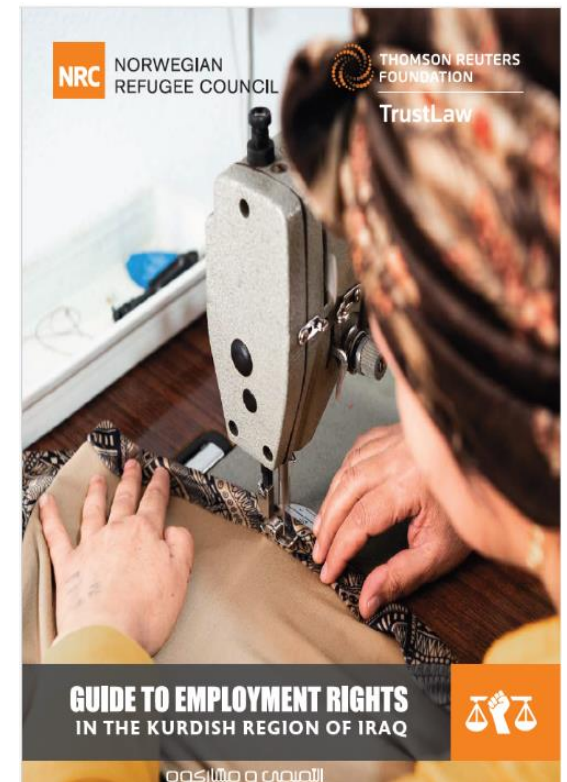
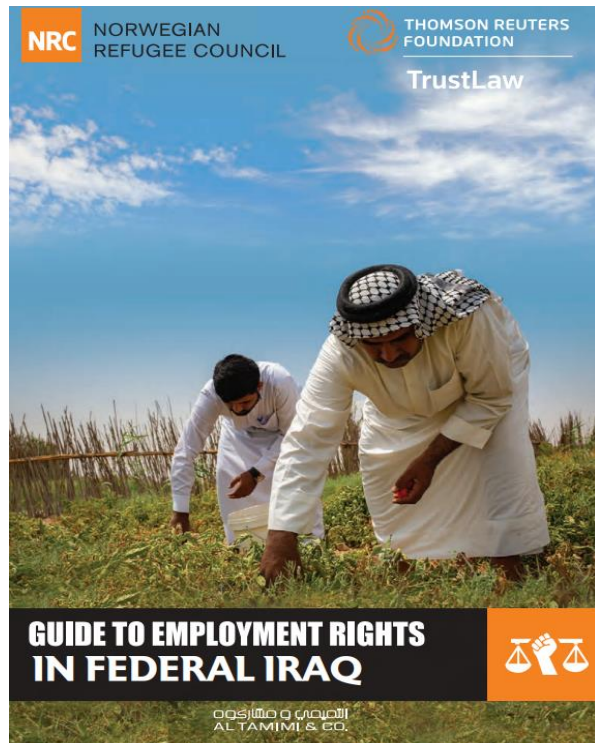


NRC Iraq - Decent Work and Livelihoods



Work Rights – Enabling other Rights



- Decent work is crucial to livelihoods opportunities
- Access to work and decent work conditions facilitates other key rights
 - Central to family income and payment of household expenses including; food, health care, education, utilities
 - Ability to pay rent reduces likelihood of eviction
 - Adequate source of income can reduce protection risks, including risk of child labour
 - Fundamental to human dignity
 - Key to self-reliance and durable solutions
 - Can reduce reliance upon humanitarian aid
 - Acquisition of skills can create other life opportunities

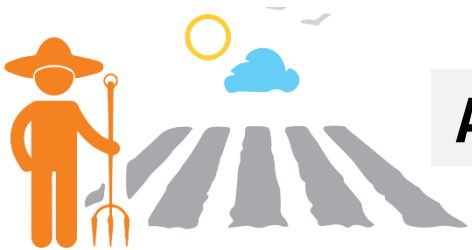
NRC Iraq Decent Work Agenda



**Decent Work
Survey**



**Employment Rights
Guides**



Agricultural Cooperatives



**Workplace Negotiations
Guide**



**ICLA/Livelihoods
integration**



**Self-Employment and
Small Business Guides**

ICLA AND Decent Work



1. **NRC reached 2,797 (878 F, 1,919 M) individuals with information, counselling and legal assistance on work rights in 2023. Broken down as:**
 - **Information on work rights 1,583 (615 F, 968 M) individuals**
 - **Counselling to 146 (31 F, 115 M); and**
 - **Legal assistance 1,068 (232 F, 836 M)**

ICLA AND Decent Work

2. Decent Work Survey Key Findings – KRI

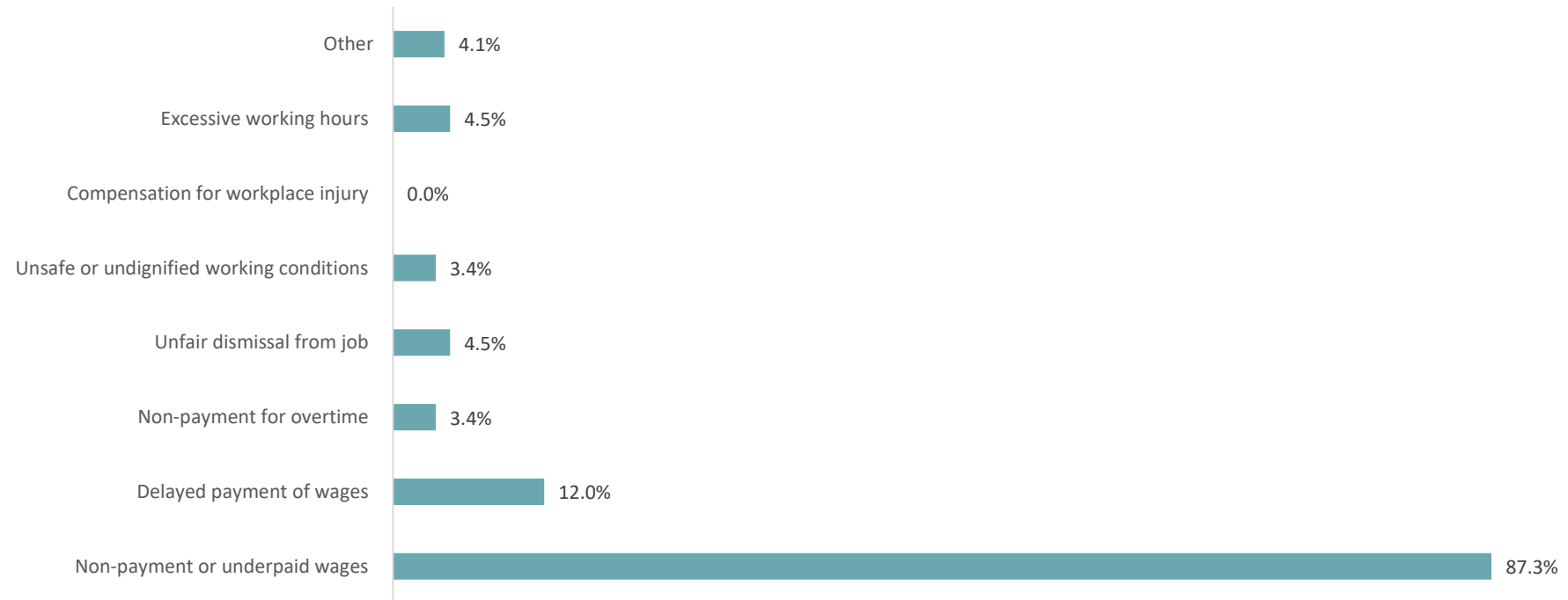
Decent work survey and field experience reveals that:

- 20% formal employment, 50% informal employment, 30% self-employed;
- 55% of refugees did not have sufficient information about their work rights;
- 47% of refugees said that employers respected their rights;

- 87% did not have a written employment contract;
- Only 6% were registered with social insurance whilst only 7% had health coverage through their workplace;
- 14% of respondents reported workplace violations; and
- 10% of respondents took action to protect their work rights.

% of workplace violations

In what area have your work rights been violated ?



ICLA AND Decent Work

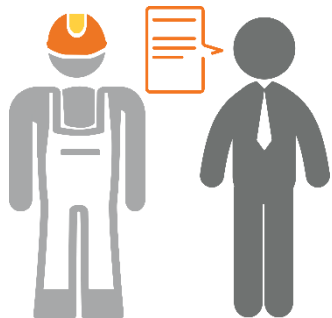
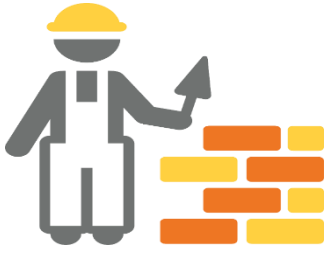


3. Online Guide to Employment Rights in both Federal Iraq and KRI available in: KRI (English [KRI English](#) and KRI Arabic) and Federal Iraq ([Iraq English](#) and Iraq Arabic)

4. [Workplace Negotiations Guide](#) available as a ‘self-help’ guide for workers to improve workplace communication skills and negotiate better outcomes to disputes.

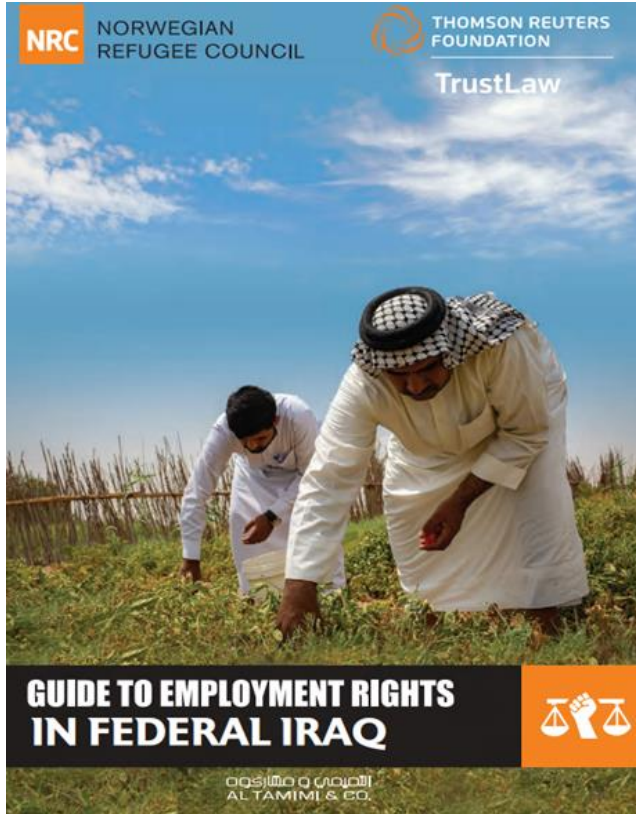
5. Guide to Self-employment and Small Business for Iraq

Purpose of the Guides



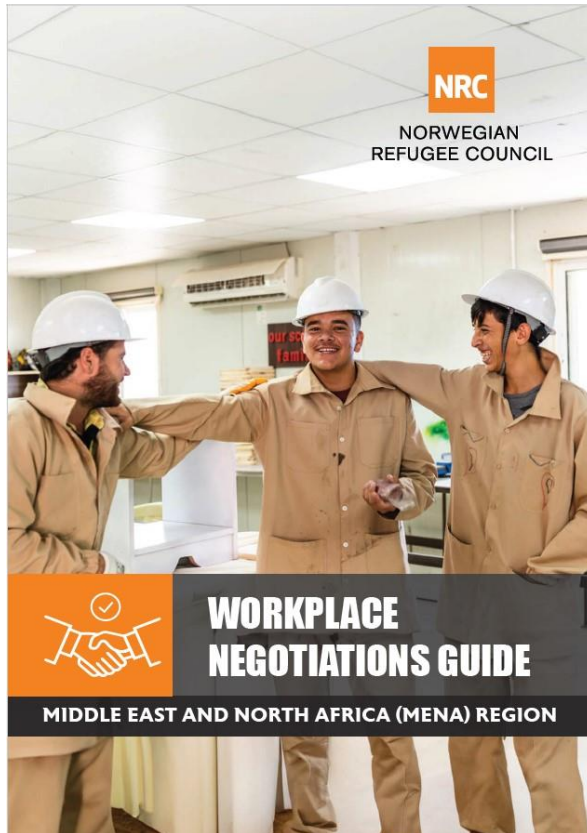
- Promote knowledge of and compliance with **decent work standards within region**
- **Legal tool for legal professionals** working on work rights issues for displaced persons and refugees in the region.
- Resource for **livelihoods actors** in understanding employment rights framework and requirements
- Resource for **youth and vocational training actors** in programming design and understanding rights and protections for working age youth
- **Public resource and interactive guide** for relevant actors, including beneficiaries, to be able to **quickly identify work rights and entitlements**
- **Link:** <https://www.nrc.no/the-right-to-decent-work-employment-rights-guides-in-the-middle-east/>

Content of Guides



- Guides cover:
 - Basic work rights, including employment relationship
 - Wages
 - Health, safety and workplace conditions
 - Social security and workplace insurance
 - Working hours
 - Leave Entitlements
 - Tax
 - Dismissal and Termination of Employment
 - Workplace Appeals
 - Special categories including women, youth, daily labourers, part-time or casual employees
 - Work permits for refugees and migrants

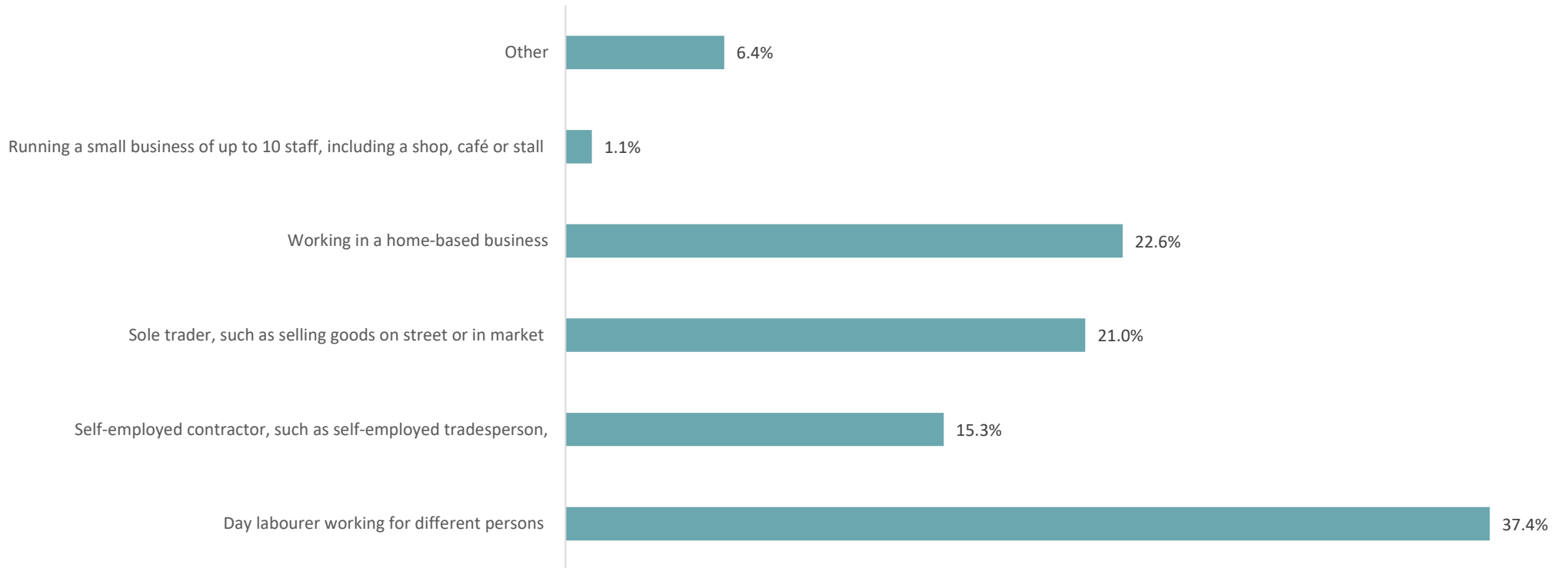
Workplace Negotiation Guide



- Majority of refugees in the region are reluctant to take formal action to protect their rights
- Many are working informally and are afraid of losing jobs or having problems with authorities
- Workplace Negotiations Guide is a self-help manual
- Helping workers to improve communication and negotiations skills so that they can get the best possible outcome
- Workers/Project participants will be trained in key skills (2-3 hour training)
 - Developing negotiations techniques
 - Role-plays
 - Learning from each other's experiences and approaches

Self-Employment Data

If self-employed, are you a:



Self-Employment and Small Business



- Iraq Self-Employment and Small Business Guide covers;
 - Registration requirements for traders conducting commercial activities
 - Business arrangements for companies, partnerships, family businesses, home-based businesses, gig workers
 - Self-Employment v Wage Employment,
 - Vocational licensing from local authorities and government agencies
 - Occupational licenses
 - Sector specific licenses for:
 - Industrial workshops and crafts and service industries,
 - Shops, restaurants, cafes
 - Liberal professions, consultants, freelancers, digital livelihoods
 - Street vendors

