against unemployment.</i>	Yes, facilitated by my employer	1	
		Yes, arranged by myself	2	
		Yes, arranged by other agencies	3	
		No, don't have any coverage	4	→Next section
		Don't know	8	→Next section
118	Which benefits are you aware that you can benefit from your social security coverage? Mark all that apply	Refusal	9	→Next section
		Insurance against work injuries	1	
		Old age pension	2	
		Disability and death pension	3	
		End of service indemnity	4	
		Maternity insurance (paid maternity leave)	5	
		Insurance against unemployment.	6	

Section 2: Livelihood implications

201	At present, what is your main work status?	Paid leave Paid sick leave Temporary lay-off and expect to return to work Working from home Working as usual Permanently laid-off Did not have any job and seeking for job Did not have any job and not seeking for job	1 2 3 4 5 6 7 8	→206 →206
202	What was your actual take home amount from the main work during the month of March?	Not yet paid=9995 Don't know=9998 Refusal=9999 Amount in LBP	 	
203	What was your income situation during the month of March compared to your usual pay?	Decreased Remained the same Increased Don't know Refusal	1 2 3 8 9	→206 →204 →206 →206
204	What was the reason for the reduction of your income from work during the month of March?	Employer reduced my wage/salary level Due to less hours/days worked I became unemployed (laid off) Other specify_____	1 2 3 4	

205	What was the reason for the increase in your income from work during the month of March?	I have worked more hours/days Expected usual increase in wage/salary Other specify_____	1 2 3	
206	How would you describe the level of food consumption of your household during the lockdown period compared to the one before? Increased, decreased, or remained the same?	Increased Remained the same Decreased Don't know Refusal	1 2 3 8 9	
207	I will now describe some statements that describe potential consequences of the coronavirus crisis. Please tell me if you agree or disagree with the statements. A. My household income has increased due to the crisis B. My household income has decreased due to the coronavirus crisis C. My household duties have increased while I have been at home D. My tasks of taking care of children have increased since the crisis emerged E. I may lose my job in the coming months F. I lost my job due to the coronavirus crisis	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable Don't know Refusal	1 2 3 4 5 6 8 9	
208	Compared to the situation before the corona crisis, would you say that the tasks and work that you perform at home have increased today?	Yes, significantly Yes, moderately No change, remain the same I work less Don't know Refusal	1 2 3 4 8 9	→Next section →Next section →Next section →Next section →Next section
209	Which task has increased the most?	Caring for children Caring for elderly Meals preparation Home schooling Other specify_____	1 2 3 4 5	

Section 3: Coping measures and assistance

301	What specific measures have been taken at your work place to minimize the risk of coronavirus disease (COVID-19)? 1) Mark all that apply	Disinfection Frequent hand washing Provided protection equipment (mouth masks) Enforced distancing Reduced gatherings None Other specify_____	1 2 3 4 5 6 7	Only for those with jobs
302	Are there measures related to closure or lay-offs taken by your employer?	Work place is closed down and no more in business Some employees have been temporarily laid off Some employees have been permanently laid off None, business runs as usual Not applicable Other specify_____	1 2 3 4 5 6	Only for those with jobs
303	Are there any other measures taken by your household to manage the financial impacts of the situation related to coronavirus?	_____ _____ _____		
Savings	Do your household have any savings that can be used to ease problems caused by the Corona situation?	Yes No Don't know Refusal	1 2 8 9	→304 →304 →304
duration	For how long do you think these savings will last given that the situation remains the same as today?	Less than one month 1-3 Months 4-6 Months More than 6 months Don't know Refusal	1 2 3 4 8 9	
304	During the month of March, have you or any member of your household received <u>cash</u> assistance from anyone?	Yes No Refusal	1 2 9	→306 →306
305	From which source(s) have you received the cash assistance? 2) Mark all that apply	National Poverty Targeting Programme (NPTP) Other national government institution (specify) Local government authorities Local charitable organizations//NGOs Religious organizations International organizations (UNHCR, WFP, etc) Other specify_____	1 2 3 4 5 6 7	
306	During the month of March, have you or any member of your household received <u>in-kind</u> assistance from anyone?	Yes No Refusal	1 2 9	→308 →308

307	From which source(s) have you received the in-kind assistance? 3) Mark all that apply	National Poverty Targeting Programme (NPTP) Other national government institution (specify) Local government authorities Local charitable organizations//NGOs Religious organizations International organizations (UNHCR, WFP, etc) Other specify_____	1 2 3 4 5 6 7	
308	Which government measures do you consider most relevant in minimizing the effect of the coronavirus crisis on your own employment situation?	Free access to testing and healthcare for COVID In kind distribution of hygiene kits and protective materials In kind food distribution Cash support for vulnerable groups (e.g. elderly, disabled) Cash support for families who lost source of income Emergency loans for families Support for businesses Other specify_____	1 2 3 4 5 6 7 8	
309	In general, how satisfied are you with the government measures designed to mitigate the impact of the corona virus on your employment situation?	Highly satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Highly dissatisfied	1 2 3 4 5	
310	What is your biggest fear or worry as we enter this time of uncertainty due to the corona-virus disease?	_____		

Section 4.1: Background (All respondents)

401	What is your nationality?	Lebanese Syrian Palestinian resident of Lebanon Palestinian resident of Syria Other Refusal	1 2 3 4 5 9	
402	Gender	Male Female	1 2	
403	How old are you?	_ _ _		
404	What is the most advanced level of education you have completed?	Did not complete any level Elementary (old Lebanese system / Syria Preparatory / Intermediate (old Lebanese system / Syria, 7-9) Basic (1-10) Vocational education (VTC) Comprehensive secondary - Academic Comprehensive secondary – Vocational Community college/ Intermediate diploma / Vocational training after secondary (Syria) Bachelor's degree (TS./ B.A./B.S.)	1 2 3 4 5 6 7 8 9 10	

		Higher diploma Ma. (Magister) Ph.D. (Doctorate) Refusal	11 12 99	
405	Are you the main provider in your family/household?	Yes No Refusal	1 2 9	
406	How many persons usually live in your household/family?	Children [<18 years old] Male __ __ Female __ __ Adults [Age 18-64] Male __ __ Female __ __ Elderly persons [Age 65 and above] Male __ __ Female __ __		
407	How many male members of your family are currently working (engaged in income generating activities, irrespective of temporary absence)?	None __ __	0	
408	How many female members of your family are currently working (engaged in income generating activities, irrespective of temporary absence)?	None __ __	0	

409	Has any member of your family/household been laid off from work due to measures related to the coronavirus?	Yes No Refusal		→ →
410	How many male members of your household have lost their jobs due to measures related to the coronavirus?	None _ _ _	0	
411	How many female members of your household have lost their jobs due to measures related to the coronavirus?	None _ _ _	0	

Section 4.2 Background (Only for Syrians)

412	When did you arrive in Lebanon for the first time?	Month of arrival Born in Jordan Refusal Year of arrival Born in Jordan Refusal	_ _ 97 99 _ _ _ 9997 9999	
413	In which Syrian governorate did you live before arriving to Lebanon?	Al Hasakah Aleppo Al Raqqah Al Suwayda Daraa Deir El Zour Hama Homs Idlib Latakia Quneitra Rural Damascus Damascus Tartus Other (neither Jordan nor Syria) Born in Jordan Refusal	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 97 99	Fill in 97, if 110 =97
414	Do you have / Have you ever had a work permit in Lebanon (irrespective of current validity)?	Yes, have a valid work permit Yes, but has expired No, never had a work permit Refusal	1 2 3 9	

Annex B: Questionnaire for enterprises

Impact of Covid-19 Pandemic on the Lebanese Labour Market Questionnaire for Enterprises 1st Wave (1-10 April 2020)

Introduction and request for verbal consent

My name is _____ and I am working for [agency] _____ on a survey regarding the effects and impacts of the COVID virus pandemic on the Lebanese labour market. The survey is important for identifying policies and measures that can help enterprises and their employees to cope with the crisis. Your enterprise/company has been selected to participate in this survey because you are registered in the programs of one of the organizations responsible for the survey. We kindly ask for your voluntary participation in the survey. The information you provide is strictly confidential and will only be used for research purposes. This interview normally takes a maximum of 30 minutes, and we appreciate and value your time in participating in the survey. If you have any questions, I will be happy to provide you with honest answers.

Section 1: Enterprise profile

<p>The Lebanese government has taken various measures in order to contain the spread of the coronavirus disease (COVID) including the lock down of the country during the last two weeks (15-31 March 2020). I would like to ask you about your situation of your enterprise prior to the lockdown of the country, referring to the month of February 2020.</p>				
101	<p>What kind of business, service or activity is carried out by your enterprise?</p> <p><i>If respondent does not understand, give examples</i></p> <p><i>What are the main goods/products or services produced at the place where you work? Describe the main activities carried out by the enterprise. Record if business is wholesale trade, retail trade, manufacturing, or services</i></p>	<p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>		
102	<p>Which industry does this enterprise represent?</p> <p>Interviewer: Please conduct the classification.</p> <p>Do not ask the respondent!</p>	<p>Agriculture 1</p> <p>Manufacturing 2</p> <p>Retail trade 3</p> <p>Wholesale trade 4</p> <p>Construction 5</p> <p>Hotel or restaurant 6</p> <p>Provide other services 7</p> <p>Other specify 8</p>		
103	<p>Is this establishment part of a multi-establishment firm? (that is, a firm with several establishments, each with its own location, management, activity, and financial statements)</p>	<p>Yes 1</p> <p>No 2</p>		→ 105
104	<p>How many establishments are part of the firm?</p>	<p> _ _ _ </p>		
105	<p>In what year did your establishment begin operations?</p>	<p> _ _ _ _ </p> <p>Don't know 9998</p> <p>Refusal 9999</p>		
106	<p>Where does your establishment (or its headquarters, if many) located?</p>	<p>List of governorates</p>		
107	<p>Approximately, how many male and female workers were employed by your company /enterprise?</p>	<p>Male _ _ _ </p> <p>Female _ _ _ </p>		
108	<p>How many male and female Lebanese workers were hired by your enterprise?</p>	<p>Male _ _ _ </p> <p>Female _ _ _ </p>		
109	<p>How many male and female Syrian workers were employed by your enterprise?</p>	<p>Male _ _ _ </p> <p>Female _ _ _ </p>		
110	<p>How many male and female non-Lebanese were employed by your enterprise?</p>	<p>Male _ _ _ </p> <p>Female _ _ _ </p>		
111	<p>How many male and female permanent and fulltime workers were employed by your enterprise?</p>	<p>Male _ _ _ </p> <p>Female _ _ _ </p>		

112	<p>How many male and female seasonal/temporary workers were employed by your enterprise?</p> <p>This includes daily workers.</p>	<p>Male __ __ </p> <p>Female __ __ </p>		
113	<p>What percentage of your male and female employees would you describe as professionals workers?</p>	<p>Male __ __ </p> <p>Female __ __ </p>		
114	<p>What percentage of your male and female employees would you describe as skilled workers?</p> <p>By skilled we mean employees with specific training/competence who provide expertise in their line of work</p>	<p>Male __ __ </p> <p>Female __ __ </p>		
115	<p>How many of your male and female employees have limited-term (duration less than one year) contracts?</p>	<p>Male __ __ </p> <p>Female __ __ </p>		
116	<p>How many of your male and female employees have permanent (unlimited time) contracts?</p>	<p>Male __ __ </p> <p>Female __ __ </p>		
117	<p>How many of your male and female employees work without a written contract?</p>	<p>Male __ __ </p> <p>Female __ __ </p>		
118	<p>What was the average monthly cost of labour including wages, salaries, social security contribution, etc before the coronavirus crisis started (i.e. before March 2020)?</p> <p>In JD</p>	__ __ __ __ __ __		
119	<p>What was the average monthly expenditure for your enterprise in total before the coronavirus crisis started (i.e. before March 2020)? This includes all operational expenses</p> <p>In JD</p>	__ __ __ __ __ __		
120	<p>How would you describe the financial status of your enterprise prior to the lockdown period, i.e. before March 2020</p>	<p>Profitable</p> <p>Breakeven</p> <p>Was losing money</p> <p>Other specify</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>	

Section 2: Implications and coping measures

210	Currently, what is the operational status of the establishment?	Operating as usual Operating with reduced hours Closed operations Other	1 2 3 4	
211	Currently, what describes the general work activities of your employees?	Most employees can work from home Some employees work on-site Most employees need to work on-site Operates as usual Closed and no operation	1 2 3 4 5	
212	So far and since the onset of the coronavirus crisis in the country, what has been the economic impact on your enterprise? Mark all that apply	Loss of revenue Reduce demand / sales Increased costs of production Access to cash/liquidity problems Problems importing materials needed Increased revenue No economic impact Other:	1 2 3 4 5 6 7 8	
213	What measures has your enterprise taken to reduce the spread of the coronavirus at the work place? Mark all that apply	Disseminated protective gear (i.e., hand sanitizer, masks, gloves) for employees to use at their discretion Enhanced cleaning and sanitizing efforts across facilities Implemented a shift schedule to rotate staff and minimize the number of people at the worksite Established a dedicated commuter shuttle for our employees No measures have been taken yet Other specify	1 2 3 4 5 6	
214	What general measures has your enterprise taken due to the coronavirus with regards to existing staffing? Mark all that apply	Had to reduce staff number Had to reduce staff salaries Had to reduce working hours Had to shift to another type of product/service No measures Other specify	1 2 3 4 5 6 7	
215	Has your company changed its existing recruitment plans as a result of the coronavirus measures?	Yes, we stopped hiring completely Yes, but we do replacement hires No, there are no changes to recruitment plans Increased recruitment	1 2 3 4	
216	Has your enterprise implemented permanent lay-offs since 1 March as a result of the coronavirus measures?	Yes No Refusal	1 2 9	

217	How many employees were permanently laid off as a result of the coronavirus measures?	Male __ __ Female __ __		
218	How many employees were temporarily laid off during the month of March 2020 as a result of the coronavirus measures?	Male __ __ Female __ __		
219	How is your company currently paying employees who are not diagnosed with COVID-19 but are unable to work as they are under quarantine or otherwise unable to attend work due to the virus and measures taken against it?	No change, full pay Reduced pay Not paid by the company, government is subsidizing pay Not paid by company, employee takes unpaid leave Not applicable	1 2 3 4 5	
220	How is your company paying employees who have no work due to partial or full business closures?	No change, full pay Reduced pay Granting leave of absence due to inability to work at full pay Granting leave of absence due to inability to work at partial pay Granting leave of absence due to inability to work with no pay Laying off staff Not applicable, we do not have employees in this category	1 2 3 4 5 6 7	
221	How is your company paying employees who have reduced work due to partial business scale-down?	No change, full pay Reduced pay reflecting the reduction in work/hours Granting leave of absence due to inability to work at full pay Granting leave of absence due to inability to work at partial pay Granting leave of absence due to inability to work with no pay Laying off staff Not applicable, we do not have employees in this category	1 2 3 4 5 6 7	
222	Is your company providing any compensation to temporary/seasonal workers with regular tasks for the enterprise who are left without work as a result the coronavirus crisis? Eg. Daily labourers	Yes, full compensation Yes, partial compensation No compensation Not applicable, we do not have any contract/gig workers Other (specify)	1 2 3 4 5	
223	Has your enterprise stopped payments to Social Security as a result of measures related to Covid-19?	Yes No Refusal	1 2 9	
224	Has your enterprise stopped payment for health insurance for your employees as a result of measures related to Covid-19?	Yes No Refusal	1 2 9	

225	How long would still be able to stay operational if the present situation continues?	Less than a month 1-3 months 3-6 months More than 6 months Don't know	1 2 3 4 5	
226	For how many more months is your enterprise in condition to continue paying salaries to all current workers under existing conditions?	Less than one month 1-3 3-6 More than 6 months	1 2 3 4	
227	Compared to the situation before the crisis, how do you assess the current profit prospect of the enterprise?	Decreased profit Same profit Increased profit Don't know Refusal	1 2 3 4 5	
228	What type of enterprise support would be most needed to cope with the situation at this stage?	Access to credit Wage subsidies More flexible rules on lay-offs and dismissals Emergency unemployment insurance scheme Other	1 2 3 4 5	
229	How confident are you about the enterprise is economically robust enough to come through the crisis and resume profitable business after the crisis is over?	Highly confident Confident Neither Unconfident Highly unconfident	1 2 3 4 9	
230	With regards to the coronavirus crisis, what are the biggest obstacles facing your establishment in the coming months? Mark all that apply	"Haircut" in austerity measures from GoL Further restrictions on USD Bank shutdowns Political/social instability No savings No restocking of goods because of import/USD restrictions Other specify	1 2 3 4 5 6 7	



Initiative on Assessing Impacts of COVID-19 on Labour Markets in Arab States

This report is a product of an ILO-led initiative to conduct rapid assessments of the impacts of COVID-19 on labour markets in three Arab States: Jordan, Lebanon and Iraq, in collaboration with development partners. The initiative will produce a series of country level and comparative studies during April-December 2020, examining the development and impacts of the pandemic over time by interviewing the same respondents at regular intervals.

The assessments address individuals and enterprises that have received support or participated in any program or project scheme implemented by the ILO or the collaborating development and humanitarian organizations. This implies that the assessments describes the situation for relatively vulnerable individuals and enterprises in the labour markets, and hence, that the assessments are not representative for the national labour market as a whole. Nonetheless, studying populations supported by humanitarian and development organizations should provide valuable insights and knowledge relevant to interventions and policies in times of crises, and sheds light on groups of individuals and enterprises that are often overlooked in labour market policies and responses.



Fafo

Fafo Institute for Labour and Social Research (Oslo, Norway) leads the scientific and technical design of the study and oversees its overall implementation.

Participating organizations provide relevant materials for the assessments, provide field personnel, and contribute with knowledge and programmatic experience. The participating organizations are: United Nations Development Programme (UNDP), International Rescue Committee (IRC), Danish Refugee Council (DRC), Norwegian Refugee Council (NRC), Save the Children International, Oxfam, and Mercy Corps.

